



James Steintrager
Telephone: (510) 987-9983
Email: james.steintrager@ucop.edu

Chair of the Assembly of the Academic Senate
Faculty Representative to the Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

April 30, 2024

**DOUGLAS HAYNES, VICE PROVOST
ACADEMIC PERSONNEL & PROGRAMS**

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

Dear Vice Provost Haynes:

As requested, I distributed for systemwide Academic Senate review the proposed revisions to Academic Personnel Manual (APM) Section 710. These revisions would extend paid sick leave to policy-covered academic appointees who are currently ineligible for such accruals, broaden the reasons for which an academic appointee may use paid sick leave, and introduce a six-day paid sick leave bank for eligible faculty, distinct from existing leave programs available to them. All ten Academic Senate divisions submitted comments. These comments were discussed at the Academic Council's April 24 meeting and are attached for your reference.

Overall, the Senate welcomes the proposed expansion of paid sick leave for academic appointees, recognizing its potential to enhance the work environment for UC employees. The policy not only codifies a broader range of permissible uses of leave but also aligns with a new state law mandating sick leave tracking. Furthermore, the policy surpasses the California standard by offering full-time UC employees one day of sick leave per month worked.

Nevertheless, the Senate has a few notable concerns about the policy's clarity, associated costs, and implementation, including the interaction of the proposed revisions with existing leave programs.

First, the Senate would welcome more clarity about the distinction between medical leave and sick leave, the distinction between "accrued paid sick leave" and a "bank of paid sick leave," and about the mechanics of the sick leave "bank." In addition, it remains unclear if personal illness and sick leave encompass mental health issues.

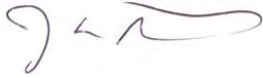
Second, the Senate has several concerns about the implementation of the policy, its applicability to ladder and clinical series faculty, and its operational feasibility. In particular, we are unsure how coverage of teaching or clinical duties during leave periods will proceed, as well as the funding source and budgetary impact of the expanded sick leave coverage, particularly during

the summer. The policy strikes some as a new unfunded mandate, and absent clear funding mechanisms, there is concern that it may disproportionately affect certain departments and faculty members. We have related questions about whether the policy updates will require new mechanisms to cover salary continuation and mitigate adverse financial repercussions on projects and programs. These concerns about the policy implications are particularly acute for health sciences campuses and associated departments.

We recommend a robust educational effort to ensure consistent application of the new policy across departments, alongside administrative guidelines specifying which salary components fulfill paid sick leave.

We encourage you to review and consider the editorial suggestions and other comments made by reviewers in the attached packet. Thank you for the opportunity to opine. Please do not hesitate to contact me if you have questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. Steintrager', with a stylized flourish at the end.

James Steintrager, Chair
Academic Council

Cc: Academic Council
Provost & Executive Vice President Newman
Associate Vice Provost Lee
Academic Personnel Director Anders
Senate Division Executive Directors
Senate Executive Director Lin



320 STEPHENS HALL
UNIVERSITY OF CALIFORNIA

April 22, 2024

JAMES STEINTRAGER
Chair, Academic Council

Subject: Proposed revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave

Dear Chair Steintrager:

The proposed revisions to *Academic Personnel Manual (APM) Section 710, Leaves of Absence/Sick Leave/Medical Leave* were sent to the committees on Diversity, Equity, and Campus Climate (DECC); Faculty Welfare (FWEL); and Rules and Elections (R&E). Since the request for comments was sent to the Berkeley Division on April 1, 2024, there was no time for discussion on this topic at a Berkeley Divisional Council (DIVCO). Below is a summary of the committee comments.

DECC supports the revisions and did not have any comments. R&E see no issues with the revisions and have no comments. FWEL has no comments.

Sincerely,

A handwritten signature in black ink, appearing to read 'Max Auffhammer', written in a cursive style.

Maximilian Auffhammer,
Avice M. Saint Professor
Professor of Agricultural & Resource Economics/Political Economy (ARE/PE)
Chair, Berkeley Division of the Academic Senate

Enclosures

cc: Amani Nuru-Jeter, Vice Chair, Berkeley Division of the Academic Senate
Jocelyn Surla Banaria, Executive Director
Christine Wildsoet, Chair, Committee on Diversity, Equity, and Campus Climate
J. Keith Gillless, Co-Chair, Committee on Faculty Welfare
Nancy Wallace, Co-Chair, Committee on Faculty Welfare
Carla Hesse, Chair, Committee on Rules and Elections
Sumei Quiggle, Associate Director and staffs Committee on Rules & Elections
Linda Corley, Senate Analyst, Committee on Diversity, Equity, and Campus Climate
Patrick Allen, Senate Analyst, Committees on Faculty Welfare



April 18, 2024

PROFESSOR MAX AUFFHAMMER
Chair, 2023-2024 Berkeley Division of the Academic Senate

Re: DECC's Comments on the Proposed Revisions to APM - 710, Leave of Absence/Sick Leave/Medical Leave

The Committee on Diversity, Equity, and Campus Climate (DECC) reviewed the Proposed Revisions to APM – 710, Leave of Absence/Sick Leave/Medical Leave. DECC supports the revisions and did not have any comments.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Christine Wildsoet', with a stylized flourish at the end.

