

Date: April 2, 2024

To: Senate Faculty

From: Helly Kwee  
Interim Director, Academic Personnel

Re: Systemwide Review of Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave

The University of California Office of the President invites comments on the following proposed policy:

- APM - 710, Leaves of Absence/Sick Leave/Medical Leave

The policy is proposed to be revised and includes the following key revisions:

- Proposed effective date of the policy revision is January 1, 2025.
- Policy title updated to clarify the policy applies to paid sick leave.
- Policy updated to provide paid medical leave to Agronomists, Astronomers, and Curators who have a full-time appointment for at least a full academic year.
- Policy updated to permit paid sick leave accrual and usage to certain academic appointees who have a paid appointment of at least thirty (30) calendar days, and to those with less than 50% appointments.
- Policy updated to provide a paid sick leave bank to all faculty, Agronomists, Astronomers, and Curators who have an appointment of at least thirty (30) calendar days.
- Policy updated to provide a paid sick leave bank to academic appointees in university extension who do not accrue sick leave who have an appointment of at least thirty (30) calendar days.
- Policy updated to include protected paid sick leave.
- Policy updated to extend the period during which accrued and unused paid sick leave may be reinstated if an appointee is reemployed after a separation from employment and to address reinstatement of unused days from a paid sick leave bank.
- Policy updated to allow use of paid sick leave for additional reasons, including preventive care and for specified purposes for victims of domestic violence, sexual assault, or stalking.
- Policy updated to provide notice requirements for an academic appointee to use paid sick leave.
- Policy updated to include recording of paid medical leave, paid sick leave bank, and paid sick leave accrual and use.

The proposed revisions to APM-710 are posted to the [Academic Personnel and Programs website](#).

Questions or comments may be directed to my attention at [helly.kwee@ucsb.edu](mailto:helly.kwee@ucsb.edu). Comments must be received no later than **April 26, 2024**.