Current Policy	Proposed Policy
Immediate family includes the employee's **spouse, child, parent, brother, or sister**, as well as the **child, parent, brother, or sister of the employee's spouse**.	Immediate family includes the employee's **spouse, child, parent, brother, sister, grandparent, aunt, or uncle**, as well as the **child, parent, brother, sister, grandparent, aunt, or uncle of the employee's spouse**.
Up to **3 days paid leave** for death in the immediate family.	**No change** — up to 3 days paid leave.
Up to **8 hours paid leave** for funeral of a relative outside the immediate family.	**No change** — applies to relatives who do not meet the expanded immediate-family definition.
Additional leave may be charged to vacation, compensatory time, or leave without pay.	**No change.**
Workday defined as **8 hours**.	**No change.**

2B-7 FUNERAL LEAVE

All employees shall be allowed up to three (3) days leave with pay for a death in the immediate family.

For purposes of this policy, **immediate family** shall include the employee's **spouse, child, parent, brother, sister, grandparent** and the **child, parent, brother, sister, grandparent of the employee's spouse**.

Employees may be allowed time off with pay, up to a maximum of eight (8) hours, to attend the funeral of a relative who is not a member of the immediate family.

If leave is needed beyond the limits set forth in this policy, the additional leave may be charged to available vacation or compensatory time, or taken as leave without pay.

For purposes of this policy, a workday is defined as eight (8) hours per day.