



Buffalo Teachers Federation, Inc.  
271 Porter Avenue  
Buffalo, New York 14201  
(716) 881-5400  
[www.btfny.org](http://www.btfny.org)

President, PHILIP RUMORE

April 3, 2017

MEMO TO: All Buffalo Teachers  
FROM: Philip Rumore, President BTF  
RE: Death in the Immediate Family Contractual Benefit aka Bereavement Leave

The BTF has filed a Federation (class action) grievance, BTF 16-113, regarding teachers' use of the contractual death in the immediate family benefit.

Per the contract, teachers can utilize up to five (5) days not deducted from sick or personal leave, for a death in the immediate family (p.85). "Immediate family" is defined in the contract to include "a parent, child, brother, sister, grandparent, husband, wife, parent of husband or wife, or any relative permanently residing in the personal household in which the employee resides." (p.3)

It has been the practice of the District, and it is the BTF's position, that these days do not have to be utilized immediately following the death of the immediate family member. In addition, it had been the practice of the District that these days do not need to be taken continuously or in a five-consecutive day block.

Often, following the death of an immediate family member, teachers must travel out-of-state and/or attend to responsibilities related to the death at times not immediately following the death. When this has occurred, historically, members have utilized the contractual death in the immediate family benefit.

The BTF has recently learned that there have been instances where the District has recently denied teachers the use of death in the immediate family days. Thus, we are writing now to seek the names and experiences of teachers who may have been inappropriately denied access to the contractual death in the immediate family benefit.

**If you have been denied access to the contractual death in the immediate family benefit, please contact the BTF to be included in this grievance. Specifically, please send your information to the attention of Labor Relations Specialist, Nick Whitman. You may email your information to Mr. Whitman at [nwhitman@nysutmail.org](mailto:nwhitman@nysutmail.org) or fax it to Mr. Whitman's attention at (716) 881-6678. Thank you for your assistance.**