



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

February 10, 2022

CHANCELLORS
ACADEMIC COUNCIL CHAIR ROBERT HORWITZ
LABORATORY DIRECTOR MICHAEL WITHERELL
ANR VICE PRESIDENT GLENDA HUMISTON

**Re: Issuance of Revisions to Academic Personnel Manual (APM) Sections 710,
Leaves of Absence/Sick Leave/Medical Leave (APM - 710), and 715, Leaves of
Absence/Family and Medical Leave (APM - 715)**

Dear Colleagues:

I am formally issuing revised Academic Personnel Manual (APM) Sections 710, Leaves of Absence/Sick Leave/Medical Leave (APM - 710), and 715, Leaves of Absence/Family and Medical Leave (APM - 715). The revised policies, effective immediately, may be found online on the [Academic Personnel and Programs website](#).

The revised policies reflect the following revisions:

- Technical revisions to bring the above-referenced APM policies into compliance with AB 1022, effective January 1, 2022, which expands the definition of “parent” in the California Family Rights Act (CFRA) to include “parents-in-law.” The main impact of the amended law is that employees will be able to use family and medical leave under CFRA, but not the Family and Medical Leave Act (FMLA), to care for a parent-in-law with a serious health condition.
- Technical revisions to APM - 710 to align with revisions previously made to APM - 715 regarding CFRA.

I wish to thank all members of the University community who participated in the consultation of the revisions to these important APM policies. Your contributions are deeply appreciated.

Sincerely,

A handwritten signature in blue ink that reads "Michael T. Brown". The signature is fluid and cursive, with the first name "Michael" and last name "Brown" clearly legible.

Michael T. Brown, Ph.D.
Provost and
Executive Vice President for Academic Affairs

Enclosures

cc: President Drake
Executive Vice Chancellors/Provosts
Executive Vice President and Chief Operating Officer Nava
Executive Vice President Byington
Senior Vice President and Chief Compliance Officer Bustamante
Vice Provost Carlson
Vice President Lloyd
Vice President Maldonado
Vice Provosts/Vice Chancellors of Academic Affairs/Personnel
Assistant Vice Provosts/Vice Chancellors for Academic Personnel
Associate Vice Provost Lee
Deputy General Counsel Woodall
Executive Director Baxter
Executive Director Silas
Chief of Staff Kao
Chief of Staff and Executive Director Henderson
Chief of Staff Levintov
Chief of Staff Peterson
Chief Policy Advisor McAuliffe
Director Grant
Director Roller
Director Sykes
Associate Director DiCaprio
Associate Director Fishel
Associate Director Nguyen
Associate Director Woolston
Assistant Director LaBriola
Labor Relations Manager Donnelly
HR Manager Crosson
Policy Analyst Durrin
Policy Analyst Miller
Policy Analyst Wilson