

MOU Section 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 for the employee;
- Natural, step, adopted children and grandchildren of the employee;
- Natural, step, adopted brothers and sisters of the employee;
- Present spouse of the employee or domestic partner;
- A person assuming the role of the employee's spouse ;
- 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 or domestic partner;
- Grandchildren of the employee's spouse or domestic partner;
- Natural and adopted brothers and sisters of the employee's spouse or domestic partner;
- Present spouses or domestic partner of the employee's natural and adopted brothers and sisters;
- Son-in-law and daughter-in-law of the employee

Bereavement leave shall be a maximum of forty (40) hours within ten (10) consecutive calendar days and taken within six (6) months following the loss, ~~whether services are within the State or outside the State of California.~~ 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.

~~A female~~ An employee who has a miscarriage or who gives birth to a stillborn child experiences a reproductive loss shall be eligible for bereavement leave in accordance with Section 12, paragraph two above. This provision shall be applicable ~~only to the employee having the miscarriage who directly experienced the~~ reproductive loss (i.e. mother/father) and the grandparents. Grandparents shall be allowed a maximum of twenty-four (24) hours within ten (10) consecutive calendar days and taken within six (6) months following the loss. Bereavement leave for a ~~miscarriage~~ reproductive loss shall not be applicable for any other family members identified in Section 12, paragraph one above.

For purposes of this section a reproductive loss consists of the following: miscarriage, stillborn, failed surrogacy; failed adoption; or unsuccessful assisted reproduction.

Units 17&18, Law Enforcement Management Association

Solano County Proposal #8 – 11/3/25

TA: 11/3/25
Date Passed: _____

Time Passed: 1:07 pm

Tentative Agreement of: Bereavement

For the County:



Niger Edwards, Chief Spokesperson

Date: 11/3/2025

For the Union:



Bill Elbert/Asish Chandra, Chief Spokespersons

Date: 11-03-25