



## ON FUNERAL LEAVE FOREVER?

**My employee has been absent for three weeks since the death of his mother. He phones to say he is dealing with estate issues. He has an attorney and family support. He is far past the five days of funeral leave we offer. I think a leave abuse issue exists, but should I refer him to the EAP?**



If you have a bereavement leave policy, consult with your HR staff regarding suspected abuse and follow through as your employee policies dictate. Employees on funeral leave, responsible for managing the affairs of the deceased, may experience additional distress or suffer from grief that affects them later. Sometimes it is because they postpone self-care while attending to the needs of others. Suggesting the EAP is always a good idea for any problem.

Dozens of things could explain the absence, but you can refer your employee to the EAP based on a finding of funeral leave abuse. EAPs have discovered that problems like this often are multifaceted. An employee may be grief-stricken, depressed, abusing leave, relapsing into an addiction problem, looking for another job, taking vacation, or all of these things at the same time! This is why EAPs exist—to help sort out the issues and help organizations retain valuable workers.

### Leadership Orientation Session B

Watch for Upcoming Classes

#### CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing Joy (joy@connectionseap.com) for more information or register online at:

[www.connectionseap.com](http://www.connectionseap.com)

#### ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

**Session A:** "Leadership Orientation to the EAP", is always available on the website - for new leadership employees or as a refresher course.

Each employer has their own unique user name and password for the leadership section and also a username and password for the employee section. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars, skill builders, articles and much more are available in the Work/Life Services site. Log in on Connections website, and you will find this site in the drop down menus under Employee or Leadership Resources. (To access webinars, continue to scroll down on the Work/Life Services opening page. All webinars are archived for later viewing.)

Information provided in this newsletter is for general information purposes only and is not intended to be specific guidance for any particular supervisor or human resource management concern. For specific guidance on handling individual employee concerns, consult with an EAP counselor.  
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