Christine Wildsoet
Chair, Committee on Diversity, Equity, and Campus Climate

CW/lc



320 STEPHENS HALL
UNIVERSITY OF CALIFORNIA

April 12, 2024

MAXIMILIAN AUFFHAMMER
Chair, Berkeley Division

Re: Systemwide review of proposed revisions to APM 710,
leaves of absence/sick leave/medical leave

Dear Chair Auffhammer,

The Committee on Rules and Elections reviewed the proposed revisions to APM 710 by email. We see no issues with the revisions and therefore have no comments.

Sincerely,

A handwritten signature in black ink that reads 'Carla A. Hesse.' The signature is written in a cursive, flowing style.

Carla Hesse
Chair, Committee on Rules and Elections

CH/scq



DAVIS DIVISION OF THE ACADEMIC SENATE
ONE SHIELDS AVENUE
DAVIS, CALIFORNIA 95616-8502
(530) 752-2220
academicsenate.ucdavis.edu

April 22, 2024

James Steintrager
Chair, Academic Council

RE: Proposed Revisions APM 710, Leaves of Absence/Sick Leave/Medical Leave

The proposed revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave were forwarded to all standing committees of the Davis Division of the Academic Senate. Six committees responded: Academic Personnel Oversight (CAP), Faculty Welfare (FWC), and the Faculty Executive Committees of the College of Agricultural and Environmental Sciences (CAES), the College of Engineering (COE), the College of Letters and Sciences (L&S), and the School of Medicine (SOM).

Committees support the proposed revisions. COE notes that the source of funding and budgetary impact of the expansion of coverage is unclear. SOM wonders whether a complete, comprehensive list of all faculty titles and series was consulted to ensure that inclusion and equity was achieved.

The Davis Division appreciates the opportunity to comment.

Sincerely,

A handwritten signature in black ink, appearing to read "A. Palazoglu".

Ahmet Palazoglu
Chair, Davis Division of the Academic Senate
Distinguished Professor of Chemical Engineering
University of California, Davis

Enclosed: Davis Division Committee Responses

c: Monica Lin, Executive Director, Systemwide Academic Senate
Michael LaBriola, Assistant Director, Systemwide Academic Senate
Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate

April 17, 2024

Ahmet Palazoglu

Chair, Davis Division of the Academic Senate

RE: Request for Consultation – Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave

Dear Ahmet:

The Committee on Faculty Welfare has reviewed the RFC – Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave and had no objections. Committee members noted that the policy codifies a range of allowed uses and aligns with a new state law requiring the tracking of sick leave.

Sincerely,

A handwritten signature in blue ink that reads "Karen L. Bales". The signature is written in a cursive style and is positioned above the typed name and title.

Karen L. Bales

Chair, Committee on Faculty Welfare

Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave

FEC: College of Agricultural and Environmental Sciences Committee Response

April 17, 2024

The College of Agriculture and Environmental Sciences (CA&ES) Faculty Executive Committee (FEC) has reviewed the RFC for the *Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave*. Our FEC agrees with these revisions and has no additional comments.

Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave

FEC: College of Engineering Committee Response

April 17, 2024

The COE FEC was asked to review via e-mail and the following comments were collected:

I have briefly reviewed the revisions and I have no immediate comment. I will continue monitoring the whiteboard for this topic in case any other FEC members raise an issue that I missed.

I did not know that "we" (faculty appointees) did not benefit from sick leave... so these revisions seem to go in the right direction.

I am okay with the revisions and have no comment.

It is not clear what impact on the budget the expansion of coverage represents nor the source of funds will be used to cover these additional costs.

Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave

FEC: College of Letters and Science Committee Response

April 17, 2024

The College of Letters & Science Faculty Executive committee has reviewed the RFC- Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/ Medical Leave. The committee members are in support of the revisions and the broader access to medical/sick leave they imply.

Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave

FEC: School of Medicine Committee Response

April 17, 2024

The SOM Executive Committee appreciates the work done on equity and inclusivity in this area. The committee wondered if a complete, comprehensive list of all faculty titles and series was consulted for this project, to ensure inclusion and equity for all was achieved.

April 17, 2024

Jim Steintrager, Chair
Academic Council

Re: Proposed Revisions to APM-710

The Irvine Division Cabinet discussed the proposed revisions to APM-710 at its meeting on April 16, 2024. Due to the abbreviated timeline for systemwide review, I sent the revisions to Cabinet members only and did not request written responses from councils.

Members thought the changes were reasonable and had no concerns.

The Irvine Division appreciates the opportunity to comment.

