

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

SIDELETTER ON BEREAVEMENT LEAVE

The Parties agree to modify Article 7.00. Leave 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.

7.04 Bereavement Leave

In the event of the death of any immediate family member, employees will receive paid bereavement leave of three (3) shifts. If the employee is traveling over three hundred (300) miles one way, they will be granted one (1) additional paid shift as bereavement leave.

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

For purposes of this chapter, immediate family will refer to the member's spouse, parent, stepparent, sibling, stepsibling, child, stepchild, parent-in-law, registered domestic partner, grandchild, and grandparent.

If the leave is taken within 90 days of the death of the family member, it may be taken intermittently. After 90 days, the leave must be taken consecutively. "Consecutive shifts" for employees 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.

Last Revised: 3/13/2023

Date: 3-14-2023

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

For CITY OF MOUNTAIN VIEW:



For MOUNTAIN VIEW POLICE OFFICERS
ASSOCIATION (SWORN AND NONSWORN UNITS):