

Pay for Family Care and Bonding

UC's Pay for Family Care and Bonding (PFCB) is an income replacement option for eligible employees 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. *Details below address policy covered (non-represented) employees*.*

Effective – July 1, 2021

Pay – Effective January 1, 2023, pay at 100% 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 an eligible family member** with a serious health condition,
 - Bonding with a new child,
 - Military Caregiver Leave, or
 - Qualifying Exigency Leave.

Note: Leaves for the Employees 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 AP Folio 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.

**Note: Employees represented by a Collective Bargaining Unit may have a different pay option available, or PFCB may have different terms and eligibility requirements; please refer to the Leaves article of the applicable [Collective Bargaining Agreement](#) for details.*

***As defined by FMLA/CFRA*