



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

Proposal Number: S11-J (2)

Date: _____ Time: _____

ARTICLE G.____ BEREAVEMENT LEAVE

1. Five (5) days of paid leave shall be granted in each case of death of a member of the employee's immediate family.

For the purposes of this article "immediate family" means:

- a) the spouse (including common-law and same-sex partners), child and step-child (including in-law), parent (including in-law), guardian, sibling and step-siblings (including in-law), grandchild or grandparent of an employee (including in-law), and
 - b) Any person who lives with an employee as a member of the employee's family.
2. Two (2) additional days of paid leave may be granted for travel purposes outside of the local community to attend the funeral. Such requests shall not unreasonably be denied.
3. In addition to leave provided in clauses 1 and 2 above, the superintendent may grant unpaid leave for a family member. Additional leave shall not be unreasonably denied. For the purpose of this clause "family member" means:
 - a) in relation to an employee:
 - I. a member of an employee's immediate family;
 - II. an employee's aunt or uncle, niece or nephew, current or former foster parent, ward or guardian or their spouses;
 - b) in relation to an employee's spouse or common-law partner or same-sex partner:
 - I. the spouse's parent or step-parent, sibling or step-sibling, child, grandparent, grandchild, aunt or uncle, niece or nephew, current or former foster parent, or a current or former ward; and

- c) anyone who is considered to be like a close relative regardless of whether or not they are related by blood, adoption, marriage or common law partnership.
4. Any and all superior provisions contained in the previous collective agreement shall remain part of the collective agreement.

Signed this _____ day of _____, 2012.

For BCTF

For BCPSEA