



# FOR EMPLOYERS

*A guide to supporting your employees in a way that honors their grief and acknowledges your needs as an employer.*

## **Here are some recommendations from Evermore, an organization leading the push to expand bereavement leave and include it under the Family and Medical Leave Act.**

- 5 or more employees – have clear, written bereavement leave benefit policies in employee handbooks or outlined in similar guidance.
- <50 employees – offer five days of unpaid leave to bereaved employees following the death of a close family member.
- 50–499 employees – five days of paid leave following the death of a close family member, with the option of two additional weeks of unpaid bereavement leave.
- >500 employees – ten days of paid leave following the death of a close family member, with the option of two additional weeks of unpaid bereavement leave.

## **What you can do as an employer to support your colleague.**

- Connect your employees with grief counselors or organizations like COPE.
- Set up a foundation or Employee Assistance Fund to help workers with expenses related to the death.
- Offer flexible schedules and reduced hours as the employee returns to work.
- Once the employee returns, acknowledge that grief doesn't end with their leave, it is ongoing.

## **How COPE can support your employee**

COPE offers a variety of free grief and healing resources for individuals living with the loss of a child or sibling. Connect your employee with the resource that fits them:

- Parent, Sibling, and Teen/Young Adult Support groups, online and in person, facilitated by professional social workers where your employee (and their family members) can connect with others who've experienced a similar loss
- Free grief and healing workshops held monthly, exploring a variety of alternative healing methods like reiki, yoga, tai chi, and music.
- Our free COPE line is available for immediate support and run by trained volunteers, contact us at (516) 364-COPE (2673) M - Th 9am-9pm and S-S 10am-3pm
- Does your employee have children? Camp Erin NYC is a free weekend long bereavement camp for children ages 7-17 grieving the loss of a loved one.
- Learn more on our website at [www.copefoundation.org](http://www.copefoundation.org)