

Attachment H

Article III, Section 3

- A. Bereavement Leave.** All full-time employees working on a weekly schedule of 40 or more hours in weeks where no holidays occur, who are covered by this Agreement and who have been in the continuous employ of the Employer for three or more months, shall be eligible for bereavement pay for time absent from work because of a death in the immediate family (limited to spouse, significant other [defined as: one who stands in place of a spouse and who resides with the employee], ~~father, mother, son, daughter, parents and step parents, children and step-children,~~ sister, brother, father-in-law, mother-in-law, and employee's grandparents and grandchildren) and actual attendance by such employee at the funeral.

The bereavement pay shall consist of pay at the employee's base hourly rate, excluding shift differential and Sunday premium pay, for such regularly scheduled working time as it shall be reasonably necessary for the employee to absent himself from work in order to make arrangements for and attend the funeral of the deceased. One day (8, 10, or 12 hours based on scheduled hours of work) of the bereavement leave may be taken within ten calendar days after the funeral where necessary to take care of additional arrangements or travel pertaining to the funeral. The employee shall, as a condition of eligibility for bereavement pay, notify employee's supervisor, as early as is reasonably practical, of the time the employee will be absent from work and where the employee may be contacted during such time. The time covered by bereavement pay shall not exceed 8, 10, or 12 hours in one day based on scheduled hours of work and shall not exceed three days in total. ~~provided that, in case of death of an employee's grandparent or an employee's grandchild, the bereavement pay shall not exceed 8, 10, or 12 hours in one day based on scheduled hours of work spent in attendance at the funeral of said grandparent or grandchild.~~

Bereavement leave for part-time employees compensated on an hourly basis will be prorated based on the number of actual straight-time hours of work during the previous calendar year.