

SEIU Local 1021 Solano County

Union Proposal (ALL UNITS) #10

Date:

Time:

BEREAVEMENT LEAVE

- A. Employees shall be entitled to a bereavement leave, not chargeable to vacation or sick leave in the event of the death of one of the following members of the employee's family:
- natural, step, adoptive parents and grandparents of the employee;
 - a person acting in loco parentis for the employee;
 - natural, step, adopted children and grandchildren of the employee;
 - natural, step, adopted brothers and sisters of the employee;
 - present **or past** spouse of the employee;
 - a person assuming the role of the employee's spouse;
 - ex-spouse who is a natural or adoptive parent of a minor child in the custody of the employee;
 - ~~natural~~ parents and grandparents of the employee's spouse;
 - grandchildren of the employee's spouse;
 - natural, **step**, and adopted brothers and sisters of the employee's spouse;
 - present spouses of the employee's natural and adopted brothers and sisters;
 - son-in-law and daughter-in-law of the employee
 - **Cousins, aunts, and uncles of the employee or the employee's spouse**
 - **Extended family members (natural or otherwise) with approval from Department Head**
- B. For full-time employees, such leave shall be a maximum of forty (40) hours within ten (10) consecutive calendar days, whether services are within the State or outside the State or outside the State of California. Leave benefits will be prorated for part-time employees based upon the number of hours worked (for example, a half-time employee has a maximum of twenty (20) hours to use within ten (10) consecutive calendar days). Employees desiring more time off under these circumstances may request vacation or other appropriate leaves, which may or may not be granted at the sole discretion of the department head.
- ~~C.~~ An employee who has a miscarriage or who gives birth to a still born child shall be eligible for bereavement leave in accordance with **Section 12, paragraph B** above. ~~This provision shall be applicable only to the employee having the miscarriage or still born~~

~~child. Bereavement leave for a miscarriage or still born child shall not be applicable for any other family members identified in **Section 12, paragraph A.**~~

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