

CITY COUNTERPROPOSAL TO AEA – HOUSEKEEPING FOR BEREAVEMENT LEAVE

City Proposed Language:

ARTICLE 8 LEAVES

8.7 Bereavement Leave Employees shall be entitled to use bereavement leave for up to five (5) days due to the death of a qualifying relative or their spouses' or domestic partners' 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 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. 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 ~~thirty (30) calendar days~~three (3) months following the death of an eligible person. 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.

Qualifying employee or employee's spouse or employee's domestic partner relatives are as follows:

- a) Parents/Step-parents
- b) Spouse/Domestic Partner
- c) Child/Step-child
- d) Brother/Sister; Step-brother/sister; Half brother/sister
- e) Grandparents/Step-grandparents
- f) Great grandparents/Step-great grandparents
- g) Grandchildren
- h) Sister-in-law/Brother-in-law/Daughter-in-law/Son-in-law

8.7.1 A domestic partner, as referenced in Section 8.7, must be the domestic partner registered with the Department of Human Resources.

8.7.2 No eligible 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.