

Letter of Agreement

City of Iowa City
and
AFSCME (Mixed and Transit) Local #183

July 5, 2022

Sick leave and Funeral leave modifications

The parties hereby agree to amend both Section A and B of the AFSCME contract as follows:

Article 11, Section 2

b. ~~_____ In addition to sickness of an employee, sick leave may be used for:~~

~~_____ (1) On the job injury.~~

~~_____ (2) Serious illness or hospital confinement of a spouse, domestic partner as recognized by City policy, or child, or critical illness of the employee's mother, father, mother-in-law, father-in-law, including mother or father of a domestic partner, brother, sister, or grandparents, as well as any other relatives or member of the immediate household of the employee up to a maximum of forty-eight (48) hours per occurrence provided that the employee's presence and efforts are needed.~~

b. Discretionary sick leave

In addition to the employee's own health, no more than 120 hours of sick leave in a rolling 12- month period may be used for the following personal or family needs:

- To provide care for a family member or loved one with a serious medical condition or to attend medical appointments, provided the employee's presence and efforts are needed.
- Maternity/paternity leave resulting from the birth of a child or placement of a child for adoption.
- To care for a dependent child who is ill and unable to provide self-care.
- Bereavement leave necessary in addition to what is provided in the bereavement leave policy or due to the death of a family member, close friend or other loved one not covered by the bereavement leave policy (10 workday limit*).
- To serve as a pallbearer (1 workday limit)
- To attend a delayed service for a deceased loved one. (2 workday limit)

*Not to exceed the equivalent of 2 weeks at the employee's FTE (e.g. 80 hours for full-time)

Discretionary sick leave used in any of the personal events identified above (or combination of family events):

- Must be recorded as discretionary sick leave on the employee's time record
- Will result in a deduction from an employee's accrued sick leave bank
- **Is limited to a total of 120 hours for any combination of qualifying events in a rolling 12-month period**

Annual maximums are pro-rated for part-time employees.

Article 12, Section 2

~~Funerals. An employee will be granted up to three (3) work days per incident with no loss of compensation or accruals if required to attend the funeral of his/her spouse, domestic partner as recognized by City policy, child, grandchild, stepchild, foster child, mother, father, stepparent, sister, brother, step-sister or step-brother.~~

~~— An employee will be granted one (1) day per occurrence with no loss of compensation nor loss of accrual from sick, annual, or compensation time to attend the funeral of his/her mother-in-law, father-in-law, grandparent, aunt or uncle, brother-in-law, sister-in-law, or permanent member of the immediate household. In such cases, he/she shall be granted up to two (2) additional days for travel, if necessary. In-law relationships referred to herein shall include such relationships through a domestic partner as recognized by City policy.~~

~~— If additional time is needed, an employee shall be permitted to use up to three (3) work days of accumulated sick leave with the approval of his/her supervisor.~~

Bereavement Leave. An employee shall be granted up to five (5) days (40 hours maximum for full-time employees*) with no loss of compensation or accrual due to the death of their spouse, child (including pregnancy loss), parent, stepparent, sibling, grandparent, or grandchild.

An employee shall be granted up to three (3) days (24 hours maximum for full-time employees*) with no loss of compensation or accrual due to the death of their parent-in-law, child-in-law, aunt or uncle, niece or nephew, sibling-in-law, or permanent member of the employee's immediate household.

*Pro-rated for part-time employees.

If additional time is needed an employee should refer to the Discretionary Sick Leave provision of this document.

Notes: Child and sibling include "step" relationships. Sibling-in-law includes spouse of spouse's sibling.

For the City



Geoff Fruin
City Manager

7/5/22

Date

For AFSCME



7/5/22

Date