

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

SIDELETTER ON BEREAVEMENT LEAVE

The Parties agree to modify Article 5.00. 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.

5.02 Bereavement Leave

In the event of the death of any immediate family member, employees will receive paid bereavement leave of up to three (3) consecutive calendar paid days (twenty-four hours) for 40-Hour Personnel or (two shifts for Suppression personnel) for each instance of death. "Immediate family" shall refer to the member's ~~wife, husband~~spouse, father, mother, parent, sibling, sister, brother, children, stepparent, mother, stepfather, step sibling, brother, stepsister, stepchildren, parent, mother-in-law, father-in-law, grandparents, grandchildren, and registered domestic partner.

Bereavement leave shall be at full pay and shall not be charged against the employee's accrued vacation or sick leave.

Following 30 days of employment, employees may take off two additional days (three shifts for Suppression personnel) for each instance of bereavement. These additional days/shifts 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 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 ~~three consecutive~~ leave outlined above days 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: 3/7/2023

CITY OF MOUNTAIN VIEW

MOUNTAIN VIEW PROFESSIONAL
FIREFIGHTERS, LOCAL 1965



3-13-23

Date



Zeyad Abouata

President

03/11/2023

Date