

## **ARTICLE 20** **LEAVES OF ABSENCE**

### **Section 1: Sick Leave for Family Illness**

An employee may utilize accumulated sick time due to an illness in the employee's "Immediate Family" (Article 12, Section 7).

### **Section 2: Leave for Death In Family**

An employee shall be allowed up to two (2) consecutive shifts off with pay in the event of a death in the "Immediate Family" (Article 12, Section 7), which shall be limited to any relative or domestic partner residing in the member's residence, spouse, father, mother, son, daughter, brother, sister, father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, stepfather, stepmother, stepbrother, and stepsister, grandparents, grandson and granddaughter, or spouse's grandparents. The Fire Chief may allow Funeral Leave for other family members at his/her discretion. This is not chargeable to sick leave. Any employee availing themselves of this section shall notify the Fire Chief or designee of such intent as soon as possible. Written proof (i.e.; newspaper death notice, death certificate or funeral home death announcement) of death shall be presented with the leave request upon return to duty.

### **Section 3: Military Leave**

The Employer shall grant military leave as required by applicable federal and state law. Military leave shall not be counted against the limitation for vacation or Floating Holiday scheduling.

### **Section 4: Jury Duty Leave**

In the event employees are summoned for jury duty, they shall be allowed to use vacation leave (if accrued). Employees who perform jury duty for only a portion of their regular scheduled workday are expected to report to work when excused or released by the court.

### **Section 5: Family Medical Leave Act:**

The Employer agrees to all state and federal regulations required under the Family Medical Leave Act.