**City Counter-Proposal to Union Proposal #JP 2 v2**

10/22/2024

**TRAUMATIC LEAVE**

Effective **~~sixty~~ ninety (90) days following ratification of this Agreement** ~~the first full pay period in July 2025~~, unit members who, during their scheduled workday in the course and scope of their employment, become personally involved in or personally observe a traumatic event as defined in this section may be placed on Traumatic Event Leave by their departmental Director for the balance of that workday up to eight (8) hours. The unit member will be in paid status during the pendency of this leave, and any leave granted pursuant to this section shall not be charged against any other paid leave accrued by the employee.

For purposes of this section, “traumatic event” can be any of the following:

* Witnessing a shooting, stabbing, or physical or sexual assault;
* Being a victim of a shooting, stabbing, or physical or sexual assault;
* Sudden and catastrophic building damage displacing the unit member from their work location for at least the balance of the day;
* Life-threatening fire that necessitates evacuation and results in displacement of the unit member from their work location for at least the balance of the day;
* Death of a City employee within the unit member’s immediate work group (defined as the smallest applicable divisional section consisting of 10 or fewer employees);
* Death of a client – applicable only to providers of mental health services within the Housing, Health & Community Services department.