



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
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Chief Human Resources Officer

UPDATE TO BEREAVEMENT LEAVE UTILIZATION

If you have additional questions, please contact [John Langan](#) at the Human Resources Division.

In consideration of the restrictions on gatherings and religious services that effectively precludes wakes, funerals, and remembrances, the Human Resources Division is extending the 30 day time frame authorized for bereavement leave. Specifically, employees who experienced such a loss covered by Article 8 of the collective bargaining agreement or the Red Book during the stay-at-home advisory (March 24th through May 18, 2020) shall have the ability to utilize bereavement leave up to 90 days after the date the stay-at-home advisory has been lifted. In addition, an employee will have 90 days to utilize bereavement leave for any deaths that occur between the lifting of the stay-at-home advisory and December 31, 2020. Agencies are also encouraged to be flexible regarding any deaths that occurred before March 24th and where bereavement leave was unable to be taken. All other provisions of the bereavement leave sections of the collective bargaining agreements or Red Book shall remain in effect.