

September 2, 2020

To: Business Officers and Academic Personnel Analysts (via SBADM-L)

From: Cindy Doherty, Director, Academic Personnel

Re: Updates on COVID-19 Related Policies Exceptions for Academic Employees

Below please find information regarding recent exceptions to policy and contractual agreements that impact academic employees.

Use of Sick Leave: Represented Academic Researchers and Postdocs

The University and UAW have agreed to allow represented Academic Researchers and Postdocs to use accrued sick leave if they are unable to work or telework because their child(ren) is/are not able to physically attend their school or place of care due to COVID-19 precautions. This temporary modification does not affect eligibility for Emergency Paid Sick Leave (EPSL) or Emergency Family and Medical Leave (EFML) granted under the Families First Coronavirus Relief Act (FFCRA), or Expanded Paid Administrative Leave (EPAL) provided by University policy. EPSL, EFML, and EPAL may be taken before or after any accrued sick leave is used or exhausted. Sick leave may be used for this purpose from July 1, 2020 through December 31, 2020.

Use of Sick and/or Medical Leave for other academic employees

We expect similar agreements to be reached for other represented academic employees, and for similar provision to be made for non-represented academic employees. We will share that information with you as it develops.

Additional information regarding COVID-19 related leaves for academic employees is available on the Academic Personnel web site under the [COVID-19 Information and Resources](#) tab.

ASE and GSR Childcare expense reimbursements

The Office of the President has granted a temporary exception to allow use of the IRS minimum requirements regarding eligible child care providers. This exception allows for the childcare provider to be a family member or friend living in the same household as long as the individual is not:

- A person whom the ASE/GSR (or ASE/GSR's spouse if filing jointly) can claim as a dependent
- The ASE/GSR's child who was under age 19 at the end of the year, even if not claimed as a dependent
- A person who was the ASE/GSR's spouse any time during the year
- The parent of the ASE/GSR's qualifying person if the ASE/GSR's qualifying person is the ASE/GSR's child and under age 13.

The caregiver continues to be required to have a valid taxpayer identification number or social security number. Academic Personnel staff cannot provide guidance or clarification regarding the IRS definitions, but further information is available at <https://www.irs.gov/pub/irs-pdf/p503.pdf> . All other conditions of eligibility remain the same. This exception is granted for the period of August 1, 2020 through December 31, 2020.

Questions may be directed as follows:

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