7.06 BEREAVEMENT LEAVE

Employees may take paid leave of absence for up to five (5) regularly scheduled workdays, counted against sick time, because of the death of the member of the employee's immediate family.

"Immediate Family" includes the employee's:

- **a)** Spouse;
- **b)** Parent (including step, biological or adoptive);
- **c)** Child (including step, biological or adoptive);
- **d)** Sibling (including step, biological or adoptive);
- **e)** Grandchild (including step, biological or adoptive);
- **f)** Grandparent (including step, biological or adoptive);
- ~~**g)** Parent or Sibling of employee's spouse (in-laws);~~
- ~~**h)** Spouse of employee's child (son- or daughter-in-law);~~
- ~~**i)** Spouse of employee's sibling;~~
- **g)** All permutations of in-law to include: mother, father, brother, sister, son and daughter;
- **h)** Legal guardian, or individual over whom an employee has a legal guardianship; and
- **i)** Any relationship where the person acts/acted in the place of a parent.

Management may request proof of guardianship or power of attorney to verify leave request.