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2025-2027 STATE OF OREGON and SEIU CENTRAL TABLE

Management Revised Counter Proposal

May 21, 2025

**ARTICLE 57--BEREAVEMENT LEAVE**

**Bereavement leave may be taken to deal with the death of a family member, including attending the funeral or alternative to a funeral of the family member, making arrangements necessitated by the death of the family member or grieving the death of the family member.** Employees shall be eligible for a maximum of twenty-

four (24) hours paid bereavement leave per family member ~~occurrence~~, prorated for part-time employees. Paid bereavement leave shall run concurrently with OFLA when applicable. The Agency shall notify the employee when OFLA is running concurrently with bereavement leave. If additional bereavement time is needed, an employee shall be allowed to use accrued leave or ~~leave without pay at the option of the employee.~~ **If accrued leave is exhausted, the employee may use leave without pay.** The Agency may request documentation for use of bereavement leave.

Notwithstanding Article 56, Section 8 (a), (c), and (d), regular and trial service employees may be eligible to receive up to forty (40) hours of donated leave, to be used consecutively. The employee must have exhausted all available accumulated leave and qualify to receive hardship leave.

For purposes of this Article, **"family member"** ~~"immediate family"~~ shall include:

- the employee's or the employee's spouse's parent (includes one who stood in loco parentis (in place of a parent) when the employee was a child);
- spouse;
- child (and child's spouse) (includes a child for whom the employee stood in loco parentis);
- siblings;

- grandparents;
- grandchild;
- aunt or uncle;
- niece or nephew;
- or the equivalent of each of the above for domestic partners, or another member of the immediate household;
- An individual who is related by affinity to the employee
  - When an employee uses leave for a family member who is related by affinity, the agency may require the employee to attest in writing that the employee and the family member had a significant personal bond that, when examined under the totality of the circumstances, was like a family relationship.

NOTE: Family member ~~Immediate family~~ shall include the current in-laws and step family members who qualify per the above list.

REV: 2013, 2015, 2019, 2023