

**SAINT PAUL FEDERATION OF EDUCATORS  
PROPOSAL #34  
OCTOBER 26, 2023**

**SCSP Contract  
Bereavement Leave**

ARTICLE 10

Subd. 2. Bereavement Leave. A leave of absence with pay, not to exceed five (5) days, shall be granted because of the death of an employee's spouse, child, step-child, parent or step-parent, and regular members of the immediate household. Up to three (3) days shall be granted because of death of other members of the employee's immediate family. Other members of the immediate family shall mean sister, step-sister, brother, step-brother, grandparent, grandchild, parent-in-law, son-in-law, daughter-in-law or great-grandparent. Leave of absence for one (1) day shall be granted because of death of other close relatives. Other close relatives shall mean uncle, aunt, nephew, niece, brother-in-law and sister-in-law. Unused leave for such purposes shall not be accumulated. Up to three (3) days of bereavement leave may also be granted in special circumstances not anticipated by the language in this subsection with approval of the Human Resources Department.

~~2.1 Eligibility. Each full time employee employed for ten (10) or twelve (12) months per fiscal year shall be eligible to have bereavement leave subtracted from sick leave.~~

2.2 1 Travel Extension. The days of leave as specified in Subd. 2 of this Section will apply for deaths which do not necessitate travel by the employee beyond a two hundred (200) mile radius of St. Paul. In cases which do involve such travel, two days of additional leave shall be granted for travel in excess of a two hundred (200) mile radius of St. Paul. Days used in this manner for extension of bereavement leave for travel purposes shall be permitted only so long as sick leave time is available, and such days shall be subtracted from sick leave. The employee shall provide the Human Resource Department information on the location of the funeral outside St. Paul.