

**IFPTE Local 21, Unit 19
Executive & Senior Management
2022 MOU Negotiations – Solano County
Union Proposal #4
Date Presented: 7/18/22**

MOU Section 12 — Bereavement Leave

- A. 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, step, adopted children and grandchildren of the employee
 - Natural, adopted and step ~~brothers and sisters~~ 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 who is the natural or adoptive parent of a minor child in the custody of the employee
 - ~~Natural~~ parents and grandparents of the employee's spouse/domestic partner
 - Grandchildren of the employee's spouse/domestic partner
 - ~~Natural, and adopted brothers and sisters~~ Siblings of the employee's spouse/domestic partner
 - Present spouses/domestic partners of the employee's ~~natural brothers and sisters~~ siblings
 - ~~Son-in-law and daughter-in-law~~ Present spouses/domestic partners of the employee's children
 - Aunt or uncle of the employee or their spouse/domestic partner.
- B. Bereavement 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 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.) Regular, probationary, or limited-term part-time employees shall be eligible for bereavement leave in proportion to their relationship their basic workweek bears to forty (40) hours. Employees desiring more leave may request vacation or other appropriate leaves to be granted at the sole discretion of the department head.
- C. ~~An female~~ employee who has a miscarriage or who gives birth to a still born child personally or via surrogacy 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 and their partner or co-parent. Bereavement leave for a miscarriage shall not be applicable for any other family members identified in Section 12, paragraph A.

For the Union:

For the County:

Date:

Date: