

***Family member:** Means (pay attention now...)

- A parent** of the employee.
- A spouse of the employee.
- A son or daughter, who is under 18 years of age, of the employee.
- An individual who is a pregnant woman, senior citizen, individual with a disability, or has access or functional needs and who is—
 - a son or daughter of the employee;
 - a next of kin of the employee or a person for whom the employee is next of kin;
or
 - a grandparent or grandchild of the employee.

****Parent:** Means

- A biological, foster, or adoptive parent of the employee.
- A stepparent of the employee.
- A parent-in-law of the employee.
- A parent of a domestic partner of the employee.
- A legal guardian or other person who stood in loco parentis to an employee when the employee was a child.