We at Start Healing Together recommend the following contract language for bereavement leave. It is inclusive because it supports both bereaved parents as well as all types of loss: pregnancy loss, failed fertility treatments, and adoption loss.

This language was approved at the NEA RA in July 2022 as a New Business Item (NBI). It passed with a vote of 84% in favor.

**Bereavement Leave Language:**

An employee or expectant parent, spouse, and/or partner who suffers a pregnancy loss (including, but not limited to, chemical pregnancy, ectopic pregnancy, molar pregnancy, miscarriage, Terminated for Medical Reasons (TFMR), stillbirth, neonatal loss) shall be eligible for bereavement leave. An employee or expectant parent, spouse, and/or partner who suffers a failed fertility treatment (including, but not limited to, Intrauterine Insemination (IUI), Assisted Reproductive Technology (ART), surrogaey loss) shall be eligible for bereavement leave. An employee, spouse, and/or partner who suffers a failed adoption shall be eligible for bereavement leave.

**In New Jersey Only:** [Autumn Joy Stillbirth Research & Dignity Act of NJ](https://www.njdignity.org/) states that a pregnancy loss at 20 weeks or later meets the threshold for mandatory reporting of death statistics in NJ.

This means that you can use this language to DEFINE a "CHILD" when arguing for bereavement leave.

This may change in the near future for the United States if the [SHINE for Autumn Act](https://www.shineforautumn.com/) passes in the Senate.

We at Start Healing Together encourage inclusive language for parental leave in contracts that represents the different types of family-building experiences.

**Inclusive Language for Parental (Maternity) Leave:**

We recommend the following language:

- “parental leave” instead of “maternity leave”
- In addition to “mother” and “father,” include “spouse,” “partner,” “birthing parent,” “non-birthing parent,” and “adoptive parent”