
Butte County Mosquito and Vector Control District

POLICY MANUAL

POLICY TITLE: Bereavement Leave

POLICY NUMBER: 7050

7050.1 This policy shall apply to all employees.

7050.1.1 "Employee" means a person employed by the District for at least 30 days prior to the commencement of the leave.

7050.2 In the event of a death in the "immediate family" of an employee, the District Manager may, upon request, grant up to three (3) days bereavement leave with pay without charge to his/her accumulated sick leave credits or vacation eligibility.

7050.3 The District may grant an additional two (2) days bereavement leave upon request which shall be charged against the employee's accumulated sick leave credits in cases where needed.

7050.4 For the purposes of this section, the "immediate family" shall be restricted to family members covered which includes family, parents, children and spouses and are defined as follows:

7050.4.1 "Family" means brother, sister, brother-in-law, sister-in-law, stepbrother, stepsister, grandparents, grandchildren, aunts, uncles, nieces, and nephews.

7050.4.2 A "child" means a biological, adopted or foster child, a stepchild, a child by law (in-law), a legal ward or a child for whom an employee has accepted the duties and responsibilities of raising, such as where a grandparent raises his/her grandchild.

7050.4.3 A "parent" means a biological, foster or adoptive parent, a stepparent or legal guardian. Mother-in-law, father-in-law and grandparents are also considered "parents for purposes of this division.

7050.4.4 The term "spouse" is not defined in the legislation mandating kin care, but presumably applies to an individual to whom the employee is legally married or is legally registered domestic partner.

7050.4.5 Other person living in the immediate household of the employee.