

MANITOBA DEPARTMENT OF LABOUR AND IMMIGRATION
JANUARY 2006
EMPLOYMENT STANDARDS REVIEW

**PROPOSED RECOMMENDATION
TO
EMPLOYMENT STANDARD CODE**

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UNPAID LEAVES AND WORK PLACE BALANCE

BEREAVEMENT LEAVE

Manitoba is one of only four jurisdictions that do not provide employees with bereavement leave¹. Considering the emotional and financial hardship an employee with no benefits faces upon missing work and losing a loved one, it is important to look at providing a mandatory three day entitlement of wages (for part time, casual, temporary employees we would suggest basing the entitlement on a pro rated system).

Drawing from personal experience in the work place where I was not paid for my leave when attending funeral services for my father in law, I can attest that it placed a heavy and undue burden on me and my family. At the time, I was a low wage employee with three children and no benefits. Having missed three full days of employment due to the funeral and travel time (funeral services were in Peguis Manitoba) I lost a full three days of wages which amounted to (8.50 x 22.5 hrs = \$191.25).

Not only was my loss financial, but emotional. Later the day of my return to work my employer at the time informed me that I would not be paid by placing three black XXX marks on my time sheet. As well, that day I was given a huge pile of invoices to sort and was told by keeping busy my mind would easily be kept off of my loss. No employee should ever have to face the emotional or financial burden resulting from this type of behavior from any employer.

My recommendation and solution to ease the financial burden for earners without benefits is **to request that a legislated mandatory 3 day (bereavement leave) with pay be provided for each and every employee in Manitoba for not only immediate family but extended family.**

¹ Manitoba Labour and Immigration: Inter-Jurisdictional Comparison, Unpaid Leaves and Work Place Balance, December 5, 2005. p.7