

BEREAVEMENT LEAVE

1. Leaves of absence due to the death of a member of the immediate family shall be granted to employees of the District. Such leaves of absence shall be with pay and shall not exceed five (5) days.
2. An employee may request to use personal necessity leave for time needed beyond the five allotted bereavement days. If all personal necessity leave has been exhausted, a sixth day of Bereavement Leave may be granted by the Chancellor, Vice Chancellors, or College Presidents because of unusual circumstances.
3. Immediate family for unrepresented employees (all managers, supervisors and confidentials) shall be defined as mother, father, grandmother, grandfather, or grandchild of the employee or the employee's spouse/domestic partner, and the son, son-in-law, daughter, daughter-in-law, brother, sister, of the employee or the employee's spouse/domestic partner or any relative of the employee living in the immediate household of the employee.

Immediate family for Local 1 members shall be defined as mother, father, grandmother, grandfather, or grandchild of the employee or the employee's spouse, and the spouse, son, son-in-law, daughter, daughter-in-law, brother, sister of the employee or any relative or domestic partner (as defined in the Local 1 contract) living within the immediate household of the employee.

Immediate family for United Faculty members shall be defined as mother, father, grandmother, grandfather, grandchild, or domestic partner of the employee or spouse of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother, brother-in-law, sister-in-law or sister of the employee or domestic partner, or any relative living in the immediate household of the employees.

4. An employee who is absent due to an accident, illness, or vacation, may change his/her leave to bereavement leave for the appropriate number of days if such change is approved by the Chancellor, Vice Chancellors, College Presidents, or appropriate manager.

Education Code 87788, 88194
United Faculty Agreement, Article 12
Public Employees Union, Local 1, Article 9