

RED DEER PUBLIC LIBRARY	SUBJECT: PERSONNEL POLICIES BEREAVEMENT AND CRITICAL ILLNESS LEAVE	SECTION: 7.18e PAGE: 1 DATED JUNE 2004
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**7.18e BEREAVEMENT AND CRITICAL ILLNESS LEAVE (Exempt)**

- .01 At the time of the death of a permanent or probationary employee's spouse, parent, brother, sister, child, parent-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandchild, or legal guardian, the employee shall be granted five (5) scheduled work days with pay. Additional time off without pay may be granted in conjunction with this leave, upon approval of the Board.
  
- .02 If a Paid Holiday falls during a bereavement leave, the day shall be treated as a Paid Holiday and will not extend the length of bereavement leave.
  
- .03 Employees shall be granted an unpaid leave of eight (8) weeks to care for a seriously ill family member. During the leave the Employee will continue to accumulate all benefits and seniority under this collective agreement. If the Employee chooses to make contributions for the period of the leave to the pension or benefits plan, the Employer will pay the Employer's contributions for the same period. On return from leave, Employees will be placed in their former positions.