



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL

OFFICE OF THE PRESIDENT
1111 Franklin Street, 10th Floor
Oakland, California 94607-5200

April 22, 2022

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

Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual Sections 715, Leaves of Absence/Family and Medical Leave (APM - 715) and 760, Family Accommodations for Childbearing and Childrearing (APM - 760)

Dear Colleagues:

Enclosed for systemwide review are proposed revisions to Academic Personnel Manual Section 715, Leaves of Absence/Family and Medical Leave (APM - 715) and Academic Personnel Manual Section 760, Family Accommodations for Childbearing and Childrearing (APM - 760). The proposed revisions are intended to address substantive matters discussed in more detail below.

In 2021, a new section on Pay for Family Care and Bonding (PFCB) was added to APM - 715 and APM - 760. Effective July 1, 2021, PFCB provided a pay option for block leave taken in minimum one workweek block increments for family and medical leave (FML) qualifying reasons. For University employees on leave for qualifying reasons under the Family and Medical Leave Act (FMLA) and/or the California Family Rights Act (CFRA) to care for a family member with a serious health condition, for parental bonding leave, for Military Caregiver Leave, or for Qualifying Exigency Leave, the new PFCB option provided 8 weeks of income replacement calculated at 70% of eligible earnings.

On April 6, 2022, the Council of Chancellors approved an increase to the PFCB option for eligible employees, which will provide eight weeks of income replacement calculated at 100% of eligible earnings. This increase will be funded from the composite benefit rate and each location will be able to obtain reimbursement for the cost of PFCB by following the cost recovery process.

Proposed revisions are being made to APM - 715, Leaves of Absence/Family and Medical Leave, and APM - 760, Family Accommodations for Childbearing and Childrearing in order to reflect the increase in the PFCB income replacement calculation as described above, from 70% to 100% of eligible earnings, with a proposed effective date of January 1, 2023. All other aspects of these policies will remain the same.

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Systemwide Review

Systemwide review is a public review distributed to the Chancellors, the Chair of the Academic Council, the Director of the Lawrence Berkeley National Laboratory, and the Vice President of Agriculture and Natural Resources requesting that they inform the general University community, especially affected employees, about policy proposals. Systemwide review also includes a mandatory, 90-day full Senate review.

Employees should be afforded the opportunity to review and comment on the draft policies, available on the [Academic Personnel and Programs website](#). Attached is a Model Communication which may be used to inform non-exclusively represented employees about these proposals. The Labor Relations Office at the Office of the President is responsible for informing the bargaining units representing union membership about policy proposals.

We would appreciate receiving your comments no later than **July 22, 2022**. Please submit your comments to ADV-VPCARLSON-SA@ucop.edu. If you have any questions, please contact Policy Analyst Tiffany Wilson at Tiffany.Wilson@ucop.edu.

Sincerely,



Susan Carlson
Vice Provost
Academic Personnel and Programs

Enclosures:

- 1) APM - 715, Leaves of Absence/Family and Medical Leave (clean copy)
- 2) APM - 715, Leaves of Absence/Family and Medical Leave (redline copy)
- 3) APM - 760, Family Accommodations for Childbearing and Childrearing (clean copy)
- 4) APM - 760, Family Accommodations for Childbearing and Childrearing (redline copy)
- 5) Model Communication

cc: President Drake
Provost and Executive Vice President Brown
Executive Vice Chancellors/Provosts
Executive Vice President and Chief Operating Officer Nava
Senior Vice President and Chief Compliance Officer Bustamante
Vice President Lloyd
Vice President Maldonado
Vice Provosts/Vice Chancellors for Academic Affairs/Personnel
Assistant Vice Provosts/Vice Chancellors/Directors-Academic Affairs/Personnel
Associate Vice Provost Lee
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Executive Director Baxter
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Associate Director Fishel
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Manager Donnelly
HR Manager Crosson
Administrative Officer Babbitt
Policy Analyst Durrin
Policy Analyst Miller
Policy Analyst Wilson