

FAMILY DEFINITION – ALL FAMILIES MATTER!

Our families are comprised of more than people who are biologically or legally related to us. They are sometimes individuals who we choose to live with or who may not live with us at all. Your primary caregiver might be a person who lives down the block or your LGBTQ partner who is not married to you but is your chosen caregiver in every way. The language “blood or affinity” provides the most comprehensive definition of family, covering all possible arrangements. The same is true of parenthood. For a number reasons, adults are parenting youngsters who may not be their biological children, or are legally appointed by the court. Defining parenting in “loco Parentis” ensures that the children we’re parenting can benefit from work and family policies. We’ve selected a few pieces of CBA language to illustrate the models needed for our diverse family structures.

AFSCME 2910 & US Library of Congress Professional Employees, Washington DC

Section 1. Definitions

For the purposes of this article, as well as leave sharing programs mentioned in this Agreement (Voluntary Leave Transfer Program, Voluntary Leave Bank Pilot Program), the following definitions shall apply; except as noted in Section 8 (Family Medical Leave Act):

A. “Family member” means the following relatives of the employee: spouse, and parents thereof; children, including adopted and foster children and spouses thereof; parents; brothers and sisters, and spouses thereof; and any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.

AFSCME Local: 639 & Itasca County

Location: Itasca County Sheriffs Department, MN

ARTICLE XI. SICK LEAVE

Family member is defined as: Spouse, and parents, thereof, Children, including adopted and stepchildren, and spouses thereof, Parents, grandparents and grandchildren of the employee and/or the spouse, Brothers and sisters, and spouses thereof, Any individual related by blood or affinity whose close association with the employee is the equivalent to a family relationship.

MODEL PARENT DEFINITION – PARENT AS “LOCO PARENTIS”

Organization: AFSCME Local: 3469 & Mansfield-Richland Health Department

Location: OH

Immediate Family. Immediate family is defined as:

B. Definitions of immediate family: grandparents, brother, step-brother, sister, step-sister, brother-in-law, sister-in-law, daughter-in-law, son-in-law, father, step-father, father-in-law, stepfather-in-law, mother, mother-in-law, step-mother, stepmother-in-law, spouse, child, step-child, grandchild, a legal guardian or other person who stands in place of a parent (loco parentis).

Organization: UFCW Local: 555 & Kaiser Fdn. Health Plan & Hosp

Location: Portland, OR

Bereavement Leave:

Immediate family shall be defined as: Spouse/Domestic Partner Parent/Step Parent/Parent-in-Law/Step Parent-in-Law In Loco Parentis Child/Step Child/Legal Ward/Foster Child/Adopted Child Daughter/Step Daughter/Daughter-in-Law/Step Daughter-in-Law Son/Step Son/Son-in-Law/Step Son-in-Law Sister/Step Sister/Sister-in-Law/Step Sister-in-Law Brother/Step Brother/Brother-in-Law/Step Brother-in-Law Grandparent/Step Grandparent Grandchild/Step Grandchild Relative living in same household.

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familyvaluesatwork.org/laborproject