Sincerely,



Arvind Rajaraman, Chair
Academic Senate, Irvine Division

Cc: Valerie Jenness, Chair Elect
Jisoo Kim, Executive Director
Gina Anzivino, Associate Director



April 19, 2024

James Steintrager
Chair, UC Academic Senate

Re: (Systemwide Senate Review) Proposed Revisions to APM- 710, Leaves of Absence/Sick Leave/Medical Leave

Dear Chair Steintrager,

The divisional Executive Board (EB) reviewed the latest Proposed Revisions to APM - 710, Leaves of Absence/Sick Leave/Medical Leave at its meeting on April 11, 2024. They observed that the proposed language is confusing and lacks clarity. After discussion, members voted to approve a motion indicating the proposal needs clarification as to whom it applies: if it applies to regular series faculty, it would be a massive change that does not make sense given how faculty work and for which the implementation is unclear. (One student representative voted in favor of the motion.)

The Los Angeles Division of the Academic Senate appreciated the opportunity to review this proposal.

Sincerely,

Andrea Kasko
Chair, UCLA Academic Senate

Cc: Kathy Bawn, Vice Chair/Chair Elect, UCLA Academic Senate
Jessica Cattelino, Immediate Past Chair, UCLA Academic Senate
April de Stefano, Executive Director, UCLA Academic Senate



OFFICE OF THE ACADEMIC SENATE

Matt Hibbing, Chair of the Academic Senate

UNIVERSITY OF CALIFORNIA, MERCED

5200 North Lake Road
Merced, California 95343

April 22, 2024

To: James Steintrager, Chair, Academic Council

From: UCM Divisional Council

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

The proposed revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave were distributed for comment to the Merced Division standing Senate Committees and School Executive Committees. The following committees offered comments for consideration. Their comments are summarized below and appended to this memo.

- Committee on Rules and Elections (CRE)
- Committee for Equity, Diversity and Inclusion (EDI)

CRE welcomes the proposed expansion of paid sick leave for academic appointees. However, CRE suggests that the distinction between medical leave and sick leave should be explicitly defined at the beginning of the documents for clarity. Additionally, CRE wonders whether other academic appointees of similar status to those mentioned in the document may not benefit from these revisions.

EDI supports the proposed revisions and believes that the proposal to expand paid sick leave for academic appointees will enhance the working environment for UC employees. The policy exceeds the California standard of providing 5 days or 40 hours of paid sick leave per year by offering full-time employees 1 day of sick leave per month worked, totaling 12 days per year. Additionally, the accrued sick leave does not expire. However, EDI seeks clarification on whether all employees, excluding postdoctoral fellows and graduate students, are eligible to accrue sick leave. EDI also recommends specifying if personal illness and sick leave cover mental health issues, as mental health is only mentioned in section 710-20 "Use of Paid Sick Leave Bank and Accrued Paid Sick Leave" (p. 4 of the policy). Section 710-20 provides specific details on eligible life events, while personal illness and sick leave lack clarity. Some may interpret illness only as physical, excluding mental health. This could lead to confusion if it is unclear whether mental health is covered only in cases of domestic violence, sexual assault, or stalking involving academic appointees. EDI suggests updating the policy language to clarify if

paid sick leave covers mental health illnesses. This would help academic appointees know if they can use paid sick leave for both physical and mental health issues.

DivCo supports the committees' comments and their various points and suggestions.

The Merced Division thanks you for the opportunity to review these proposed revisions to the APM.

Cc: Divisional Council
Systemwide Senate Executive Director Lin
Systemwide Senate Assistant Director LaBriola
UCM Senate Office

UNIVERSITY OF CALIFORNIA, MERCED

BERKELEY • DAVIS • IRVINE • LOS ANGELES • MERCED • RIVERSIDE • SAN DIEGO • SAN FRANCISCO



SANTA BARBARA • SANTA CRUZ

ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON RULES AND ELECTIONS (CRE)

UNIVERSITY OF CALIFORNIA, MERCED

April 15, 2024

To: Matthew Hibbing, Chair, Divisional Council

From: Committee on Rules and Elections (CRE)

Re: Proposed Revisions to APM – 710, Leaves of Absence/Sick Leave/Medical Leave

The Committee on Rules and Elections (CRE) evaluated the proposed revisions to APM – 710, Leaves of Absence/Sick Leave/Medical Leave and offers the following comments.

CRE welcomes the proposed expansion of paid sick leave for academic appointees.

The revised APM-710-0 (Policy) assumes that readers will already know or immediately understand the difference between medical leave and sick leave. The difference becomes apparent on reading the remainder of the document, but it would be helpful if the distinction was explicitly defined at the beginning of the document. In addition, CRE wonders whether there are other types of academic appointees of similar stature to the ones listed in the document who will remain unserved by these revisions.

We thank you for the opportunity to review and comment.

CC: CRE Members
Senate Office



ACADEMIC SENATE, MERCED DIVISION
COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)

UNIVERSITY OF CALIFORNIA, MERCED
5200 NORTH LAKE ROAD
MERCED, CA 95343

April 17, 2024

To: Matthew Hibbing, Chair, Divisional Council

From: [Committee for Equity, Diversity and Inclusion \(EDI\)](#)

Re: Proposed Revisions to APM – 710, Leaves of Absence/Sick Leave/Medical Leave

The Committee for Equity, Diversity and Inclusion evaluated the proposed revisions to APM – 710, Leaves of Absence/Sick Leave/Medical Leave and offers the following comments.

