September 23, 2021

CHAIR BRUNDAGE, ACADEMIC SENATE
INTERIM VICE CHANCELLOR MACMILLAN, OFFICE OF RESEARCH
COLLEGE PROVOSTS
DEANS
DEPARTMENT AND PROGRAM CHAIRS
MRU AND ORU DIRECTORS
POLICY-COVERED ACADEMIC EMPLOYEES


Dear Colleagues:

Provost and Executive Vice President for Academic Affairs Michael Brown has formally issued the following revised leave-related policies of the 700 Series of the Academic Personnel Manual (APM):

• APM - 700 Leaves of Absence/General;
• APM - 710 Leaves of Absence/Sick Leave/Medical Leave;
• APM - 715 Leaves of Absence/Family and Medical Leave;
• APM - 720 Leaves of Absence/Holidays;
• APM - 730 Leaves of Absence/Vacation;
• APM - 740 Leaves of Absence/Sabbatical Leaves;
• APM - 750 Leaves of Absence/Leave for Service to Governmental Agencies;
• APM - 751 Leaves of Absence/Military Leave;
• APM - 752 Leaves of Absence/Leave to Attend Professional Meeting or Other University Business;
• APM - 758 Leaves of Absence/Other Leaves with Pay; and
• APM - 760 Family Accommodations for Childbearing and Childrearing.

APM 759 Leaves of Absence/Other Leaves Without Pay is still under review. A revised policy will be issued at a later date.

The revised policies are effective July 1, 2021 and may be found together online at https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policy-issuances-and-guidelines/apm-700-series-leave-policies-issuance.html as well as within the individual APM sections on the Academic Personnel and Programs website. There were substantive revisions to several policies which are outlined below.

Key policy revisions:

• APM 760 was updated to increase the existing paid childbearing leave from six weeks to eight weeks for academic appointees who do not accrue sick leave.
• A section on Pay for Family Care and Bonding (PFCB) was added to APM 715 and APM 760.
- APM 715 was updated to expand the definition of family members for whom an appointee may take a family and medical leave under CFRA to include grandparents, grandchildren, and siblings.
- APM 758 was updated to specifically address bereavement and jury duty leaves.
- APM 760 was updated to remove the age requirement for a newly placed child when determining eligibility for Active Service-Modified Duties (ASMD).

Conforming changes have been made in UCSC’s Campus Academic Personnel Manual policy on Leaves of Absence ([CAPM 900.700](https://campus.ucsc.edu)) to align with APM.

Questions about the revised systemwide policy may be directed to the Academic Personnel Office at apo@ucsc.edu.

Sincerely,

Grace McClintock
Assistant Vice Provost
Academic Personnel

cc: CP/EVC Kletzer
Chancellor Larive
VPAA Lee
Academic Senate Office
Administrative Records
Department and Program Managers and Assistants to MRU and ORU Directors
College Administrative Managers
Divisional Academic Personnel Coordinators
University Librarian