

CITY OF SOMERVILLE
ORDINANCE NO. 2022-
IN CITY COUNCIL: _____, 2022

Be it ordained by the Somerville City Council in session assembled, that Chapter 2, Article VI, Section 2-319 of the code of ordinances of the City of Somerville is hereby amended as follows:

Sec. 2-319 – Bereavement leave.

(a) Employees shall be granted a leave of absence with pay, ~~not exceeding five (5) days~~, in the event of a death, ~~or loss of pregnancy by miscarriage, stillbirth, or abortion~~, in the immediate family.

(1) “Immediate family” shall consist of ~~father, mother, parent, brother, sister, sibling~~, spouse/partner, child, spouse’s/partner’s ~~father or mother, parent~~, spouse’s/partner’s ~~son or daughter, child~~, grandparent, ~~and~~ grandchild, and other member of the employee’s household.

~~(A) Death of a child shall include loss of pregnancy by miscarriage, stillbirth, or abortion~~

~~(2) Such leave of absence may extend from the time the employee receives notification of the death to the first workday following the day of the funeral or memorial service, not exceeding a period of five days.~~

(b) In the event the funeral or memorial service of a ~~parent’s sibling, aunt, uncle, niece, nephew, a sibling’s child, cousin~~, spouse's/partner's ~~brother or sister, sibling~~ or spouse's/partner's grandparent or grandchild occurs on a workday, the employee shall be granted leave with pay to attend the funeral or memorial service.

~~(1)~~ In extenuating circumstances, department heads may grant up to three ~~(3)~~ days of leave with the approval of the personnel department.

Approved:

President

Approved:

Mayor