Overall, EDI does not have any significant EDI-related concerns and agrees with the revisions being made. The proposal will help provide a better working environment for UC employees by providing more academic appointees with sick leave. Starting on January 1, 2024, employers must generally provide 5 days or 40 hours of paid sick leave to their employees in California per year of work. The policy meets these standards and goes above, giving full-time employees 1 day of sick leave per month of work, thus 12 days of sick leave per year. Also, the sick leave accrues and is not lost.

However, EDI does request clarification as it is currently unclear if all employees (except postdoctoral fellows and graduate students) get to accrue sick leave. In addition, EDI suggests clarifying whether personal illness and sick leave also include mental health issues as mental health is only referenced on page 7:

710-20 Use of Paid Sick Leave Bank and Accrued Paid Sick Leave

g. "Paid sick leave may be used by an academic appointee who is a victim of domestic violence, sexual assault, or stalking in order to (1) obtain or attempt to obtain any relief, including but not limited to a temporary restraining order, restraining order, or other injunctive relief, to help ensure the health, safety, or welfare of the victim or their child; (2) seek medical attention for injuries caused by crime or abuse; (3) obtain services from a domestic violence shelter, program, rape crisis center, or victim services organization or agency as a result of the crime or abuse; (4) obtain psychological counseling or mental health services related to an experience of crime or abuse; or (5) participate in safety planning or take other actions to increase safety from future crime or abuse, including temporary or permanent relocation."

The section noted above is the only section containing specific details about what types of life events can be included, while personal illness and sick leave are left without much detail. It is possible that some individuals may understand illness as a physical experience, and not necessarily include mental health. A potential confusion may arise from this revision if one is unsure if mental health is included only in cases where an academic appointee is a victim of domestic violence, sexual assault, or stalking.

EDI recommends revising the policy language to explicitly state whether paid sick leave includes mental health illness. This would ensure that academic appointees have a clearer understanding of whether paid sick leave can be used for both physical and mental health needs.

We thank you for the opportunity to review and comment.

Cc: EDI Members
Senate Office



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

SANG-HEE LEE
PROFESSOR OF ANTHROPOLOGY
RIVERSIDE, CA 92521-0217
TEL: (951) 827-4390
EMAIL: SANG-HEE.LEE@UCR.EDU

April 22, 2024

James A. Steintrager, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Proposed Revisions to APM - 710, Leaves of Absence/Sick Leave/Medical Leave

Dear Jim,

The UC Riverside Academic Senate Executive Council discussed the proposed revisions to APM 710 on April 22, 2024 along with comments received by local committees responding to the task to review: Academic Personnel, Diversity, Equity, & Inclusion, Faculty Welfare, University Extension, and UCR College/School faculty executive committees.

Overall, comments, including UCR's Executive Council, are supportive of the proposed changes with UCR's CAP commending the efforts toward extending the coverage of these policies and looks forward to seeing the Implementation Plan at UCR in the future.

UCR's CFW had the following questions about the proposed revisions:

- How will this revised/newly expanded policy be implemented? For example, during periods of leave, will a faculty member's teaching or clinical duties be covered?
- From an equity standpoint, why can't the policy be revised so that all faculty members and academic appointees can accrue paid sick leave? If this was made possible, would the rate of accrual for faculty members and academic appointees remain consistent with what is proposed currently in 710-14 (Eligibility and Rate of Accrual for Accrual of Paid Sick Leave)?

Sincerely yours,

A handwritten signature in cursive script that reads "Sang-Hee Lee".

Sang-Hee Lee
Professor of Anthropology and Chair of the Riverside Division

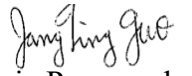
CC: Monica Lin, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office



COMMITTEE ON ACADEMIC PERSONNEL

April 9, 2024

To: Sang-Hee Lee, Chair
Riverside Division Academic Senate

From: Jang-Ting Guo, Chair 
Committee on Academic Personnel

**Re: [Systemwide Review] APM Revision: Proposed Revisions to APM -
710, Leaves of Absence/Sick Leave/Medical Leave**

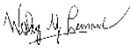
In its 4/8/2024 meeting, CAP discussed the proposed revisions to APM-710 on the Leaves of Absence/Sick Leave/Medical Leave. The committee commends the efforts toward extending the coverage of these policies and looks forward to seeing the Implementation Plan at UCR in the future.



College of Humanities, Arts, and
Social Sciences
EXECUTIVE COMMITTEE

April 10, 2024

TO: Sang-Hee Lee, Chair
Riverside Division of the Academic Senate

FROM: Wesley Leonard, Chair 
CHASS Executive Committee

RE: APM Revision: Proposed Revisions to APM - 710, Leaves of Absence/Sick
Leave/Medical Leave

The CHASS Executive Committee reviewed the APM Revision: Proposed Revisions to APM - 710, Leaves of Absence/Sick Leave/Medical Leave at the Regular Executive Committee meeting on April 10, 2024. The committee supports this revision and has no additional comments.



