

#### 4.1 DEFINITIONS

Immediate Family – A member of the immediate family as used herein means blood, step and foster relations limited to a parent, grandparent, grandchild, spouse, domestic partner, child, stepchild, sibling, son-in-law, daughter-in-law, brother-in-law, sister-in-law, mother-in-law or father-in-law of the employee or his/her spouse or domestic partner.