

EAGLES AND CITY OF MOUNTAIN VIEW
CITY PROPOSAL
MARCH 7, 2023

SIDELETTER ON BEREAVEMENT LEAVE

The Parties agree to modify Article 8.00. Leaves as follows. Changes are represented in legislative (underscore/strikeout) format. The Parties intend these changes to be effective upon execution and to incorporate the changes into the successor Memorandum of Understanding.

8.5 Bereavement Leave

An employee may use up to three (3) days (twenty-four (24) hours total) for each instance of death of an immediate family member. One (1) additional paid day (8 hours) will be granted if out-of-State (or in excess of three hundred (300) mile radius, one way) travel is required.

Following 30 days of employment, employees may take off up to two additional days for each instance of bereavement (total of 5 per instance). These additional days shall be paid from the employee's eligible leave banks (including vacation leave, sick leave, and/or floating holiday).

Unless the leave is taken consecutively, it must be taken within three months of the date of death of the family member. "Consecutive" is defined as consecutively scheduled work shifts in a row, which may be interrupted by regularly scheduled days off.

Request for additional leave in excess of leave outlined above shall be subject to the approval of the employee's Department Head and the Assistant City Manager and shall be taken as vacation leave or sick leave.

For the purposes of this section, immediate family member shall be defined as: spouse, child, sibling, stepsibling, parent, stepparent, stepchild, grandparent, parent-in-law, grandchild, and registered domestic partner.

Last Revised: 3/7/2023

Date: 4/28/23

For CITY OF MOUNTAIN VIEW:



For EAGLES:

