

## Attachment A

**PURPOSE** – The proposed amendments, which are a follow-up to the interim changes made in July 2017 to Personnel Rule 15 and to leave-related Administrative Regulations following implementation of Proposition 206, the City Manager formed a working group to review the City's sick leave policies and, where applicable, recommend changes for his consideration. The working group included representatives from all employee unions and associations, management staff from various departments, and human resources staff. Additional amendments were made to Personnel Rule 15 effective January 1, 2018, and the working group continued its discussions through August 2018.

The proposed amendments include;

- Continuing current policy of 40-hours EPST annually; 40-hours carryover; and max usage of 40-hours annually.
- Expanding use of sick time to include family members (currently restricted to employees' own illness).
- Updating the definition of family member.
- Expanding Bereavement leave to include grandparents.
- Removing the 6-month restriction on new employees taking vacation leave

New language to be included in Personnel Rule 15 is identified in all capital letters. Deletions are indicated by strikethrough. For convenience all amendments, including formatting changes, are highlighted in yellow.

### **PERSONNEL RULE 15**

#### **LEAVES OF ABSENCE**

Nothing in this Rule shall be interpreted or applied in a manner that conflicts with federal, state, or local leave laws or regulations. If any part or provision of this Rule is in conflict or inconsistent with such applicable provisions of federal, state, or local leave laws or regulations, or is otherwise held to be invalid or unenforceable by any court of competent jurisdiction, such part or provisions shall be suspended and superseded by such applicable law or regulations, and the remainder of the Rule shall remain in effect.

##### **15a. Requesting Leaves of Absence**

15a1. All requests for leaves of absence with or without pay shall be made to the department head concerned for approval on forms approved by the Personnel Director. All requests shall be submitted in advance of the beginning date of the leave (except requests for unanticipated sick leave which shall be submitted for approval at the earliest possible time) and the duration and kind of leaves shall be recorded on the payroll. Paid leaves of absence are subject to available leave credits and the scheduling of vacations is subject to the control of the department head. All requests for leave of absence (excluding industrial leaves) without pay of over thirty working days shall be subject to the control of the department heads

concerned and shall require the approval of the appointing authority and the Personnel Director.

The Personnel Director shall administer the leave program.

- 15a2. Job Sharing Program: An employee in a job sharing position shall receive a pro-rata share of full-time leave credits in a manner determined by the Personnel Director.
- 15a3. All leaves of absence for personal illness of the employee; for the birth, adoption, or foster placement of a child; or for the care of a spouse, child, or parent of the employee when those family members have a serious health condition shall be integrated with the leave requirements of the Family and Medical Leave Act of 1993.
- 15a4. All leaves of absence qualifying for the use of Earned Paid Sick Time under Arizona law shall be integrated with the leave requirements of Arizona Revised Statutes (A.R.S.) Title 23, Article 8.1.
- 15a5 Salaried (exempt) employees shall not receive deductions from their compensation for absences from work of less than one full work day, except as permitted under the Fair Labor Standards Act, the Family Medical Leave Act, or the Americans with Disabilities Act. If a salaried employee is absent for less than one-half of a work day, leave balances will not be reduced except as permitted under the Fair Labor Standards Act, and the Family Medical Leave Act, or the Americans with Disabilities Act. If the employee is absent for one-half of a work day or more, a full day of leave will be deducted.

15b. **Vacation Leave With Pay**

- 15b1. Eligibility and Vacation Allowances: Every full-time hourly employee who works a schedule at full-time 52 weeks of the year shall be credited with vacation credits for every completed calendar month of paid service according to the following schedule:

8 hours per month	Through 5 years of service
10 hours per month	beginning 6th through 10th year of service
11 hours per month	beginning 11th through 15th year of service
13 hours per month	beginning 16th through 20th year of service
15 hours per month	beginning 21st year of service & thereafter

Salaried employees shall receive the following annual vacation accruals, prorated monthly based on an eight-hour day:

12 days	Through 5 years of service
15 days	6th through 10th year of service
16.5 days	11th through 15th year of service
19.5 days	16th through 20th year of service

22.5 days

21st year of service and thereafter

An employee in the General Employee Retirement System who is receiving pension benefits as a result of retirement from the City under the Public Safety Retirement System shall be considered as a new employee in determining vacation credits.

Any absence without pay in excess of ten working days in any two consecutive pay periods shall not be allowed as creditable service for vacation benefits.

Leaves of absence compensated under the City of Phoenix Industrial Leave Program in excess of one year (2,080 hours, or 2,912 hours for 56-hour Fire employees) per injury or illness shall not be considered as paid service. While return to working status shall reinstate leave accrual, additional industrial leave for the same injury or illness shall not be considered paid service. Full-time regular employees who have been absent from work in an inactive status for more than two years shall have their rate of vacation accrual adjusted to reflect the duration of the absence.

~~Eligibility to use vacation credits shall begin only after completion of six months of employment, with the following exceptions:~~

- ~~A. A full-time certified employee, appointed from recall list, is eligible to use vacation credits as earned upon reemployment.~~
- ~~B. Vacation credits, earned during the first six months of employment, may be used for sick leave, only if sick leave credits are not available.~~
- ~~C. A full-time benefit-eligible employee who is reemployed with the City within two years of resignation or other break in service.~~

15b2. Accrual of Vacation Credits: Vacation credits shall not be allowed to accumulate in excess of an amount equal to two times the employee's current annual rate at the end of any calendar year, except on the recommendation of the employee's department head and approval of the appointing authority. Approved excess vacation carryover shall be subject to the provisions and limitations imposed by the City Manager. The City Manager may establish limits beyond which the employee shall not accumulate further leave credits and for which the employee shall not be compensated.

The written authority to carry over vacation credits in excess of an amount equal to two times the employee's current annual accrual rate shall be placed on file in the Personnel Department. Any unauthorized carryover of vacation credit in excess of an amount equal to two times the employee's current annual accrual rate becomes void at the end of the calendar year into which such excess credits are extended. Fire

Department employees on a 56-hour schedule shall be allowed a carryover proportional to the amount allowed general service employees.

- 15b3. Vacation Rate of Pay and Assessment: The department head is responsible for the scheduling of vacations for employees regularly each year. Vacation is charged against the employee's credits in the amount equal to the number of regularly-scheduled working hours [recommend removing the underline] that the employee is on vacation leave. The full-time employee [recommend removing the underline] shall receive the same amount in vacation pay that he would receive if the employee worked his normal daily work schedule. Vacation leave in an amount of less than a day for a full-time hourly employee shall be charged to the nearest fifteen minutes involved in the leave.

Vacation leave for salaried employees shall be charged as stipulated in Rule 15a5.

For good reason, an employee may be allowed or required by the department head to forego part or all of his annual vacation. No employee shall be required to forego the use of vacation credits without the department head approving the carryover of credits in excess of an amount equal to two times the employee's current annual accrual rate.

- 15b4. Termination Pay of Vacation Credits: Every employee who has vacation credits that do not exceed the limitations established by the City Manager shall have such credits paid at the time of leaving the City's employment, whether by resignation, retirement, layoff, dismissal, or death. No such payment shall be made unless the employee has completed six months of employment and no payment shall be made for hours in excess of limitations established by the City Manager.

## 15c. Sick Leave With Pay

### 15c1. Entitlement and Allowance:

- A. Every full-time hourly employee who works a schedule at full-time, 52 weeks of the year, shall accrue sick leave credits at the rate of 10 hours for each month of paid service. Salaried employees shall accrue sick leave credits at the rate of a day and one-quarter for each month of paid service. **A portion of these accruals, not to exceed 40 hours per year, will be designated for use as Earned Paid Sick Time in accordance with state law (A.R.S. Title 23, Article 8.1). See Rule 15d. [Recommend un-bolding this language.]**

- B. Sick leave is designated in two different ways: **Earned Paid Sick Time and Sick Leave With Pay. Earned Paid Sick Time shall be used in accordance with state law (A.R.S. Title 23, Article 8.1). See Rule 15d and Administrative Regulations 2.30(A) and 2.30(B). Sick Leave With Pay shall be used pursuant to City policy. See Rules 15c2-15c6 and Administrative Regulations 2.30(A) and 2.30(B). When requesting sick time, employees shall choose which type of sick leave they want to use as specified by Administrative Regulation. [Recommend un-bolding this language.]**
- C. Leaves of absence compensated under the City of Phoenix Industrial Leave Program in excess of one year (2,080 hours, or 2,912 hours for 56-hour Fire employees) per injury shall not be considered as paid service. Sick leave credits shall accrue without limitation. Any absence without pay of more than ten working days in any two consecutive pay periods shall not be allowed as creditable sick leave time. Upon reemployment within five years, 20% of sick leave credits at the time of termination shall be reinstated to the employee and be available for use after one month of reemployment. However, employees rehired from a layoff eligibility list shall have full sick leave credits and use of sick leave accumulated during previous employment. An employee who is receiving pension benefits as a result of retirement from the City under the Public Safety Retirement System and who received cash payment for accumulated sick leave at time of retirement shall not be entitled to the 20% return of sick leave credits.

~~The amendments to Rule 15c1 identified in bold regarding earned paid sick time are approved on an interim basis through December 31, 2018.~~

#### 15c2. Qualifications for Sick Leave

Sick leave shall only be allowed when:

- A. **PERSONAL INCAPACITY, PREVENTATIVE CARE, OR TREATMENT.** The employee is too ill or injured to be able to work safely. ~~Minor ailments which would not affect the safety of persons or property or endanger the health of other persons while performing job duties do not qualify an employee for sick leave. Department and division heads shall not approve applications for sick leave with pay in cases involving such minor ailments.~~

Employees may **ALSO** be allowed to use sick leave for examinations by a licensed physician or dentist, or medical treatments prescribed by a licensed physician or dentist, when it is not possible to arrange appointments on off-duty hours. ~~Sick leave shall be denied an employee who refuses to follow the prescription of a licensed physician.~~

Employees may be allowed sick leave to provide the supplemental pay differential between industrial pay and regular net take-home pay under the provisions of Rule 15g1, after the one-year supplemental pay has been exhausted.

**B. An emergency occurs due to illness of a member in the employee's immediate family.**

Duration of emergency leave shall be limited to the emergency situation and shall not exceed five working days. The amount of leave may vary from one hour to five days, depending on the emergency. Air travel time shall be allowed in addition to the approved amount of out-of-state family emergency illness. "Member of the employee's immediate family" means the mother, father, husband, wife, child, step-child, brother, or sister of the employee. A relative who, because of family circumstances, has been a parent substitute to the employee may be considered as a substitute for mother or father in this definition. Under the Family and Medical Leave Act of 1993, brother and sister are not qualified as immediate family members.

**CARE FOR FAMILY MEMBER. THE EMPLOYEE NEEDS TO ASSIST WITH CARE OF A FAMILY MEMBER WHO IS ILL, INJURED, OR REQUIRES TREATMENT.**

**"FAMILY MEMBER" MEANS:**

1. REGARDLESS OF AGE, A BIOLOGICAL, ADOPTED OR FOSTER CHILD, STEPCHILD OR LEGAL WARD, A CHILD OF A DOMESTIC PARTNER, A CHILD TO WHOM THE EMPLOYEE STANDS IN LOCO PARENTIS, OR AN INDIVIDUAL TO WHOM THE EMPLOYEE STOOD IN LOCO PARENTIS WHEN THE INDIVIDUAL WAS A MINOR; OR
2. A BIOLOGICAL, FOSTER, STEPPARENT OR ADOPTIVE PARENT OR LEGAL GUARDIAN OF AN EMPLOYEE OR AN EMPLOYEE'S SPOUSE OR DOMESTIC PARTNER OR A PERSON WHO STOOD IN LOCO PARENTIS WHEN THE EMPLOYEE OR EMPLOYEE'S SPOUSE OR DOMESTIC PARTNER WAS A MINOR CHILD; OR
3. A PERSON TO WHOM THE EMPLOYEE IS LEGALLY MARRIED UNDER THE LAWS OF ANY STATE, OR A DOMESTIC PARTNER OF AN EMPLOYEE AS REGISTERED UNDER THE LAWS OF ANY STATE OR POLITICAL SUBDIVISION; OR
4. A GRANDPARENT, GRANDCHILD OR SIBLING (WHETHER OF A BIOLOGICAL, FOSTER, ADOPTIVE OR STEP RELATIONSHIP) OF THE EMPLOYEE.

- C. A police officer who has no other accumulated paid leave may use up to ten hours of accumulated sick leave per year for non-emergency home care or medical treatment of a member of the employee's immediate family, subject to operational and scheduling factors.
- D. Parental Leave. The employee qualifies for leave for the birth, adoption or placement of a child under the Family and Medical Leave Act (FMLA) and may use vacation or sick leave for any qualified FMLA absence.
- E. Family and Medical Leave Act (FMLA). the employee may use vacation or sick leave for any qualified FMLA absence.
- F. Other Appropriate Circumstances. The city manager or designee determines that other reasons of a similar nature exist to warrant the use of sick leave. The use of sick leave in these circumstances shall be issued by Administrative Regulation.

~~Sick leave shall not be allowed:~~

~~G. For an absence as a result of a job injury or occupational disease while employed by someone other than the City of Phoenix.~~

~~H. For home care of a family member due to illness not an emergency, except as provided above or for qualifying FMLA absences.~~

- 15c3. Rate of Sick Leave Pay and Assessment: A full-time hourly employee while on sick leave shall be charged sick leave credits in the amount equal to the number of working hours he is absent. The rate of pay while on sick leave shall be the rate at which he is being paid when taking leave. Sick leave for salaried employees shall be charged as stipulated in Rule 15a5. In no event shall more than the regularly-scheduled daily work hours be allowed the full-time employee for each of the scheduled work days on which he is absent. Sick leave of less than a full day shall be charged to the full-time employee's sick leave credits to the nearest fifteen minutes involved in the leave. If sick leave occurs on an authorized holiday, and the employee was scheduled to work on that holiday, sick leave shall not be charged and the employee shall receive the appropriate holiday compensation as provided in City Administrative Regulations.
- 15c4. Leave Authorization: Request for sick leave shall be in writing, signed by the employee, stating the reasons for the leave and have the approval of the supervisor who is authorized by the department head to approve sick leave. The department head may require a certificate of disability from the employee's physician (licensed) for an absence of over three days. Such certification may be required for absences of less than three days when

the employee's sick leave record indicates excessive one- or two-day absences.

An employee, before returning to his duties from an illness of over twelve working days, shall submit a statement from his physician qualifying him for his class of work. The department head may refer the employee to the City physician for examination at the time the employee reports for duty from an absence of over twelve working days.

An employee who is on extended sick leave shall submit to a medical examination or examinations made by the City physician, or a licensed physician designated by the City physician. Provided that if in the opinion of the City physician the nature and extent of the illness is such that no examination is necessary to determine that the employee is not able to work, such examination may be waived until such time as the City physician shall determine that an examination is again necessary. A report of his decision shall be forwarded to the department head and the Personnel Director indicating the approximate date when, in his opinion, an examination should be necessary. Such examination shall be made within five days following a period of thirty calendar days of sick leave with pay, and such additional periodic medical examinations shall be made at thirty calendar day intervals during the period the employee continues on sick leave.

The City physician shall report in writing to the employee's department head and the Personnel Director on the findings of each medical examination. The medical findings of the employee's physician shall also be considered and reported to the department head by the City physician. The department head involved, on receipt of the medical findings, shall either continue the employee on leave or order him to return to his duties. It shall be the responsibility of the department or division head of the employee who is on extended sick leave with pay to inform the City physician of the name and exact location of such employee and of the dates on which medical examinations shall be made.

The Personnel Director may require that a medical examination be made of such employee if he has not received a copy of the medical report on the employee after ten days from the date when such medical examination is required to be made.

- 15c5. Appeal From the Medical Decision of the City Physician: When the medical opinion of the City physician results in the department head denying the petition of an employee to be absent or to return to work because of an illness or injury, the employee's licensed physician who concurs with the employee's request and the City physician shall select a third licensed physician to examine the employee. The majority opinion of these three physicians shall determine whether the employee shall be given sick leave or returned to his job. The cost of the services of the third physician shall be assumed equally by the employee and the City.



- 15c6. Medical Examinations: Whenever, in the opinion of the department head, the work record or the attendance record, or both, of an employee indicates that he may have a health problem, the department head may direct that he be examined by the City physician.

Supervisors below the department head level shall immediately inform the department head of any undue lowering of the quality of work of any employee or any undue absences which may be a result of the employee's physical condition.

The results of each examination shall be used in counseling the employee to the end that he will get the best out of his health resources. The medical findings of each examination shall be transmitted to the employee and his physician when, in the opinion of the City physician, corrective steps should be taken. The medical findings of the City physician shall be made available to the employee's family physician upon request of the employee or his physician.

When the medical findings disclose a disability that limits the employee's ability to perform the essential functions of the job, the department shall investigate the reasonable accommodations that may be made to assist the employee. When, in the opinion of the City physician, a leave of absence is necessary for corrective treatment, the employee shall be entitled to such sick leave credits as stand to his account. In the event an employee is found to need a leave of absence to recover from his physical illness and would be required to take sick leave with or without pay, he shall have the right to appeal to a board composed of the City physician, the employee's physician, and a consulting physician selected by the two. The majority opinion of the three in writing shall be binding upon the employee to take or not to take a leave of absence with or without pay. The cost of the consulting physician shall be in accordance with the provisions of the preceding section as to this cost responsibility.

15d. Earned Paid Sick Time

15d1. Entitlement: Employees shall accrue a minimum of one hour of earned paid sick time for every 30 hours worked, but employees shall not be entitled to accrue or use more than 40 hours of Earned Paid Sick Time per year.

15d2. Earned Paid Sick Time is different than Sick Leave With Pay. Employees shall be permitted to use Earned Paid Sick Time in accordance with state law (A.R.S. title 23, Article 8.1) and as specified by Administrative Regulation. Employees who choose to use Earned Paid Sick Time should refer to Administrative Regulations 2.30(A) and 2.30(B).

~~The amendments to Rule 15d regarding Earned Paid Sick Time are approved on an interim basis through December 31, 2018.~~

15e. Military Leave

- 15e1. National Guard: Leave for National Guard shall be as specified in State law (ARS 26-168) and issued by Administrative Regulation.
- 15e2. Military Reserve: Leave for Armed Services Reserve shall be as specified in State law (ARS 38-610) and issued by Administrative Regulation.
- 15e3. United States Armed Services in Wartime: All employees shall be entitled to an indefinite leave of absence without pay while serving on active duty in the military branch of the United States Government during time of war. This leave allowance also shall cover absences resulting from compulsory military training orders in peacetime. The position from which an employee is on military leave, if filled, shall be subject to the return of the employee from military leave.

The employee returning from military leave shall be reinstated to his position upon his request and presentation of his military termination papers to the Personnel Director if he is physically fit to perform the duties of his former position. If his former position is no longer in existence, he shall be entitled to such employment or reinstatement rights as his seniority and performance rating entitle him. He shall be allowed ninety days to report to his department head for duty after the date of his discharge or proper release from the Armed Services.

Employees on military leave of absence will be awarded a merit increase upon their return in accordance with USERRA.

15f. Special Leave Without Pay

An employee holding a position in the City service may, upon written request, be granted special leave of absence without pay for any of the following reasons:

- 15f1. To enable an employee to engage in a course of study such as will increase his usefulness to the City service;
- 15f2. To enable an employee to take a position in the unclassified service of the City;
- 15f3. To enable an employee who is physically or mentally incapacitated to recover his health;
- 15f4. To enable female employees to attend to maternity medical needs, after paid leave has been exhausted;

- 15f5. To enable an employee to take up to twelve weeks upon the birth or adoption of a child or to care for a seriously ill member of the immediate family, as required by the Family and Medical Leave act;
- 15f6. Other equally good reasons considered valid by the City Manager.

All requests for leave of absence without pay not in excess of thirty working days shall require only the approval of the department head concerned. All other requests for leave of absence (excluding industrial leaves) without pay over thirty working days shall be subject to the control of the department head concerned and shall require the approval of the City Manager and the Personnel Director. All leaves requested or granted under the requirements of the Family and Medical Leave Act of 1993 shall comply with the guidelines of that Act.

Original requests for special leave of absence without pay shall be for a period not to exceed one year in duration, except for a classified employee who takes leave to accept appointment to a position in the unclassified service. A leave to hold a position in the unclassified service shall terminate when the classified employee either resigns or is returned to his classified position. Any request for extension of leave, except as otherwise provided herein, shall be subject to all the requirements of the original request. The requesting employee shall state the reasons why in his opinion the request should be granted, the date when he desires the leave to begin, and the probable date of his return. Upon the termination of said leave of absence, such employee shall be returned to his position in the department from which he obtained leave of absence, if same is in existence, and he has prior rights over one or more persons in his class; otherwise he shall be transferred to another position or be laid off in accordance with the rules on transfer, seniority, and performance rating.

If during leave from a position in the classified service, an employee holds a position in the unclassified service and is dismissed therefrom, such dismissal shall not abrogate his right to a hearing with respect to his position in the classified service.

If, in the opinion of the appointing authority, an employee is incapacitated and unable to work on account of illness, such employee may be required to submit himself to a physician designated or approved by the City for examination, but the employee shall have the right to be represented at such examination by a physician of his own choice at his own expense. If the report of the physician shows the employee to be in an unfit condition to perform his duties, the appointing authority shall have the right to compel such employee to take sufficient leave of

absence to fit him to perform his duties, assign the employee to light duty, or separate the employee from City service.

