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## 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;
- aunt and uncle of the employee or their spouse/domestic partner.

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.

An female employee who is a parent of has a miscarriage miscarried 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 that has a direct relationship with the miscarried or stillborn child miscarriage. Bereavement leave for a miscarriage miscarried or stillborn child shall not be applicable for any other family members identified in Section 12, paragraph one. As used in this section, the definition of a child shall include a child in utero.