

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](mailto: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