Pay for Family Care and Bonding

UC’s Pay for Family Care and Bonding (PFCB) is a new income replacement option for eligible employees (policy covered and represented employees with a bargaining unit side letter) with a leave that meets the eligibility criteria. PFCB is not an additional form of leave, but a pay option that can be applied to an eligible approved leave.

Note: effective 7/1/22, employees in the Non-senate Instructional Unit have a separate PFCB option available. Please refer to Article 12 of the IX contract.

Effective – July 1, 2021
Pay – 70% of eligible earnings
Duration – up to 8 weeks of pay per calendar year

Eligibility Criteria–

- Qualified Family and Medical Leaves (FML) under FMLA and/or CFRA:
  - One year of cumulative service for UC, and
  - 1250 hours worked in the previous 12-month period
- Taken for the purpose of:
  - Caring for a family member with a serious health condition,
  - Bonding with a new child,
  - Military Caregiver Leave, or
  - Qualifying Exigency Leave.
  
  *Note: Leaves for the Employee’s own serious health condition, including pregnancy disability, do not qualify for PFCB*
- With the necessary FML designations are in place following receipt of:
  - Declaration of Relationship completed by the employee (Parental Leave and Medical Leave to care for a family member)
  - Medical Certification for Family Member completed by the medical provider (Medical Leave to care for a family member, only)

  *Note: all required FML paperwork and instructions are emailed to the employee once the Leave parcel in APFolio is initiated.*

Parameters:

- PFCB is applied to qualified FML leaves only.
- Must be taken in blocks of at minimum one workweek (e.g. 7+ days at a time).
- If PFCB is elected, the employee must:
  - continue to use PFCB until the 8 workweeks is exhausted, or
  - until the end of their need for leave, whichever comes first.
- If the leave ends prior to the use of the full eight workweeks of PFCB, the remainder may be used for a qualifying FML leave later in that same calendar year.

Notes:

- UCOP Resources:
  - UCNet Pay for Family Care and Bonding
  - UCOP FAQ’s and CBU Side Letter Chart
  - APM (Academic Personnel Manual):
    - APM 715 Leaves of Absence/Family and Medical Leave
    - APM 760 Family Accommodations for Childbearing and Childrearing
- Other paid leave options may be available, please refer to the AP website (https://ap.ucsb.edu/leave.of.absence/medical.and.family.friendly.leave) and your department analyst for more information.