

**IFPTE Local 21, Unit 16
Mid-Management Professionals
2022 Contract Negotiations – Solano County
Union Proposal #4
Date Presented: 7/14/22**

MOU Section 12 - Bereavement Leave

Employees shall be entitled to 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
- Natural, step, adopted, and present foster children and grandchildren of the employee
- A person acting in loco parentis for the employee
- Natural and step siblings of the employee
- Present spouse/domestic partner of the employee
- A person assuming the role of the employee's spouse/domestic partner
- Ex-spouse/domestic partner who is the co-parent of a minor child in the custody of the employee
- Parents and grandparents of the employee's spouse/domestic partner
- Grandchildren of the employee's spouse/domestic partner
- Siblings of the employee's spouse/domestic partner
- Present spouses/domestic partners of the employee's siblings
- Present spouses/domestic partners of the employee's children
- Aunt or uncle of the employee or their spouse/domestic partner

Bereavement leave shall be a maximum of 40 hours within ten (10) consecutive calendar days, whether services are within the state or outside the State of California. Employees desiring more leave may request vacation or other appropriate leaves to be granted at the sole discretion of the department head.

An employee who has a miscarriage or who gives birth to a stillborn child personally or via surrogacy shall be eligible for bereavement leave in accordance with Section 12, paragraph two. This provision shall be applicable to the employee and their partner or co-parent.. Bereavement leave for a miscarriage or stillbirth shall not be applicable for any other family members identified in Section 12, paragraph one.

For the Union:

For the County:

Date:

Date: