

2024 CITY OF SAN JOSÉ – OE #3 NEGOTIATIONS

CITY PROPOSAL TO OE #3 – HOUSEKEEPING FOR BEREAVEMENT LEAVE

City Proposed Language:

ARTICLE 21 BEREAVEMENT LEAVE

21.1 Employees shall be entitled to use bereavement leave for up to five (5) days due to the death of a qualifying relative. The days of bereavement leave need not be consecutive. Each full time or benefited part-time employee shall be granted bereavement leave with full pay for up to 40 work hours to attend to the customary obligations arising from the death of any of the following relatives of such employee, employee's spouse or employee's domestic partner. Due to the employee's regular work schedule, if the five (5) day entitlement exceeds forty hours, employees may supplement the remaining time off using their accrued leave balances, including, but not limited to, sick leave. All leave must be used within 30 calendar days three (3) months following the death of an applicable relative. Under extreme circumstances, the thirty (30) day 3-month requirement may be waived by the Director of Employee Relations. The decision of the Director of Employee Relations shall be final, with no process for further appeal.

- a) Parent/Step-parent
- b) Child/Step-child
- c) Spouse
- d) Brother/Sister/Step-brother/Step-sister/Half-brother/Half-sister
- e) Grandparent/Step-grandparent
- f) Great grandparent/Step-great grandparent
- g) Grandchild
- h) Brother/Sister-in law/Son/Daughter-in-law
- i) Domestic Partner

Each unbenefited part-time employee shall be granted unpaid bereavement leave for five (5) days and may use their accrued leave balances, including, but not limited to sick leave.

21.1.1 A domestic partner, as referenced in Section 21.1 must be registered with the Department of Human Resources.

21.2 Anything herein above to the contrary notwithstanding, no such employee shall be granted entitled to compensation for Bereavement Leave in the event of the death of any of the above relatives, if such employee is not scheduled to work when such Bereavement Leave is required.