

CITY OF RED BUD, RANDOLPH COUNTY, ILLINOIS

ORDINANCE NO. 1505

**AN ORDINANCE AMENDING TITLE III, CHAPTER 41
OF THE CITY OF RED BUD CODE OF ORDINANCES 2021
PERTAINING TO BEREAVEMENT LEAVE**

**ADOPTED BY THE CITY COUNCIL OF THE CITY OF RED BUD, ILLINOIS,
THIS 5TH DAY OF DECEMBER, 2022.**

*Published in pamphlet form by authority of the City Council of the City of Red Bud,
Randolph County, Illinois, this 6TH day of December, 2022.*

**Posted: December 6, 2022
Removed:**

**By: PKP
By:**

ORDINANCE NO. 1505

**AN ORDINANCE AMENDING TITLE III, CHAPTER 41
OF THE CITY OF RED BUD CODE OF ORDINANCES 2021
PERTAINING TO BEREAVEMENT LEAVE**

WHEREAS, the City of Red Bud Code of Ordinances 2021 includes Chapter 41 which involves personnel policies for City employees; and

WHEREAS, Chapter 41 includes rules and regulations for employee leave, including bereavement leave; and

WHEREAS, the State of Illinois has passed a statute requiring a change to bereavement leave; and

WHEREAS, the City of Red Bud has deemed it in the best interests of the City to amend the rules and regulations for bereavement leave.

THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF RED BUD, ILLINOIS:

SECTION 1: That the above recitals are hereby made a part of this Ordinance as though written herein verbatim.

SECTION 2: That Section 41-7(c)(3) of Title III, Chapter 41 of the City of Red Bud Code of Ordinances 2021 of the City of Red Bud, Illinois be repealed and replaced with the following:

(3) Family Bereavement Leave. A full time employee will be paid for three (3) days (24 hours) of bereavement leave after the death of an immediate family member. Paid days shall be used in concurrence with the funeral. If any additional days are needed, sick or vacation days may be used, or the employee may use additional unpaid days for a total of ten (10) total days (80 hours) of bereavement leave.

Further, an employee, as defined by the federal Family and Medical Leave Act (FMLA), as amended, shall be allowed to use up to ten (10) days of unpaid bereavement leave to 1) attend the funeral or alternative to a funeral of an immediate family member, or 2) make arrangements necessitated by the death of an immediate family member, or 3) grieve the death of an immediate family member, or 4) be absent from work due to (i) a miscarriage; (ii) an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure; (iii) a failed adoption match or an adoption that is not finalized because it is contested by another party; (iv) a failed surrogacy agreement; (v) a diagnosis that negatively impacts pregnancy or fertility; or (vi) a stillbirth.

All unpaid bereavement leave must be completed within sixty (60) days after the date on which the employee receives notice of the death or covered event listed above and may be used the same as any other FMLA leave. The employee shall provide at least forty-eight (48) hours advance notice of their intention to use any bereavement leave, unless providing such notice is not reasonable and practicable. The City may require reasonable documentation for use of any bereavement leave.

In the event of the death of more than one immediate family member in a twelve (12) month period, the employee shall be entitled to up to six (6) total weeks of unpaid bereavement leave in the twelve (12) month period. Nevertheless, the bereavement leave stated herein shall not exceed the unpaid leave available to any employee under FMLA at the time of the bereavement leave. Also, the bereavement leave stated herein is not in addition to any unpaid leave available to any employee under FMLA but rather shall be included therein.

***Immediate Family.** Spouse, domestic partner, children, mother, father, step-child, step-parent, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, or any relative or person living in the employee's household for whom the employee has custodial responsibility or where such a person is financially and emotionally dependent on the employee and where the presence of the employee is needed.

SECTION 3: This Ordinance supersedes all Ordinances or parts of Ordinances adopted prior hereto that are in conflict herewith, to the extent of such conflict.

SECTION 4: This Ordinance shall be in full force and effect from and after its passage, approval, and publication in pamphlet form, as provided by law.

PASSED BY THE CITY COUNCIL this 5th day of December, 2022:

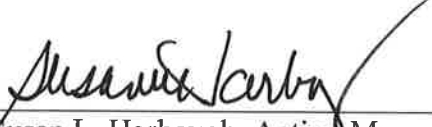
YEAS: B. Schwartzkopf, C. Guebert, M. Rheinecker, B. Hanebutt, J. DeMond,
R. Nevois, K. Donjon, A. Piel

NAYS: N/A

ABSTAINED: N/A

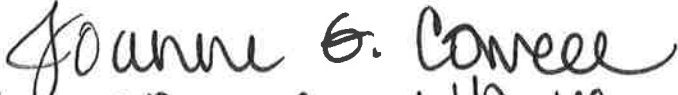
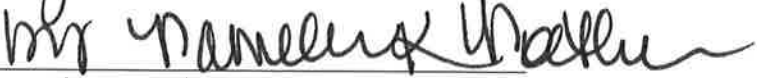
ABSENT: N/A

APPROVED BY THE ACTING MAYOR this 5th day of December, 2022



Susan L. Harbaugh, Acting Mayor

ATTEST:

Joanne G. Cowell, City Clerk
DEPUTY CLERK