

2023 CITY OF SAN JOSE – ABMEI NEGOTIATIONS
TENTATIVE AGREEMENT

CITY PROPOSAL TO ABMEI – HOUSEKEEPING FOR BEREAVEMENT LEAVE

City Proposed Language:

ARTICLE 23 BEREAVEMENT LEAVE

- 23.1 ~~Each full time employee shall be~~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 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 or employee's spouse or employee's domestic partner. Due to the employees regular 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 ~~14 calendar days~~three (3) months following the death of an eligible person. Under extreme circumstances, the ~~fourteen (14) 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) Parents/Step-parents
 - b) Spouse
 - c) Child/Step-child
 - d) Brother/Sister/Step-brother/Step-sister/Half-brother/Half-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
 - i) Domestic Partner
- 23.1.1 A domestic partner, as referenced in Section 23.1, must be the domestic partner registered with the Department of Human Resources.
- 23.2 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.

**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.*


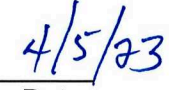
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FOR THE CITY:


 

Jennifer Schembri Date
Director of Employee Relations
Director of Human Resources

FOR THE UNION:

Mary Reed Date
President
ABMEI

Shawn Moresco Date
ABMEI