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County Proposal – Unit 19  
August 4, 2022

**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, current foster, adopted children\* and grandchildren of the employee
- A person acting in loco parentis for the employee
- Natural 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
- Ex-spouse/domestic partner who is the natural 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 ~~brothers and sisters~~ siblings of the employee’s spouse/domestic partner
- Present spouses/domestic partners of the employee’s natural ~~brothers and sisters~~ siblings
- Present spouses/domestic partners ~~Son-in-law and daughter-in-law~~ of the employee’s children

B. 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. 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.

\*As used in this section the definition of children shall include a child in utero. A 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.

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