# FAQs and Email Template to meet with Human Resources FAQ'S FOR YOUR HR TEAM

If you would like to champion to have pets added to your organization's bereavement policies, we want you to be prepared. Being prepared is not only having the facts, but also being ready to answer questions your Human Resources Department may have as well as the executive team. It's often not just about convincing your HR team, but also helping HR to make this pitch to other executives to get approved. We want to arm you and them with talking points to help navigate questions that executives may have.

#### HOW MANY DAYS OF BEREAVEMENT LEAVE DO YOU PROPOSE FOR PETS?

Grieving looks different for everyone, so as much as the company can support.

Even just 1 day would be appreciated and a great first step to supporting more employees!

## WHAT DO WE DO WITH EMPLOYEES THAT HAVE MULTIPLE PETS?

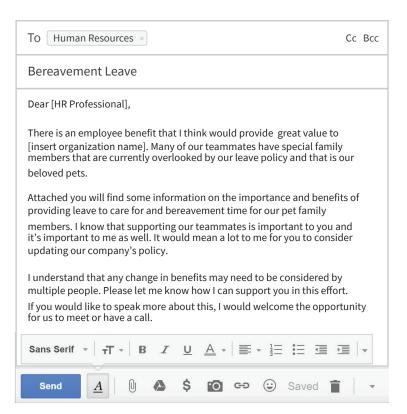
In order to fully support employees during these difficult times we should extend this for all pets, as the bond is no different between a dog or a bird.

A letter or email from an established veterinary practice could help support an employee's claims of a pet or help mitigate potential abuse of the policy.

## HOW DO WE ASK FOR PROOF (SINCE THERE LIKELY WILL NOT BE A PUBLISHED OBITUARY)?

A letter or email from an established veterinary practice.

Below is a potential email to Human Resources that you can attach the Changing the Paradigm PDF to. This could also work a calendar hold if you want to set up time to discuss.



## ARE COMPANIES LEGALLY OBLIGATED TO OFFER THIS LEAVE?

While it is not a legal obligation, it is an ethical one to support all members of our people community.

## HOW WILL IMPLEMENTING COMPASSIONATE LEAVE FOR PETS HELP THE BOTTOM LINE?

We know that turnover across companies is at an all time high in many industries. Supporting employees and showing appreciation for their lives outside of work has been proven to help reduce turnover and increase employee retention.

When an employee loses a pet, even if bereavement leave is not offered, chances are that the employee is not going to be productive during this difficult time. By offering them space to heal and rest they can come back and be more focused and productive.

Offering more compassionate policies in the workplace is excellent PR for recruiting top talent. Who doesn't want to work somewhere that cares about employees as people?



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