



TSAWWASSEN FIRST NATION
s̓əwaθən məsteyəx^w

Tsawwassen First Nation

Funeral Benefits for Tsawwassen Members Policy

Date Enacted: 3 April 2009

Last Amended: 27 January 2016

Order Number: O.015-2016

X

Tom McCarthy
Chief Administrative Officer

Table of Amendments

Section(s) Amended	Date	Order number	Come Into Force Date
s.2.1 amended s.2.2 repealed and replaced s.5 amended	27/02/2013	O.012-2013	27/02/2013
s.1 amended s.2 amended s.3 amended s.7 amended	13/03/2013	O.019-2013	13/03/2013
s.2.1 and 2.2 amended s.2.3 added	27/01/2016	O.015-2016	13/03/2013

Table of Contents

1. Objective	1
2. Financial Support.....	1
3. Moral Support	2
4. Burial Plot	2
5. Facilities	2
6. Employees Attending the Funeral	2
7. Closure of Band Office	2

1. Objective

The objective of the policy is to provide a general guideline for the provision of financial and moral support to all Tsawwassen Member families, who experience the loss of an immediate family member who is also a Tsawwassen Member.

For the purpose of this policy, immediate family is defined as father, mother, guardians, brother, sister, spouse (including common-law spouse resident with the band member at the time of death), child (natural or adopted), stepchild, (including child of common-law spouse).

This policy repeals and replaces the policy entitled “Funeral Benefits for Band Members” that was adopted on June 27, 2007.

2. Financial Support

- 2.1.** Upon the death of a Tsawwassen Member, Tsawwassen First Nation will provide financial assistance in the amount of \$12,000 to assist in defraying the necessary funeral costs.

The assistance will be provided as soon as possible to assist in defraying the necessary funeral costs. The assistance may only be provided to a Tsawwassen Member who is making the funeral arrangements.

For greater certainty, the payment is allocated per funeral, not per Tsawwassen Member.

- 2.2.** Upon the death of a non-Member who is the spouse or former spouse of a Tsawwassen Member, Tsawwassen First Nation will provide financial assistance in the amount of \$4,000 to assist in defraying the necessary funeral costs. Tsawwassen First Nation will also consider requests for assistance for non-Members who are immediate family member of a Tsawwassen Member on a special-circumstances basis.

The assistance will be provided as soon as possible upon request by a Tsawwassen Member. The assistance may only be provided to a Tsawwassen Member who is making the funeral arrangements.

For greater certainty, the payment is allocated per funeral, not per Tsawwassen Member.

- 2.3.** Travel assistance of up to \$1,500 may be provided to Tsawwassen Members to visit a terminally ill immediate family member or to attend the funeral of an immediate family Member. This payment may be provided upon request and where a Member must incur substantial costs for the visit or the funeral. The actual costs of the travel will be covered, either on a reimbursement basis, or in advance based on provision of estimates.

For greater certainty, this payment is allocated once per terminally ill family member/funeral, not per Tsawwassen Member.

3. Moral Support

Grief counselling shall be available on Tsawwassen Lands for any Tsawwassen Member at no cost to that Tsawwassen Member. In addition to grief counselling, the social services department shall immediately provide any assistance that the family may require in the way of assisting in the funeral arrangements and generally providing moral support as may be required by the immediate family of the deceased.

A family who experienced a loss may ask TFN staff member(s) for help in funeral preparations, and staff member(s) who receive that request shall be permitted to have up to 3 days off with pay. For greater certainty, this provision applies to any and all staff who are asked to provide assistance.

4. Burial Plot

Tsawwassen Members may be buried in the Tsawwassen First Nation Cemetery at no cost to the family.

5. Facilities

The use of Tsawwassen facilities such as the recreation centre, the Longhouse, and/or the Church shall be provided free of charge for all functions surrounding the funeral arrangements. In addition to the facilities, Tsawwassen staff shall be available at no cost for assisting in the preparation of lunches, arranging the facilities etc.

6. Employees Attending the Funeral

All employees who wish to do so shall be permitted to attend the funeral of any Tsawwassen Member held on Tsawwassen Lands without any deduction in pay.

7. Closure of Band Office

The Executive Council may, out of respect for the deceased, order that the Tsawwassen Administration Office be closed on the day of the funeral and on the day of prayers if the prayers are being held at a TFN facility, including but not limited to the TFN recreation centre.