

RURAL MUNICIPALITY OF ANTELOPE PARK NO. 322

BEREAVEMENT POLICY

PURPOSE

The purpose of this policy is to provide an outline for paid bereavement leave.

POLICY

All employees be granted ten (10) days of paid leave for bereavement due to the death of immediate family and five (5) days of paid leave for bereavement due to the death of an extended family member. Days are considered as their regular working hours scheduled at the time of leave.

Paid days off are to be taken within the period commencing on the death of the family member and may be taken in 1 or 2 periods only, starting on the day the death occurs and ending six (6) weeks after the date of the funeral, burial, or memorial service.

Definition of "immediate family" will be taken from *The Canada Labour Standards Regulations*

This Bereavement Policy replaces any previous versions and will be occasionally reviewed and may be replaced, amended, or cancelled at any time by resolution of council.

Resolution No. 2025-225

Date: October 21, 2025

