

November 20, 2020

CHAIR BRUNDAGE, ACADEMIC SENATE
DEANS
DEPARTMENT AND PROGRAM CHAIRS
SENATE FACULTY

Re: Systemwide Review of Proposed Revised APM 700 Series, Leaves of Absence

Dear Colleagues:

The University invites comments on proposed revisions to leave-related policies of the 700 Series of the Academic Personnel Manual listed below. These policies are applicable to senate and non-represented UC academic employees.

- 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;
- APM - 758, Leaves of Absence/Other Leaves with Pay;
- APM - 759, Leaves of Absence/Other Leaves without Pay; and
- APM - 760, Family Accommodations for Childbearing and Childrearing.

Summary of proposed key policy revisions:

- **Increase in paid childbearing leave.** Proposed language in APM 760 increases 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 benefit.** A new paid family leave benefit has been approved by the UC chancellors, to be effective July 1, 2021, which will provide eight weeks of paid family and medical leave at 70 percent wages for eligible University employees who need time off to care for a seriously ill family member, to bond with a new child, for Military Caregiver Leave, or for Qualifying Exigency Leave. New sections have been added to APM 715 and APM 760 with preliminary draft language.
A UCOP cross-functional workgroup is developing and finalizing the details of how this benefit will be implemented. It is important to note that the new Pay for Family Care and Bonding benefit is not intended to take away any existing paid leave benefits under APM policy for those academic appointees who are already eligible to receive such benefits.

- **Expanded definition of family members under CFRA.** New legislation SB1383 expands the definition of family members for whom an appointee may take a family and medical leave under **the California Family Rights Act** (CFRA) to include grandparents, grandchildren, and siblings. Language has been added to APM 715.
- **New sections on bereavement leave and jury duty leave.** Language has been added to APM 758 to specifically address bereavement and jury duty leaves. The proposed changes mirror existing language in staff PPSM policies.
- **Removal of age requirement of child for Active Service-Modified Duties eligibility.** In APM 760 the 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.

Complete texts of the proposed revisions have been posted to the UC Office of the President’s website ([direct link here](#)). You can also find a link to this message and the UCOP policy page on the APO website at <https://apo.ucsc.edu/policy/policy-under-review.html>.

Please submit your comments to Ibukun Bloom in the Academic Personnel Office at ijbloom@ucsc.edu, no later than Friday, January 22, 2021.

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
Divisional Academic Personnel Coordinators