

**TENTATIVE AGREEMENT
BETWEEN THE
FONTANA UNIFIED SCHOOL DISTRICT
AND THE
UNITED STEEL WORKERS, LOCAL 8599**

November 20, 2024

The Fontana Unified School District (FUSD) and the United Steel Workers (USW) hereby agree to this tentative agreement whereby all provisions of the current collective bargaining agreement shall remain in full force and effect except as modified below:

ARTICLE 21

Bereavement and Imminent Death Leave

BEREAVEMENT LEAVE

A Classified Bargaining Unit Member shall be granted leave of absence with pay for five (5) days due to death in the immediate family.

Bereavement leave shall be granted to all Classified Bargaining Unit Members that have worked for the District for at least thirty (30) days prior to the start of leave. Bereavement leave time shall be completed within three (3) months of the date of death. The days of leave do not need to be consecutive. The Board of Education, upon the recommendation of the Superintendent, may increase the benefits at its discretion.

Members of the immediate family are defined as father, mother, sister, brother, daughter, son, wife, husband, legally registered domestic partner with the appropriate California government entity, grandfather, grandmother, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, stepfather, stepmother, stepchild, grandson, granddaughter, grandmother or grandfather of spouse, minors over whom the unit member has legal custody, or any relative living in the household of the Classified Bargaining Unit Member.

REPRODUCTIVE LOSS

Pursuant to Senate Bill 848, a Classified Bargaining Unit Member who shall be granted reproductive loss leave for five (5) days with pay due to reproductive loss. Reproductive loss event is defined as:

- Failed Adoption
- Failed Surrogacy
- Miscarriage
- Stillbirth

- Unsuccessful assisted reproduction meaning, unsuccessful round of intrauterine insemination.

Reproduction loss shall be granted to all Classified Bargaining Unit Members that have worked for the District for at least thirty (30) days prior to the start of reproductive leave. Reproductive loss leave time shall not exceed twenty (20) days within a twelve (12) month period.

Reproductive loss time shall be completed within three (3) months of the date of reproductive loss event. The days of leave do not need to be consecutive. The Board of Education, upon the recommendation of the Superintendent, may increase the benefits at its discretion.

IMMINENT DEATH LEAVE

A maximum of three (3) days of leave without loss of pay in any one (1) fiscal year, taken in whole or half day increments, may be granted for absence due to serious illness or accident, with death imminent, of any immediate member of the family as defined above. Medical verification shall be required to substantiate imminent death leave.

Unless otherwise specified in the Agreements, the changes made by this Tentative Agreement shall become effective on the date the Governing Board approves and the Association membership has ratified the Tentative Agreement.

Fontana Unified School District:

United Steel Workers Local 8599:

Dated: 2/7/2025



Dr. Douglas Staine,
Associate Superintendent
Human Resources



Dr. Rita Bayne,
Executive Director
Human Resources, Classified



Dawn Dooley
President, USW



Marly Sandoval
International Representative, USW