



11/27/2023
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RNPA Proposal 3, Counter-Proposal, November 20, 2023 (Revised)

Section 10.4 - Bereavement Leave

Leaves of absence with pay shall be granted to nurses in order that they may discharge the customary obligations arising from the death of a member of their immediate family. "Immediate family" shall mean the mother, father, parent-in-law grandmother, grandfather of the nurse or of the spouse of the nurse and the spouse, son, son-in-law, daughter, daughter-in-law, brother, sister, grandchild, brother-in-law, sister-in-law, registered domestic partner or step-parent of the nurse or any person living in the immediate household of the nurse. Up to forty (40) hours of pay, regardless of shift or code status, shall be granted which will consist of three (3) days sixteen (16) hours not charged to any accumulated balance followed by two (2) days twenty-four (24) hours chargeable to sick leave, if necessary. An additional three (3) days twenty-four (24) hours, two (2) days sixteen (16) hours chargeable to sick leave and eight (8) one (1) day not charged to any accumulated balance, is authorized if out-of-state travel in excess of 150 miles is required.

*** See Kaiser MOU page 97 - 3 days of paid bereavement leave for all schedules.

See Stanford MOU page 48 - 3 working days of pay in lieu of scheduled hours.