

Working through bereavement requires more than just a few days off

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Debra Friedman was quoted in the *New York Post* discussing bereavement policies. Inclusivity also encompasses pregnancy loss, which is usually classified differently. Debbie said miscarriages are generally considered serious health conditions, so an employee may be entitled to available paid sick leave. Some companies are developing policies for pregnancy loss. “New York also has a law providing temporary disability leave benefits up to 26 weeks for eligible employees,” she said. This applies to most employers regardless of their size but does not in and of itself provide job protection. Since New York is an at-will employment state, employers can terminate employment at any time for any non-discriminatory reason with or without cause or notice, so if your company denies time off and you take it anyway, “you may be jeopardizing your job,” she said. After experiencing any type of loss, talk to HR. “If there is no HR department, then go to your manager or someone else designated to deal with leave,” she said.

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