VI-4

CHILDBEARING LEAVE AND PARENTAL LEAVE

(Revised 4/26)

A. Academic appointees are eligible for childbearing and parental leave as guaranteed by applicable state and federal law, including but not limited to, the Federal Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA), and the California Fair Employment and Housing Act (FEHA). In addition, the University provides leave benefits as follows:

B. An academic appointee who accrues sick or vacation leave shall be granted childbearing leave with full pay to the extent of their sick or vacation leave balance. Childbearing leave may also be covered as a Family and Medical Leave (APM 715). Family and Medical leave, if applicable, will normally run concurrently with approved childbearing leave.

C. An academic appointee who does not accrue sick leave and who has served in their title or any faculty title for at least one year will receive full pay for up to 8 weeks during the period of time they are unable to assume their normal University obligations due to pregnancy, childbirth, or related medical conditions.

D. An academic appointee who does not accrue sick or vacation leave and who has served in their title for less than one year will receive full pay for approximately the period that would be accrued during the appointment in accordance with the accrual rates in APM 710-l8. If additional time is needed, leave without pay will be granted for the necessary period. However, members of the Academic Senate will be covered by C) above, regardless of length of service.

E. Academic appointees are eligible for Pay for Family Care and Bonding (PFCB) for up to eight weeks at 100% pay. To have PFCB applied, approved leaves must meet eligibility criteria and be formally designated under FMLA and/or CFRA. Represented employees may be eligible for PFCB under different terms; check the appropriate memorandum of understanding.

F. Academic appointees are eligible for parental leave for purposes of carrying out childbearing and/or childrearing responsibilities. Whenever possible, parental leaves should be requested at least three months in advance. Parental leave without pay may be granted for up to one year to any academic appointee for the purpose of caring for a child. Normally, this unpaid leave, when combined with childbearing leave and/or Active Service Modified Duties, shall not exceed one year for each birth, adoption, or foster care placement. A leave cannot be approved beyond the end date of the appointment.

G. Requests for childbearing leave or parental leave must be submitted via the on-line leave module in AP Folio and are subject to approval by the Dean or Vice Provost for Academic Affairs . A childbearing leave request should include a statement of the projected delivery date. The period of the leave may be adjusted as necessary after approval.

H. Represented academic employees are eligible for childbearing leave to the extent allowed in the appropriate memorandum of understanding and applicable state and federal law.