April 10, 2024

ACADEMIC SENATE
DEANS
DEPARTMENT AND PROGRAM CHAIRS
POLICY-COVERED ACADEMIC APPOINTEES
SENATE FACULTY

Re: Systemwide Review of Proposed Revised APM 710, Leaves of Absence/Sick Leave/Medical Leave

Dear Colleagues:

The University invites comments on proposed revisions to the above-referenced systemwide academic personnel policy. This policy is applicable to senate and non-represented UC academic employees. Please facilitate this formal review and comment process by reviewing and submitting any comments to the Academic Personnel Office at apo@ucsc.edu, no later than Friday, April 26, 2024. The proposed effective date of the policy revision is January 1, 2025.

Substantial revisions have been proposed. The following list details key revisions relevant to the UC Santa Cruz campus:

APM 710-12
- Update to provide a paid sick leave bank to eligible members of the faculty [as defined in APM 110-4-(15)] who have an appointment of at least thirty (30) calendar days. This also applies to Agronomists, Astronomers, and “by agreement” appointees in University Extension who do not accrue sick leave.

APM 710-14
- Update to permit paid sick leave accrual and usage to certain academic appointees who have a paid appointment of at least thirty (30) calendar days, and to those with less than 50% appointments.

APM 710-20
- Update to include protected paid sick leave.
- Update to include notice requirements for an academic appointee to use paid sick leave.
- Update to allow use of paid sick leave for additional reasons, including preventive care and for specified purposes for victims of domestic violence, sexual assault, or stalking.

APM 710-22
- Update to include recording of paid medical leave, paid sick leave bank, and paid sick leave accrual and use.

APM 710-46
- Update to extend the period during which accrued and unused paid sick leave may be reinstated if an appointee is reemployed after a separation from employment, and to address reinstatement of unused days from a paid sick leave bank.
This is not an exhaustive list of the proposed changes. The complete texts of the proposed revisions have been posted to the UC Office of the President’s website at https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policies-under-review/apm-710.html. 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.

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