

# Bereavement Leave

## OPS

### ARTICLE 48 – BEREAVEMENT LEAVE

48.1 An employee shall be allowed up to three (3) days' leave of absence with pay in the event of the death of his or her spouse, mother, father, mother-in-law, father-in-law, son, daughter, stepson, step-daughter, brother, sister, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandparent, grandchild, ward, guardian, stepmother, stepfather, step-grandparent, step-grandchild or same-sex spouse.

48.2 An employee who would otherwise have been at work shall be allowed one (1) day leave of absence with pay in the event of the death and to attend the funeral of his or her aunt, uncle, niece or nephew.

48.3 In addition to the foregoing, an employee shall be allowed up to two (2) days' leave of absence without pay to attend the funeral of a relative listed in Articles 48.1 and 48.2 above if the location of the funeral is greater than eight hundred kilometres (800 km) from the employee's residence. (FXT)

## Public Health Ontario

15.4 Bereavement Leave a) An employee shall be allowed up to four (4) days leave of absence with pay in the event of the death of a parent, spouse, child or spouse's child. "Spouse" for the purposes of bereavement leave will include a partner of the same sex. An employee shall be allowed up to three (3) days leave of absence with pay in the event of the death of a mother-in-law, father-in-law, stepson, stepdaughter, brother, sister, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandparent, grandchild, ward, guardian, stepmother, stepfather, 38 step-grandparent, step-grandchild. b) An employee who would otherwise have been at work shall be allowed one (1) day leave of absence with pay in the event of the death and to attend the funeral of his or her aunt, uncle, niece or nephew. c) In addition to the foregoing, an employee shall be allowed up to two (2) days'

leave of absence without pay to attend the funeral of a relative listed in a) and b) above if the location of the funeral is greater than eight hundred kilometres (800 km) from the employee's residence.