

ONEU Practices for Celebrating BUEs
(approved by ONEU e-board April 15, 2022)

In the interest of building camaraderie as a union and family, we are excited to join our members in observing important moments in their lives. We are looking forward to sharing good news, and comforting during difficult times — collectively, together, as one union.

In the interest of keeping observance of these moments across our membership body consistent and equitable we want to ensure we have a standard process that not only saves time but also is transparent and budget-conscious, while still keeping these occasions sincere and joyful.

ONEU will announce good news occasions to all members via ONEU communications (i.e., web and newsletter).

Birthday

- Card from the ONEU family

Work anniversary

- Card from the ONEU family

Hospitalization / extended sick leave (longer than 1 week)

- Card from the ONEU family

Birth, adoption, or foster of a child

- Card and gift card (\$50 value) from the ONEU family
- Offer a place on the ONEU website for members to contribute/ purchase from members registry.

Wedding or Partnership ceremony

- Card and gift card (\$50 value) from the ONEU family
- Offer a place on the ONEU website for members to contribute/purchase from members registry.

Death of an immediate family member

Defined in alignment with the CBA: “Immediate family includes an employee’s spouse, parent/stepparent, grandparent, mother/father-in-law, sibling/step sibling, child/stepchild/foster child, grandchild, common law spouse, ward of the employee, or any individual with an affinity equivalent to that of a spousal relationship.”

- Card from the ONEU family and Sympathy Flowers for Ceremony (\$75 value) or Donation to charity of choice/family (\$50 value).
- Offer a place on the ONEU website for members to contribute/ donate additional for 2 weeks.