



THE CITY OF NEW YORK  
OFFICE OF THE MAYOR  
NEW YORK, N.Y. 10007

Executive Order No. 123  
August 7, 1989

**BEREAVEMENT LEAVE FOR CITY EMPLOYEES  
WHO ARE MEMBERS OF A DOMESTIC PARTNERSHIP**

WHEREAS, there have been significant changes in our society resulting in diverse living arrangements among individuals and an expanded concept of what constitutes a family unit; and

WHEREAS, many of these living arrangements involve long-term committed relationships between unmarried persons; and

WHEREAS, the death of one individual in such a relationship, or the death of that individual's parent or child or other relative residing in the household, would have a profound personal impact upon the other individual in such a relationship;

NOW, THEREFORE, by the power vested in me as Mayor of the City of New York, it is hereby ordered:


Section 1. Bereavement Leave Established.  
Bereavement leave for all City employees is hereby established in the event of the death of a "domestic partner", as defined in Section 2, or the death of a parent or child of such domestic partner, or the death of a relative of such domestic partner residing in the household, and shall be afforded in accordance with existing rules and regulations and the terms of this Executive Order.

Section 2. Domestic Partnerships Defined.  
Domestic partners are two people, both of whom are 18 years of age or older and neither of whom is married, who have a close and committed personal relationship involving

shared responsibilities, who have lived together for a period of one year or more on a continuous basis at the time of registration, and who have registered as domestic partners and have not terminated the registration in accordance with procedures to be established by the Department of Personnel of the City of New York.

Section 3. Registration. The Department of Personnel of the City of New York is directed to establish procedures and develop forms for the registration and termination of domestic partnerships. The Department of Personnel shall not register a domestic partnership if either member is currently a member of another domestic partnership or was previously a member of another domestic partnership and less than one year has expired since the termination of that domestic partnership.

Section 4. Effective Date. This Order shall take effect immediately.



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Edward I. Koch  
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