

June 23, 2021

To: Academic Department Chairs and Deans, Academic Unit Directors, Ladder Faculty and Lecturer SOE Series, and AP Department Business Officers and Staff

From: Cindy Doherty, Director Academic Personnel

Re: Issuance of Substantive Revisions to the Leave-Related Policies: 700 Series of the Academic Personnel Manual (APM)

The following is being sent to all Department Chairs, Directors, Senate Faculty, Business Officers and Academic Personnel Analysts

Issued June 21, 2021, by Provost and Executive Vice President Michael T. Brown, updates to various system-wide leave-related policies are effective July 1, 2021.

The issuance letter and updated policies are available online at:

<https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policy-issuances-and-guidelines/index.html>

Key Policy Revisions

- **Removal of gendered language.** The gendered language has been removed from the policies.
- **Increase in paid childbearing leave.** Language in APM - 760, Family Accommodations for Childbearing and Childrearing, has been updated to increase the existing paid childbearing leave from six weeks to eight weeks for academic appointees who do not accrue sick leave.
- **New Pay for Family Care and Bonding pay option.** A new section on Pay for Family Care and Bonding (PFCB) has been added to APM - 715, Leaves of Absence/Family and Medical Leave, and APM - 760, Family Accommodations for Childbearing and Childrearing. Effective July 1, 2021, PFCB provides a pay option for block leave taken in minimum one workweek block increments for family and medical leave (FML) qualifying reasons. For University employees on leave for qualifying reasons under the Family and Medical Leave Act (FMLA) and/or the California Family Rights Act (CFRA) to care for a family member with a serious health condition, for parental bonding leave, for Military Caregiver Leave, or for Qualifying Exigency Leave, PFCB provides 8 weeks of income replacement

calculated at 70% of eligible earnings. It is important to note that the new PFCB pay option is not intended to take away any existing paid leave benefits under APM policy.

- **Changes to comply with SB 1383.** To address the new SB 1383 requirements expanding the California Family Rights Act (CFRA), effective January 1, 2021, language has been added to APM - 715, Leaves of Absence/Family and Medical Leave. One notable change of the new legislation is that it expands the definition of family members for whom an appointee may take a family and medical leave under CFRA to include grandparents, grandchildren, and siblings.
- **New sections on bereavement leave and jury duty leave.** Language has been added to APM - 758, Leaves of Absence/Other Leaves with Pay, to specifically address bereavement and jury duty leaves. While these types of leaves are well-defined in staff PPSM policies, they were previously not specifically defined in APM policy. The changes mirror existing language in staff PPSM policies.
- **Removal of age requirement of child for Active Service-Modified Duties eligibility.** In APM - 760, Family Accommodations for Childbearing and Childrearing, the previous eligibility criteria that a newly placed child must be “under age five” has been removed. This change will allow for a child of any age newly placed for adoption or foster care to be covered under APM - 760 for Active Service-Modified Duties.

Campus policies and procedures (the Red Binder) will be updated to reflect these changes as soon as possible. All changes are effective July 1, 2021.

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