



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL

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

April 1, 2024

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

**Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM)
Section 710, Leaves of Absence/Sick Leave/Medical Leave**

Dear Colleagues:

Enclosed for systemwide review are proposed revisions to the following section of the Academic Personnel Manual (APM):

- Section 710, Leaves of Absence/Sick Leave/Medical Leave

The proposed revisions are to expand paid sick leave for part-time and full-time academic appointees.

Background

Over the past few years, UC has made notable strides in supporting work-life balance, including the introduction of the Pay for Family Care and Bonding program in 2021 and protected leave following reproductive loss in 2024. To continue that progress, the University is proposing to expand access to paid sick leave. Academic Personnel and Programs convened a workgroup of representatives from campus academic personnel offices to discuss implementation options for extending paid sick leave to academic appointees currently ineligible for paid sick leave accruals under APM policy. Academic Personnel and Programs consulted with Systemwide Human Resources (SHR), Office of the President Labor Relations (OPLR) and UC Legal with the shared goal of expanding paid sick leave for paid employees by January 1, 2025.

Key Policy Revisions

The proposed policy revisions to APM - 710 would extend eligibility for paid sick leave accruals or a paid sick leave bank to paid policy-covered academic appointees holding an appointment of at least 30 days in length who are currently ineligible for paid sick leave accruals under APM policy, expand the reasons for which an academic appointee may use paid sick leave, and provide paid sick leave protections. The proposed policy revisions provide paid medical leave to Agronomists, Astronomers, and Curators who have a full-time appointment for at least a full academic year. In addition, proposed policy revisions add notice requirements and extend the period during which paid sick leave may be reinstated if an appointee is reemployed after a

separation from employment. The proposed policy revisions include an updated title to clarify the policy applies to paid sick leave.

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 appointees, about policy proposals. Systemwide review also includes a mandatory, full Senate review.

Academic appointees should be afforded the opportunity to review and comment on the draft policy, available on the [Academic Personnel and Programs website](#). Attached is a Model Communication which may be used to inform non-exclusively represented appointees about this proposal. 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 **April 30, 2024**. The comment period is thirty (30) days due to the proposed effective date of January 1, 2025, to allow for a minimum of six (6) months of implementation. Please submit your comments to VP-AcademicPersonnel@ucop.edu and indicate "APM - 710" in the subject line. If you have any questions, please contact Kelly Anders at Kelly.Anders@ucop.edu.

Sincerely,



Douglas M. Haynes
Vice Provost
Academic Personnel and Programs

Enclosures:

- 1) APM - 710, Leaves of Absence/Sick Leave/Medical Leave (clean copy)
- 2) APM - 710, Leaves of Absence/Sick Leave/Medical Leave (tracked changes copy)
- 3) Model Communication

cc: President Drake
Provost and Executive Vice President Newman
Executive Vice Chancellors/Provosts
Executive Vice President and Chief Operating Officer Nava
Executive Vice President Rubin
Senior Vice President and Chief Compliance & Audit Officer Bustamante
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