



## Bereavement Leave

SEC recognizes the importance of bereavement leave to allow employees time off to deal with the death of a family member.

Family member is defined.3.1 as per *The Employment Standards Code*.

*The Employment Standards Code* grants employees a maximum up to **three unpaid days for bereavement leave in the event of a death of a family member.**

Eligible employees of SEC shall be entitled to paid or unpaid bereavement leave subject to the established procedures.

### Exhibit 3.1 EMPLOYMENT STANDARDS REGULATIONS

"Family member" — expanded definition

22 For the purpose of the definition "family member" in subsection 59.2(1) of the Code, a person is a family member of an employee if the person is

- (a) a brother, sister, step-brother, step-sister, uncle, aunt, nephew, niece, grandchild or grandparent of the employee or of the employee's spouse or common-law partner;
- (b) a parent of the employee's spouse or common-law partner;
- (c) a current or former foster parent of the employee or of the employee's spouse or common-law partner;
- (d) a current or former foster child, ward or guardian of the employee or of the employee's spouse or common-law partner;
- (e) the spouse or common-law partner of a person mentioned in any of clauses (a) to (f)
- (f) any other person whom the employee considers to be like a close relative, whether or not they are related by blood, adoption, marriage or common-law relationship.

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