**Section 252.10 Bereavement Leave**

a) *All employees shall be entitled to use a maximum of 2 weeks (10 work days) of unpaid bereavement leave to:*

1) *attend the funeral, or alternative to a funeral, of a child;*

2) *make arrangements necessitated by the death of the child; or*

3) *grieve the death of the child.*

b) *Bereavement leave under subsection (a) must be completed within 60 days after the date on which the employee receives notice of the death of the child.*

c) *An employee shall provide the employer with at least 48 hours' advance notice of the employee's intention to take bereavement leave, unless providing that notice is not reasonable and practicable.*

d) *An employer may require reasonable documentation. Documentation may include a death certificate, a published obituary, or written verification of death, burial, or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution, or government agency.*

e) *In the event of the death of more than one child in a 12-month period, an employee is entitled to up to a total of 6 weeks of bereavement leave during the 12-month period.*

f) *The Act does not* entitle *an employee to take unpaid leave* time *that exceeds the* total *unpaid leave time protected under FMLA.* [820 ILCS 154/10]