



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,

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
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Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs
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Executive Director G Fishel
Executive Director and Chief of Staff Henderson
Executive Director Jennings
Executive Director Silas
Executive Director Turner
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Associate Director N Fishel
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Academic Data & Compensation Analyst Jue
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Principal Analyst Espinoza