April, 15, 2024

TO: Sang-Hee Lee, Ph.D., Chair, Academic Senate, UCR Division

FROM: Bahram Mobasher, Ph.D., Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences

SUBJECT: [Systemwide Review] APM Revision: Proposed Revisions to APM - 710, Leaves of Absence/Sick Leave/Medical Leave

Dear Sang-Hee,

The CNAS Faculty Executive Committee reviewed the Proposed Revised Policy and has no additional comments or concerns.

Sincerely,


A handwritten signature in black ink that reads "B. Mobasher" with a stylized flourish underneath.

Bahram Mobasher, Ph.D
Chair, Faculty Executive Committee College of Natural and Agricultural Sciences

FACULTY WELFARE

April 15, 2024

To: Sang-Hee Lee, Chair
Riverside Division

From: Abhijit Ghosh, Chair 
Committee on Faculty Welfare

RE: [Systemwide Review] APM Revision: Proposed Revisions to APM - 710, Leaves of Absence/Sick Leave/Medical Leave

At our meeting on April 9, 2024, the Committee on Faculty Welfare (CFW) reviewed the proposed revisions to *APM-710, Leaves of Absence/Sick Leave/Medical Leave*. CFW had the following questions with respect to the proposed revisions:

- How will this revised/newly expanded policy be implemented? For example, during periods of leave, will a faculty member's teaching or clinical duties be covered?
- From an equity standpoint, why can't the policy be revised so that all faculty members and academic appointees can accrue paid sick leave? If this was made possible, would the rate of accrual for faculty members and academic appointees remain consistent with what is proposed currently in *710-14 (Eligibility and Rate of Accrual for Accrual of Paid Sick Leave)*?

April 15, 2024

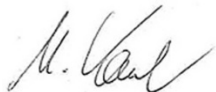
TO: Sang-Hee Lee, Ph.D., Chair, Academic Senate, UCR Division
FROM: Marcus Kaul, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine
SUBJECT: [Systemwide Review] APM Revision: Proposed Revisions to APM - 710, Leaves of Absence/Sick Leave/Medical Leave

Dear Sang-Hee,

The SOM Faculty Executive Committee has reviewed the Proposed Revisions to APM - 710, Leaves of Absence/Sick Leave/Medical Leave.

The Committee did not have any objections to the changes and considered the changes appropriate. The Committee approved of the proposed changes and have no additional comments.

Yours sincerely,



Marcus Kaul, Ph.D.
Chair, Faculty Executive Committee School of Medicine



COMMITTEE ON UNIVERSITY EXTENSION

April 12, 2024

To: Sang-Hee Lee, Chair
Riverside Division

From: Vagelis Papalexakis, Chair
Committee on University Extension

Re: Proposed Revisions to Academic Personnel Manual (APM) Section 710

The Committee on University Extension reviewed the proposed changes to Academic Personnel Manual (APM) Section 710, Leaves of Absence/Sick Leave/Medical Leave and had no concerns related to their charge of University Extension.



OFFICE OF THE ACADEMIC SENATE

9500 GILMAN DRIVE
LA JOLLA, CALIFORNIA 92093-0002
TELEPHONE: (858) 534-3640
FAX: (858) 534-4528

April 22, 2024

Professor James Steintrager
Chair, Academic Senate
University of California
VIA EMAIL

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

Dear Chair Steintrager,

The proposed revisions to Academic Personnel Manual (APM) Section 710, Leaves of Absence/Sick Leave/Medical Leave were distributed to San Diego Divisional Senate standing committees and discussed at the April 8, 2024, Divisional Senate Council meeting. Senate Council endorsed the proposal.

Reviewers support the creation of paid sick leave banked days for faculty and academic appointees currently not eligible to accrue sick leave and found the notification policy for the use of sick leave reasonable. Reviewers recommended administrative guidelines and/or specific language in the policy clarifying which salary components fulfill the paid leave component.

The responses from the Divisional Committee on Academic Personnel and Committee on Faculty Welfare are attached.

Sincerely,

A handwritten signature in blue ink, appearing to read "John A. Hildebrand".

John A. Hildebrand
Chair
San Diego Divisional Academic Senate

Attachments

cc: Olivia A. Graeve, Vice Chair, San Diego Divisional Academic Senate
Lori Hullings, Executive Director, San Diego Divisional Academic Senate
Monica Lin, Executive Director, UC Systemwide Academic Senate

April 18, 2024

JOHN HILDEBRAND
Academic Senate, San Diego Division

SUBJECT: Review of the Proposed Revisions to APM 710: Leaves of Absence/Sick Leave/Medical Leave

The Committee on Academic Personnel (CAP) appreciates the opportunity to provide comments on the proposed revisions to APM 710: Leaves of Absence/Sick Leave/Medical Leave. The committee discussed the proposal at its April 10, 2024, meeting. CAP wholeheartedly supports the proposed revisions to APM 710 without objection.



Wendy M. Campana, Chair
Committee on Academic Personnel

Cc: O. Graeve
L. Hullings

April 19, 2024

JOHN HILDEBRAND, CHAIR
Academic Senate, San Diego Division

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

The Committee on Faculty Welfare (CFW) discussed the Proposed Revisions to the APM 710 at its April meeting.

