

## WLUFA POLICIES

### #11 Policy on Recognition of Life Events

**Approving Authority:** Executive Committee

**Original Approval Date:** May 2017

**Date of Most Recent Review/Revision:** February 2022

#### **1.00 PURPOSE**

**1.01** The purpose of this policy is to provide guidance on WLUFA's practice of recognizing Members' life events.

#### **2.00 DEFINITIONS**

**2.01** Member refers to any Member of either Bargaining Unit.

**2.02** Life Events

- a.** Where a Member, or the spouse or partner of a Member, has given birth or adopted a child or children;
- b.** Where a Member is on sick leave because of a serious illness or accident;
- c.** Where a Member or retired Member has died;
- d.** Where a Member experiences bereavement due to the death of a child, spouse, partner or any relative of the Member who resides permanently with the Member.

#### **3.00 POLICY**

**3.01** In the event that a Member experiences a life event as defined in 2.02, the Executive is authorized to send a gift, gift card or flowers, or send the equivalent sum to the charity selected by the family in lieu.

**3.02** The value of each gift, gift card, order of flowers, or charitable donation will be a minimum of \$75 but will not normally exceed \$100.