



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 11th Floor
Oakland, California 94607-5200

June 21, 2021

**EXECUTIVE VICE CHANCELLORS/PROVOSTS
LABORATORY DIRECTOR WITHERELL
VICE PRESIDENT HUMISTON**

Dear Colleagues:

In his [June 21, 2021 issuance](#) of substantive revisions to the leave-related policies of the 700 series of the Academic Personnel Manual (APM), Provost Brown described the new Pay for Family Care and Bonding (PFCB) pay option, which is effective July 1, 2021. PFCB is available to employees who do not already have more generous pay options.

The following academic appointees are not eligible to participate in the Pay for Family Care and Bonding pay option because they already have more generous pay options available to them:

- Academic Student Employees (BX) represented by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW)
- Postdoctoral Scholars (PX) represented by the UAW
- Interns and Residents represented by CIR-SEIU and the San Diego Association, including UCLA VA Residents who are formally covered by the M4 contract, effective July 1, 2021
- Graduate Student Researchers as they are provided more generous paid leave options that are the equivalent to the represented Academic Student Employees

Further details will be provided regarding the PFCB pay option in the Academic Personnel and Programs implementation toolkit.

If you have questions, please email Associate Vice Provost Amy Lee at AmyK.Lee@ucop.edu.

Sincerely,

A handwritten signature in cursive script that reads "Susan Carlson".

Susan L. Carlson
Vice Provost
Academic Personnel and Programs

cc: Provost and Executive Vice President Brown
Executive Vice President and Chief Operating Officer Nava
Academic Council Chair Gauvain
Academic Council Vice Chair Horwitz
Executive Vice President Byington
Chief of Staff Kao
Vice President and Vice Provost Gullatt
Interim Vice President Lloyd

Vice President Maldonado
Vice President Nation
Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs
Associate Vice President Alcocer
Associate Vice President and Systemwide Controller Arrivas
Associate Vice Provost Lee
Council of Graduate Deans
Council of University Librarians
Assistant Vice Provosts/Assistant Vice Chancellors/Directors - Academic Personnel
Executive Director Baxter
Executive Director G Fishel
Executive Director and Chief of Staff Henderson
Executive Director Jennings
Executive Director Silas
Executive Director Turner
Deputy Executive Director Maule
Director Grant
Director Roller
Director Saint Martin
Director Sykes
Interim Director and Operations Manager Mays
Associate Director N Fishel
Assistant Director Eagan
GME Program Manager Young
Manager Crosson
Manager Griffin
Manager Ruiz
Academic Data & Compensation Analyst Jue
Academic Personnel Compensation and Policy Analyst Miller
Principal Analyst Espinoza