

**ARTICLE 10 - BEREAVEMENT**

1.1 Employees will be compensated for their scheduled shift at base rate plus any premium the employee receives for each day's absence during the scheduled workweek for bereavement as follows:

Relationship \_\_\_\_\_ Paid Bereavement Day(s)

**Spouse, child, mother, father, brother,** **Five (5) Days**  
sister, domestic partner, stepchild,  
grandchild, foster child who dies while placed in  
the employee's home by a State Agency, stepparents, (great)  
grandparents, stepbrother, stepsister, half-brother, half-sister

Mother-in-law, father-in-law, brother-in-law, sister-in-law, Three (3) Days  
spouse's grandparents, domestic partner's  
parent(s)-in-law, siblings-in-law

Niece, nephew, aunt, uncle or cousin **One (1) Day**

1.2 If you are on vacation at the time of the death of your family member, you may notify your supervisor to cancel your vacation and change it to bereavement pay.

1.3 An additional leave, using personal, vacation or unpaid leave, may be granted by the sole discretion of the Company. The requested time must be submitted in advance and sufficient documentation may have to be provided.

1.4 Employees may be required to submit sufficient documentation to substantiate the relationship claimed and notice of the death. Acceptable documentation includes:

1. Form from Funeral Director
2. Obituary linking employee to deceased
3. Any Official Government paperwork showing relationship to deceased

**ARTICLE 11 - BULLETIN BOARDS**

1.1 The Company will provide three (3) enclosed bulletin boards of reasonable size for the exclusive use of the Union in the main employee hallway to the warehouse where other employment postings to employees are located and the second location outside