We appreciate the creation of the paid sick leave banked days for faculty and academic appointees who are not eligible by existing UC policy to accrue sick leave, and the detail of included uses, in compliance with changes in State legislation. We also welcome the expansion of medical leave to Agronomists, Astronomers and Curators with academic year appointments.

We found the notification policy for the use of sick leave reasonable. However, it would be helpful to include administrative guidelines and/or specific language in the policy clarifying which salary components (x, x', y, etc.) fulfill the paid leave component.

Sincerely,

Juan Pablo Pardo-Guerra, Chair
Committee on Faculty Welfare

cc: O. Graeve

Office of the Academic Senate
Wayne & Gladys Valley Center for Vision
490 Illinois Street, 5th Floor
San Francisco, CA 94158
Campus Box 0764
academic.senate@ucsf.edu
<https://senate.ucsf.edu>

Steve Hetts, MD, Chair
Errol Lobo, MD, PhD, Vice Chair
Thomas Chi, MD, Secretary
Kathy Yang, PharmD, MPH, Parliamentarian

April 22, 2024

James Steintrager
Chair, Academic Council
Systemwide Academic Senate
University of California Office of the President
1111 Franklin St., 12th Floor
Oakland, CA 94607-5200

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

Dear Chair Steintrager:

The San Francisco Division of the Academic Senate is pleased to opine on the Proposed Revisions to Academic Personnel Manual Section 710, Leaves of Absence/Sick Leave/Medical Leave Systemwide Review. As we understand it, these revisions 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. Most importantly, the policy would provide for a six-day paid sick leave bank per calendar year for eligible faculty, including those under the Health Sciences Compensation Plan (HSCP). Four UCSF Senate standing committees submitted comments on this review: the Clinical Affairs Committee (CAC), the Committee on Faculty Welfare, Graduate Council, and the Committee on Rules & Jurisdiction (R&J).

On the whole, the UCSF Senate is very supportive of these changes, but we are concerned about its interface(s) with existing leave programs (e.g., extended illness leave), impacts on health sciences campuses and associated departments, and the time-frame for implementation. UCSF's R&J also had some comments on the clarity of the policy.

It goes without saying that the new APM 710 will diversify the leave landscape for faculty, giving them a six-day bank that is separate from a number of leave programs already available to faculty, which includes bereavement leave, family care and bonding leave, and extended illness and/or the Family Medical Leave Act (FMLA). While both UCSF's CAC and CFW applaud this new program, some gaps still exist – in particular, after the six-day bank provided by APM 710 ends, and an extended illness leave begins, which is largely uncoded. A related issue is whether faculty will have multiple sick leave banks, or whether this can be simplified in some way, as this APM 710 leave is not linked to these other leave programs. This will no doubt require substantial codification, while needed, will not be insignificant on departments and campus administrations. This will only be compounded by the January 1, 2025 implementation date, along with the July 1 deadline for the HSCP plans.

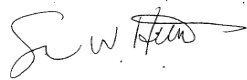
We also note that this is an unfunded mandate, which will have disparate impacts on various departments. Indeed, there is a wide range of departmental practices associated with faculty leave at UCSF, as some departments have been very transparent about which kinds of leave are available to faculty, and have implemented systems to support the taking of such leave. However, other departments have not (CAC, CFW). Our GRAD explores these issues in more detail, stressing that it is important for the University (or the campus) to consider a

mechanism to cover salary continuation during sick leave. Otherwise, it makes it difficult to provide alternate coverage during the leave. This would be true for both FTE-supported and grant funded faculty. Graduate programs with very few FTE lines, for example, will have trouble providing coverage for classes and mentoring during a faculty member's absence if an FTE has to continue to cover the person on leave without any additional funds being made available (or the FTE expenses being offset during the leave). Similar problems would occur for programs paying a portion of a faculty member's salary to teach specific classes.

Finally, UCSF's R&J remarks that the language of the revised APM is complex, noting the confusion with APM 670's reference to APM 710 for sick leave (APM 670-20.c), as the language is unclear on coverage for those that fall under the HSCP. R&J also points to the unclear distinction between clauses 710-11 and 710-12, which seem to overlap in their reference to the same faculty groups (Agronomists, Astronomers, Curators, and HSCP) that do not accrue a carryover from year to year. In order to mitigate confusion, R&J recommends clarifying the section 710-0 Policy as it can lead to the inability to confidently adhere to the policy's guidelines.

Thank you for the opportunity to opine on the revisions to this APM. If you have any questions, please let me know.

Sincerely,

A handwritten signature in black ink, appearing to read "S. W. Hetts", with a long horizontal flourish extending to the right.

