

# PTA Proposal X13

## Bereavement

*Presented by Pembroke Teachers Association on Wednesday, June 11, 2025*

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The Pembroke Teachers Association proposes the following changes, applicable for all units, as a replacement for existing language for bereavement leave:

1. Members shall have five (5) days of bereavement leave exclusive of weekends and/or holidays, with pay, during each school year, each time there is a death in the immediate family which may include but is not limited to the following family members: spouse, significant other, sibling, children, parent, step parent, parent-in-law, sister, sister-in-law, brother, brother-in-law, son, stepson, son-in-law, daughter, stepdaughter, daughter-in-law, grandparent, step grandparent, grandparent-in-law, grandchildren, aunt, uncle, niece, nephew, cousin, and/or spouse's aunt, uncle, niece, nephew, or cousin.
2. Three (3) days absence, with pay, during each school year, each time there is a death of a non-immediate family member of significant personal importance to the Member.
3. Two (2) additional days may be granted upon request.
4. Days may be taken in half-days and intermittently, provided the Member communicates with their principal or supervisor to clearly establish when they will miss work for bereavement leave.
5. The Superintendent may, in their sole discretion, grant additional bereavement leave under exceptional circumstances.

Bereavement provisions may be found in the various CBAs as follows:

Unit A/B - Article 9.B

Unit C - Article 18

Unit D - Article 10

Unit E - Article 9