

The NBHSA is pleased to announce that a Bereavement Leave benefit negotiated with the NB Government is now available (effective June 1, 2013) for home support employees working with Social Development clients. **This benefit is to compensate home support workers for loss of scheduled shifts only.**

Paid bereavement leave for loss of scheduled hours will apply to all home support worker employees after completing an initial three month probationary period. It will include

- **One(1) day(up to 8 hours) bereavement leave upon the death of a client for the current primary care worker who has provided service to the client for at least a three(3) month period**
- **Three(3) consecutive days (up to 8 hours per day)bereavement leave upon the death in the employee's immediate family, which includes**
 - spouse or common-law partner
 - father or mother, or their spouse or common-law partner
 - children, or the children of their spouse or common-law partner
 - grandchildren
 - brothers and sisters
 - grandparents
 - the father or mother of the employee's spouse or common-law partner, as well as their spouses or common-law partners
 - any of the employee's relatives with whom they permanently live or with whom they permanently reside

“Common-law partner” means someone who has been living with an individual in a conjugal relationship for at least one year.