Steven Hetts, MD, 2023-25 Chair
UCSF Academic Senate

Enclosures (3)

Cc: Malini Singh, Chair, Clinical Affairs Committee (CAC)
Elizabeth Rogers, Chair, Committee on Faculty Welfare (CFW)
Spencer Behr, Chair, Committee on Rules & Jurisdiction (R&J)
Bjoern Schwer, Chair, Graduate Council (GRAD)

Clinical Affairs Committee
Malini Singh, MD, MPH, MBA, Chair

Committee on Faculty Welfare
Elizabeth Rogers, MD, Chair

April 22, 2024
Steven Hetts, MD
Division Chair
UCSF Academic Senate

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

Dear Chair Hetts:

The Clinical Affairs Committee (CAC) and the Committee on Faculty Welfare (CFW) are writing a joint letter to comment on the proposed revisions to Academic Personnel Manual Section 710, Leaves of Absence/Sick Leave/Medical Leave. As we understand it, these revisions 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. *Most importantly, the policy would provide for a six-day paid sick leave bank per calendar year for eligible faculty, including those under the Health Sciences Compensation Plan (HSCP).* This leave bank does not carry over and is separate from accrued sick leave. Both CAC and CFW are very supportive of these changes, but are concerned about its interface(s) with existing leave programs (e.g., extended illness leave), impacts on health sciences campuses and associated departments, and the time-frame for implementation.

Under the HSCP, and per APM 670, faculty are eligible for sabbatical leave, leave with salary, or extended illness leave. This is taken as 'paid sick leave,' and not 'accrued sick leave,' as faculty do not accrue sick leave technically. Under extended illness leave for example, those faculty under a full-time, twelve-month appointment, who cannot work due to extended personal illness, injury, or disability are eligible for a minimum of six weeks of consecutive or intermittent paid medical leave at their approved base salary under the HSCP. That said, faculty do not typically dip into the extended illness bank unless they are unable to work for two weeks or more. The new APM 710 would therefore diversify the leave landscape for faculty, given them a six-day bank that is separate from a number of leave programs already available to faculty, which includes bereavement leave, family care and bonding leave, and extended illness and/or the Family Medical Leave Act (FMLA). While both CAC and CFW applaud this new program, some gaps still exist – particular after the six-day bank provided by APM 710 ends and an extended illness leave begins, which is largely uncodified. A related issue is whether faculty will have multiple sick leave banks, or can this be simplified in some way, as this APM 710 leave is not linked to these other leave programs in any way.

We also note that this is an unfunded mandate, which will have disparate impacts on various departments. Indeed, there is a wide range of departmental practices associated with faculty leave at UCSF, as some departments have been very transparent about which kinds of leave are available to faculty, and have implemented systems to support the taking of such leave. However, other departments have not. This means that this new policy will be positive for some departments, but negative for others.

The final consideration is the January 1, 2025 implementation date, along with the July 1 deadline for the HSCP plans. While this is a local consideration, a significant amount of work will be required to update local HSCP plans, as well as codifying departmental leave programs, in order to conform with the new APM 710.

Thank you for the opportunity to opine on these revisions. Please contact me or our Senate Executive Director Todd Giedt (todd.giedt@ucsf.edu) if you have questions about CAC's or CFW's comments.

Sincerely,

A handwritten signature in black ink that reads "Malini Singh". The signature is written in a cursive, flowing style.

Malini Singh, MD, MPH, MBA
Clinical Affairs Committee Chair

Elizabeth Rogers, MD
Committee on Faculty Welfare Chair

cc: Lindsay Hampson, Clinical Affairs Committee Vice Chair
Cat Mosti, Committee on Faculty Welfare Vice Chair
Sophia Bahar Root, Senate Analyst

April 19, 2024

Steven Hetts, MD, Chair
UCSF Academic Senate

Re: Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave Systemwide Review

Dear Chair Hetts:

Graduate Council writes to comment on the Systemwide Review of the Proposed Revisions to APM 710, Leaves of Absence/Sick Leave/Medical Leave.

First, Graduate Council would like to comment that the addition of this policy would be both sensible and humane. Over a multi-decade career at UCSF, there is a good chance a person will need to use such leave, be it for their own illness or that of a family member.

There is a question of relevance to the purview of Graduate Council. Specifically, how will the leaves be funded? The policy talks about there being a sick leave "bank," but it is not clear if that refers only to the set of days that can be used for sick leave, or if funding to cover the leave has been set aside. It is important for the University (or the campus) to consider a mechanism to cover salary continuation during sick leave. Otherwise, it makes it difficult to provide alternate coverage during the leave. This would be true for both FTE-supported and grant-funded faculty. Graduate programs with very few FTE lines, for example, will have trouble providing coverage for classes and mentoring during a faculty member's absence if an FTE has to continue to cover the person on leave without any additional funds being made available (or the FTE expenses being offset during the leave). Similar problems would occur for programs paying a portion of a faculty member's salary to teach specific classes.

Historically, there were comparable problems with vacation leave, which were resolved by having a person's payroll funding sources pay a Vacation Leave Assessment each month that then effectively covers the person's salary on the days they are claiming vacation leave.

There is no doubt that a sick leave policy is needed, but the questions around how a leave would be funded need to be clarified, so that faculty members can use the leave without there being negative financial repercussions to their projects and programs.

Additionally, Graduate Council would like to comment that there are currently no mechanisms for faculty who are from other countries and need to travel to those countries to care for a sick family member to take leave, apart from taking vacation time. These faculty members should be able to use sick time for this purpose, especially now that it is not permissible for them to work remotely internationally according to UCSF policy.

