

**STAFF SENATE
PASSED**

STAFF SENATE RESOLUTION #203

Title: A resolution regarding the UW bereavement policy

Date: October 10, 2012

Author: UW Staff Senate Compensation Committee

Sponsors: Senator Aneesa McDonald, Senator Aimee Appelhans

1 WHEREAS, the University of Wyoming main campus and off-campus sites are geographically
2 distant to major transportation hubs and reduces available time at destinations during times of
3 family duress, and;
4 WHEREAS, the definition of “family member” can vary with culture, religion, creed, and/or
5 economic circumstance;
6 THEREFORE, be it resolved that UW Staff Senate request that bereavement leave be increased
7 to four days and;
8 THEREFORE, be it further resolved that the UW Staff Senate request the Human Resources
9 department to align the definition of “family member” to the United States government
10 definition as published in 5 CFR 630 and outlined in Addendum A.

Date of Passage: 11/14/12

“Being enacted on 11/14/12, I do hereby sign my name hereto and approve this
Senate action.” 

Staff Senate President, Benjamin Marks

Addendum A

Immediate relative means an individual with any of the following relationships to the employee:

- (1) Spouse, and parents thereof;
- (2) Sons and daughters, and spouses thereof;
- (3) Parents, and spouses thereof;
- (4) Brothers and sisters, and spouses thereof;
- (5) Grandparents and grandchildren, and spouses thereof;
- (6) Domestic partner and parents thereof, including domestic partners of any individual in paragraphs (2) through (5) of this definition; and
- (7) Any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.

Parent means—

- (1) A biological, adoptive, step, or foster parent of the employee, or a person who was a foster parent of the employee when the employee was a minor;
- (2) A person who is the legal guardian of the employee or was the legal guardian of the employee when the employee was a minor or required a legal guardian; or
- (3) A person who stands *in loco parentis* to the employee or stood *in loco parentis* to the employee when the employee was a minor or required someone to stand *in loco parentis*.
- (4) A parent, as described in paragraphs (1) through (3) of this definition, of an employee's spouse or domestic partner.

Son or daughter means—

- (1) A biological, adopted, step, or foster son or daughter of the employee;
- (2) A person who is a legal ward or was a legal ward of the employee when that individual was a minor or required a legal guardian;
- (3) A person for whom the employee stands *in loco parentis* or stood *in loco parentis* when that individual was a minor or required someone to stand *in loco parentis*; or
- (4) A son or daughter, as described in paragraphs (1) through (3) of this definition, of an employee's spouse or domestic partner.

[34 FR 13655, Aug. 26, 1969, as amended at 60 FR 67287, Dec. 29, 1995; 75 FR 33496, June 14, 2010]