

**2021 CITY OF SAN JOSE – CAMP NEGOTIATIONS  
TENTATIVE AGREEMENT**

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**CITY PROPOSAL – BEREAVEMENT LEAVE**

City Proposed Language:

8.6 Bereavement Leave Each full time or benefitted part-time employee shall be granted bereavement leave with full pay for up to forty (40) work hours to attend to the customary obligations arising from the death of any of the following relatives of such employee or employee’s spouse or employee’s domestic partner. All leave must be used within ~~fourteen (14)~~ thirty (30) calendar days following the death of an eligible person. Under extreme circumstances, the ~~fourteen (14)~~ thirty (30) day 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.

- Parents/Step-parents
- Spouse/Domestic Partner
- Child/Step-child
- Brother/Sister; Step-brother/sister; Half-brother/sister
- Grandparents/Step-grandparents
- Great grandparents/Step-great grandparents
- Grandchildren
- Sister-in-law/Brother-in-law/Daughter-in-law/Son-in-law

8.6.1 A domestic partner, as referenced in Section 8.6, must be the domestic partner registered with the Department of Human Resources.


8.6.2 No eligible employee shall be granted 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.

*\*This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reach and both ratified by union members and approved by City Council.*

**FOR THE CITY:**

 6/28/2021  
\_\_\_\_\_  
Jennifer Schembri Date  
Director of Employee Relations  
Director of Human Resources

**FOR THE UNION:**

 6/28/2021  
\_\_\_\_\_  
Matt Mason Date  
Business Representative  
IFPTE, Local 21