ILR CAHRS

Cornell's Center for Advanced Human Resource Studies

Targeted Benchmarking on Bereavement Policies

Benchmark Completed in June 2020

CAHRS Partners have the opportunity to benchmark with other partner companies on HR topics of interest. The benchmarking is typically conducted with 5-7 other CAHRS Partners selected by the company that initiated the request. The CAHRS office identifies the appropriate connections at selected companies and the benchmarking company then schedules 1:1 phone calls to explore their questions.

Examples of recent requests include: Sponsorship Initiatives, Organization Designs and Structures, Diversity Metrics, Talent Management Practices, Competency Models and a variety of HR Policy Questions (i.e. Relocation, Cost of Living, Airline Mile Usage, etc.).

CAHRS partners find this more qualitative approach to benchmarking very valuable for revealing novel insights and practices, as well as for building their network. At the conclusion of the process, the benchmarking company shares an anonymized summary of their findings with the participating companies and CAHRS, who then makes them available so all partners can benefit from the learning.

Company Industries that participated in Benchmarking: Banking, Computer Software, Consumer Goods, Software Development and Pharmaceutical

Bereavement Relationship	Company A	Company B	Company C	Company D	Company E
adoptive parent					10 days
adult in loco parentis		4 days			10 days
aunt/uncle		1 day	3 days	1 day	5 days
biological parent				1 day	10 days
child	5 days	4 days	3 days	3 days	10 days
child of domestic partner					10 days
cousin				1 day	5 days
coworker/retiree of company		4 hours		1 day	
custodial parent					10 days
domestic partner		4 days		3 days	10 days
foster child					10 days
foster parent					
friend				1 day	
grandchild	3 days	1 day	3 days	3 days	10 days
grandparent	3 days	1 day	3 days	3 days	10 days
house hold member			3 days		
legal ward					10 days
niece/nephew			3 days	1 day	5 days
non custodial parent					10 days
parent	5 days	4 days	3 days	3 days	10 days
parent in law	3 days	4 days	3 days	1 day	10 days
parent of domestic partner				3 days	10 days
sibling	5 days	4 days	3 days	3 days	10 days
significant other	5 days				
sister/brother in law	3 days	1 day	3 days	1 day	5 days
son/daughter in law	3 days	4 days	3 days	1 day	5 days
spouse	5 days	4 days	3 days	3 days	10 days
spouse/partner's immediate family member			3 days		
spouse's grandparent		1 day		1 day	5 days
step child		4 days	3 days		10 days
step parent		4 days	3 days		
step sibling			3 days		
total relationships covered:	10	16	16	18	24

> All 5 policies cover child, grandchild, grandparent, parent, parent in law, sibling, sister/brother in law, son/daughter in law and spouse