

January 31, 2024

Union proposals for renewal Collective Agreement negotiations between U of T and CUPE 1230, Student Casual Unit
Without prejudice or precedent. Subject to errors and omissions. The Union reserves the right to introduce additional proposals.

ARTICLE 19: BEREAVEMENT LEAVE

19:01 "Immediate family" shall mean spouse (including same-sex partner, common-law or through marriage), father, mother, son, daughter, brother, sister, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandchild, grandparent, aunt, uncle, niece, nephew, first cousin, legal guardian, and legal ward, or for the death of a person whose relationship is not defined above, the impact of which is comparable to that of the immediate family (e.g. a close friend).

19:02 If a person described in Article 19:01 in relation to a Student Casual employee dies ~~when the employee is at work or scheduled to work, then said employee shall be granted bereavement leave with pay for their scheduled shift or the remainder of the scheduled shift.~~
then said employee shall be granted bereavement leave with pay for all scheduled shifts within the 5 working days immediately following the death. Additionally, if the employee is at work when notified of the death, then said employee shall be granted bereavement leave with pay for the remainder of the scheduled shift.