

IUOE - Stationary Engineers, Local 39
and
County of Solano

2022 Contract Negotiations

Tentative Agreement

12. BEREAVEMENT LEAVE

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 to the employee;
- natural, step, current foster, adopted children and grandchildren of the employee;
- natural and step ~~brothers and sisters~~ siblings of the employee;
- present spouse/domestic partner of the employee;
- natural parents and grandparents of the employee's spouse/domestic partner;
- grandchildren of the employee's spouse/domestic partner;
- ~~natural brothers and sisters~~ natural and adopted siblings of the employee's spouse/domestic partner;
- present spouses/domestic partner of the employee's natural ~~brothers and sisters~~ siblings;
- ~~son-in-law and daughter-in-law~~ present spouse/domestic partner of the employee's children.

Such leave shall be a maximum of forty (40) hours within seven (7) consecutive calendar days, whether services are within the State or outside the State of California. Leave benefits will be pro-rated for part-time employees based upon the number of hours worked (for example, a half-time employee has a maximum of twenty (20) hours). 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.

~~As used in this section, the definition of a child shall include a child in utero-female employee who has a miscarriage or who gives birth to a stillborn child shall be eligible for bereavement leave in accordance with Section 12, paragraph two. This provision shall be applicable only to the employee having the miscarriage. Bereavement leave for a miscarriage shall not be applicable for any other family members identified in Section 12, paragraph one.~~

The County and the Union reached tentative agreement on Monday, August 22, 2022.

Initials: County AB Union AS Date: 8/22/22

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For the County:

Burke Dunphy
Burke Dunphy, Chief Negotiator

For the Union:

Stan Eichenberger
Stan Eichenberger, Chief Negotiator

Initials: County BD Union SE Date: 8/22/22