15g. **Industrial Leave**

15g1. **Entitlement:** A certified regular full-time employee who works a schedule at full time fifty-two weeks of the year who is disabled and absent from work as a result of an industrial injury or occupational disease shall be kept on the City payroll and be paid an amount equal to but not to exceed his regular net take home at the current rate of pay for up to one year total per injury.

A Police Reserve Officer who is also a certified regular full-time City of Phoenix employee shall be paid at the same rate as if he had been injured while performing his regular duties as a full-time employee, except that if the beginning Police Officer salary is higher than the employee's regular rate of pay, the beginning Police Officer pay shall be used for determining net take-home pay for up to one year total per injury.

An employee must meet each of the following conditions to qualify for the rate of pay specified in this section:

- A. Be under the jurisdiction of the Industrial Commission of Arizona and be receiving workers compensation for time lost due to an industrial injury received while employed by the City of Phoenix.
- B. Meet the specific requirements of the state of Arizona workers compensation law.
- C. Meet the requirements contained in negotiated Memorandum of Understanding (MOU).

If a decision on compensability of a claim is pending at the State Compensation Fund or Industrial Commission, and it is determined by the Personnel Director that the injury or disease falls within the definition of an industrial injury or occupational disease, the rate of pay specified above shall be granted.

An individual who separates from City employment or from Reserve Officer status shall only be entitled to the compensation required under Arizona workers compensation law

15g2. **Merit Pay Increase:** Time taken on Industrial Leave or light duty assignment, not in excess of thirty working days, shall be allowed as creditable time in determining eligibility for a normal merit pay

increase. If the time exceeds thirty days and the circumstances of the injury so warrant, the employee may receive a merit pay increase on his anniversary date with the recommendation of his department head and approval of the City Manager.

15g3. Definitions:

- A. "Industrial Leave" is defined as absence from work as the result of:
  - 1. An injury by accident arising out of and in the course of City employment as defined by the Workers Compensation Laws of the State of Arizona.
  - 2. Those occupational diseases arising out of and in the course of City employment as defined by the Occupational Disease Laws of the State of Arizona.
- B. "Net Take-Home Pay" is defined as the biweekly base rate of pay for a full-time employee, less deductions for federal and state income tax, social security tax, and pension plan contributions. It does not include earnings for bonus pay, overtime differential, stand-by pay, or any other pay that is normally not a constant condition of work for the class. In no event shall "net take-home pay" be less than the amount the employee or Police Reserve Officer is entitled to under the State Workers Compensation Laws.

15g4. Conditions: The employee must meet the following conditions to qualify for industrial leave:

- A. An employee or Police Reserve Officer who refuses to make an election of remedy pursuant to Arizona Revised Statute 23-1023 in event of injury or who rejects the conditions of Workers Compensation Laws of the State of Arizona prior to an industrial injury or illness shall not be entitled to Industrial Leave.
- B. The employee or Police Reserve Officer must sign a prior agreement directing that all warrants for compensation issued by the State Compensation Fund shall be mailed to the City Comptroller, and granting limited power of attorney to the City Comptroller to endorse such warrants on the employee's behalf and to cash the same.
- C. If the employee or Police Reserve Officer elects to sue a third party defendant involved in the accident, and if he proceeds against such other person, the City of Phoenix shall have a lien on the amount actually collectible from such

other person to the extent of the monies paid by the City of Phoenix over and above the Workers Compensation, medical, surgical, and hospital benefits paid by the State Compensation Fund.

The amount actually collectible shall be total recovery less the reasonable necessary expenses including attorney fees actually expended in securing such recovery and less the amounts to be paid to the State Compensation Fund.

15h. **Bereavement Leave:**

A full-time employee may be allowed paid leave time for the purpose of attending to family needs that arise in connection with the death of a member of the employee's immediate family.

"Member of the employee's immediate family" means the mother, father, or stepparent of the employee; ~~husband, wife~~ **SPOUSE**, child, stepchild, brother, sister, stepbrother, or step-sister of the employee; **GRANDPARENT OR** grandchild of the employee; the mother and father of the employee's spouse; domestic partner of the employee; children or parent of the domestic partner; and person residing in the employee's household as a member of the family. A relative who, because of family circumstances, has been a parent substitute to the employee, may be considered as a substitute for mother or father in this definition.

The duration of the paid bereavement leave shall not exceed three working days. Additional air travel time shall be allowed when the burial occurs out of state and the employee travels to that location.