

## EA R7: Bereavement Policy

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**Abstract:** This resolution is a formal request to add a more inclusive definition of ‘family’ to the University’s Funeral Leave Policy 6.9, page 15 and to incorporate a reasonable number of days off for travel to and from funeral services.

**Sponsored by:** Brian Goodell, on behalf of the Employee Assembly Benefits Policy Committee

**Reviewed by:** Employee Assembly, 04/15/2020

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**Whereas,** The University appreciates the work of all employees and wants employees to understand their rights to time away from work for personal, family, community, and other outside needs and obligations; and at the same time, it is necessary to place reasonable limits on time away from work to ensure each individual's job responsibilities are properly carried out, and that all employees are treated fairly and consistently in dealing with time away from work; and

**Whereas,** the current Funeral Leave Policy allows three days off with pay when a death occurs in the employee's immediate family; and the immediate family consists of a spouse, domestic partner, child, stepchild, sibling, parent, stepparent, grandparent, grandchild, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, or sister-in-law; and

**Whereas,** For a funeral of other relatives, a fellow employee in the immediate work unit, or when serving as a pallbearer, a maximum of one-half day for a local funeral and one full day for an out-of-town funeral may be granted with pay; and in all other cases time may be taken, and charged to vacation or health and personal leave; and

**Whereas,** The current Funeral Leave Policy does not address that the family structure has changed over the years; and the current policy does not allow ‘surrogate’ parents the same considerations as a parent; and

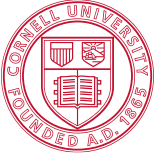
**Whereas,** We define a surrogate parent as the primary caregiver for the employee who views them as immediate family, this could be an aunt, uncle, cousin, or non-blood related caregiver; and

**Whereas,** The current policy does not consider travel logistics of relatives that reside more than 100 miles away and the extensive time to plan and travel to and from a funeral service; and

**Whereas,** Paid time off beyond the three days for immediate family at a distance of 100 miles should be considered to compensate for those distances; and

**Whereas,** After comparing the current Funeral Leave Policy with peer institutions, many offer five days off for bereavement, and some offer extended time due to travel logistic; and

**Be it therefore resolved,** that the Employee Assembly recommends the Funeral Leave Policy should consider ‘surrogate’ parents as immediate family members; and



**Cornell University**  
**Employee Assembly**

42 **Be it therefore resolved,** that, for the funeral of immediate relatives who are more than 100 miles,  
43 employees be given a minimum of 5 days paid time off; and, for a funeral of other relatives who are  
44 more than 100 miles away, employees be given a maximum 3 days paid time off; and

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46 **Be it finally resolved,** that this resolution be submitted to the President of the University.

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48 **Adopted by Vote of the Assembly (21-0), May 20, 2020**

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50 **Respectfully Submitted,**

51 Brian Goodell

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