



County of Solano  
&  
IUOE – Stationary Engineers, Local 39  
2022 Contract Negotiations  
8/4/22  
Local 39 Proposal # 19

Local 39 reserves the right to alter, amend, modify, add to or subtract from the foregoing proposals as may be required during the course of negotiations.

## 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, 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~~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 the 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**.

Tentative Agreement: Date: \_\_\_\_\_

County: \_\_\_\_\_

Local 39: \_\_\_\_\_