

**Tentative Agreement**  
by and between the  
Glendale College Guild, Local 2276  
and the  
Glendale Community College District

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following Tentative Agreement:

Article VII

Leaves

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Section 4. Nondiscretionary Leaves

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F. Bereavement Leave

1. Faculty shall be granted a Bereavement Leave within the following provisions:

a. Faculty shall be ~~allowed~~ **granted up to five days paid bereavement leave on account of the death of any member of their immediate family.** ~~regular pay for not more than three (3) working days when absent on account of the death of any member of his/her immediate family. Bereavement Leave with pay may be extended to a maximum of five (5) days when one-way travel of five hundred (500) miles or more is necessary in connection with the bereavement~~

b. Immediate Family: Father, father-in-law, mother, mother-in-law, brother or sister of the faculty member, grandparents, grandchild of the faculty member or of the spouse of the faculty, spouse, eligible domestic partner, son, daughter, son-in-law, daughter-in-law, or any relative living in the immediate household of the faculty. The previous enumeration shall apply to the immediate family of eligible domestic partners.

2. **Faculty who have been employed in their current assignment with the District for at least 30 days shall be allowed leave due to a covered reproductive loss event. A reproductive loss event is any of the following:**

- **Miscarriage**
- **Stillbirth**

- Failed adoption – for example, if a birth mother or legal guardian breaches or dissolves an adoption agreement, or if an adoption is not finalized for another reason
- Failed surrogacy – for example, if a surrogate breaches or dissolves a surrogacy agreement, or if an embryo transfer fails
- Unsuccessful assisted reproduction – for example, a failed intrauterine insemination or embryo transfer

The following conditions shall apply:

a. Faculty who have worked at least 30 days before taking leave shall be allowed five (5) days of reproductive leave for a miscarriage, stillbirth, failed adoption, failed surrogacy or unsuccessful assisted reproduction. This leave can be taken for five (5) consecutive days or over a longer period, as long as their leave is completed within three months of the reproductive loss event.

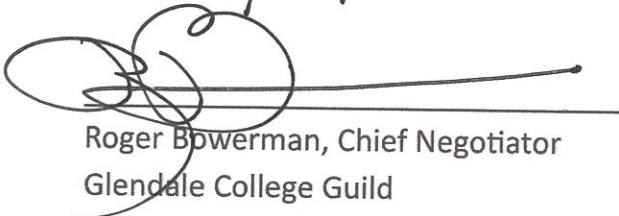
b. Faculty can take leave following their own reproductive loss event or that of another person – such as a spouse or partner – if the employee would have been the parent of the child born or adopted.

c. When a single reproductive loss event occurs over several days, the law treats it as one event. If an employee experiences more than one reproductive loss event in a year, they are entitled to no more than 20 days of reproductive loss leave in that one-year period, with no more than 5 days with compensation.

**2.3.** The District reserves the right to request validation of the death of the family member.

DATE: \_\_\_\_\_

9/17/2024

  
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Roger Bowerman, Chief Negotiator  
Glendale College Guild

  
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Brittany Grice, Chief Negotiator  
Glendale Community College District