



## Bereavement Policy

### **Policy:**

Bereavement paid time off will be approved on a case-by-case basis, with compassion and empathy at the core of each decision. Bereavement paid time off will only apply to employees who have past their 3-month probationary review successfully.

RYSE provides a maximum of three paid shifts for the death of an immediate family member and does not need to be consecutive. RYSE will provide paid bereavement leave of one day for other relatives and friends. This is because RYSE assumes that for more distant relatives and friends, less personal time is needed beyond attending a funeral or memorial service.

**Is Bereavement leave statutory?** Bereavement Leave under the Employment Standards Act. Unfortunately, there is no statutory entitlement to paid bereavement leave under the Employment Standards Act (ESA).

### **Why Is Bereavement Leave Time Granted?**

Bereavement leave time is granted for making funeral arrangements, attending the funeral and burial, paying respects to the family at a wake or visitation, dealing with the deceased's possessions and will, and any ancillary matters that employees must address when a beloved person dies.