

DEI POLICY REVIEW

BEREAVEMENT

YOUR TYPICAL WORKPLACE POLICY FOR BEREAVEMENT IS WRITTEN AS FOLLOWS:

“You are entitled to take up to three (3) workdays with pay to attend the funeral and take care of personal matters related to the death of a member of your immediate family. Your immediate family is defined to include: a parent, stepparent, grandparent, grandchild, spouse or civil union or domestic partner (including same-sex partners), stepchild, sibling, or spouse or partner’s parent, child, or sibling. Only full-time employees are eligible for paid funeral leave. You are not eligible for paid funeral leave during your Introductory Period. Nor are you eligible for paid funeral leave if you are a part-time or temporary employee.”

WHAT IS THE IMPACT OF THIS POLICY?

There is a bias in terms of identifying specific family relationships and putting value/importance on the nuclear family structure. For example, the family relationship of an "Aunt" is not listed; that person could have had a parental role for a person or may have lived in the same household. Multi-generational households and extended families (not blood-related) are very common in many ethnic cultures within the United States. It also excludes part-time employees who are also eligible for benefits and benefits of time away from the workplace.



The focus of bereavement is to offer the employee time away from work to recover from a loss. The policy is more helpful if it focuses on the range of time that is available to the staff members versus the nature of family relationships.

RECOMMENDED POLICY REVISIONS

- Remove all criteria for immediate family and focus on the needs of the employee to recover from a loss connected to death.
- Create a separate policy that covers the events of a miscarriage or stillborn birth.
- Allow for time away for part-time employees with a prorated time off policy.

OUR RECOMMENDED BEREAVEMENT POLICY



Bereavement leave, which consists of additional paid time off, granted in the event of the death of a close relative, a member of your extended family, or a close friend.

Full-time employees will be granted up to five days of paid leave following a death. Part-time employees will receive a prorated percentage of time based on their predetermined workweek schedule. For example, if you work a four-day workweek, you will receive up to four days of bereavement.

The maximum amount of bereavement leave that will be granted will be five days or 40 working hours for each loss. Like regular Paid Time Off, bereavement leave can be taken in increments of an hour. In more extenuating circumstances, additional leave time may be granted using our leave of absence policy. You are encouraged to discuss your needs with your Human Resources team.