Thank you for the opportunity to comment on the revisions to this policy.

Sincerely,



Bjoern Schwer, MD, PhD
Chair, UCSF Graduate Council, 2023-2024

Committee on Rules and Jurisdiction Spencer Behr, MD, Chair

April 18, 2024
Steven Hetts, MD
Division Chair
UCSF Academic Senate

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

Dear Chair Hetts:

The Committee on Rules and Jurisdiction (R&J) appreciates the opportunity to opine on the Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM) Section 710, Leaves of Absence/Sick Leave/Medical Leave.

R&J notes the complexity of the policy, especially its expansion to include Astronomers, Agronomists, and Curators in the paid sick leave provisions. R&J points out the confusion with APM 670's reference to APM 710 for sick leave (APM 670-20.c) as the language is unclear on coverage for those that fall under the Health Sciences Compensation Plan (HSCP).

Eligible faculty members (as defined in APM - 110-4-(15)), Agronomists, Astronomers, and Curators, shall be granted paid medical leave for periods of personal illness, injury, or disability. (See APM - 710-11, or APM - 670-20-c-(1) and (2) if participating in the Health Sciences Compensation Plan (HSCP).). (710-1.a)

R&J also notes the unclear distinction between clauses 710-11 and 710-12, which seem to overlap in their reference to the same faculty groups (Agronomists, Astronomers, Curators, and HSCP) that do not accrue a carryover from year to year. In order to mitigate confusion, R&J recommends clarifying the section 710-0 Policy as it can lead to the inability to confidently adhere to the policy's guidelines.

If there is anything R&J can do to support these efforts locally or systemwide, please let me and our committee's analyst Sophia Root (sophia.root@ucsf.edu) know.

Sincerely,



Spencer Behr, MD
Committee on Rules and Jurisdiction Chair

cc Todd Giedt, UCSF Academic Senate Executive Director
Kristie Tappan, UCSF Academic Senate Senior Public Policy Analyst
Sophia Bahar Root, UCSF Academic Senate Analyst



UC SANTA BARBARA

Academic Senate
Susannah Scott, Chair
Shasta Delp, Executive Director

1233 Girvetz Hall
Santa Barbara, CA 93106-3050
<http://www.senate.ucsb.edu>

April 22, 2024

To: Jim Steintrager, Chair, Academic Council

From: Susannah Scott, Co-Chair, Chair, Santa Barbara Division

A handwritten signature in black ink that reads "Susannah L. Scott".

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

The Santa Barbara Division distributed the proposed Revisions to Academic Personnel Manual (APM) Section 710 to the Council on Faculty Welfare, Academic Freedom, and Awards (CFW), the Council on Planning and Budget (CPB), Committee on Diversity and Equity (CDE), and the Committee on Academic Personnel (CAP). The various Faculty Executive Committees (FEC) received this issue as an information item, and the FEC of the Gevirtz Graduate School of Education opted to submit a response.

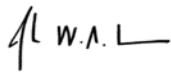
The Santa Barbara Division supports the proposed revisions to APM Section 710 with regard to the policies for various types of leave. The revised policy was well-received by the reviewing groups, and they offer a number of suggestions for consideration in their attached responses.

We thank you for the opportunity to comment.

**Academic Senate
Santa Barbara Division**

April 17, 2024

To: Susannah Scott, Divisional Chair
Academic Senate

From: John W.I. Lee, Chair 
Council on Faculty Welfare, Academic Freedom and Awards

Re: Proposed Changes to Academic Personnel Manual (APM) 710 - Leaves of
Absence/Paid Sick Leave/Paid Medical Leave

At its meeting of April 3, 2024, the Council on Faculty Welfare, Academic Freedom and Awards (CFW) discussed the proposed changes to APM 710 - Leaves of Absence/Paid Sick Leave/Paid Medical Leave. CFW believes these changes are a positive step towards providing all employees with these important benefits. At the same time, CFW is concerned that the proliferation of multiple leave types will lead to confusion and that policies may be applied inconsistently across different departments and faculty.


CFW encourages concerted effort both system-wide and on individual campuses to educate faculty and staff about the intricacies of this new policy, with special attention to providing clear, consistent, and easily accessible information.

CC: Shasta Delp, Executive Director, Academic Senate

UNIVERSITY OF CALIFORNIA
ACADEMIC SENATE
SANTA BARBARA DIVISION
Council on Planning & Budget

April 19, 2024

To: Susannah Scott, Divisional Chair
UCSB Academic Senate

From: France Winddance Twine, Chair 
Council on Planning & Budget

Re: Proposed APM 710: Leaves of Absence/Paid Sick Leave/Paid Medical Leave

The Council on Planning & Budget (CPB) has reviewed the proposed additions to the Academic Personnel Manual (APM), Section 710 regarding Leaves of Absence, Paid Sick Leave, and Paid Medical Leave.

We write in support of the recommendation to expand paid sick leave for part-time and full-time academic appointees. The proposed changes continue the progress UC has made over the past few years to support work-life balance.

Advantages of these proposed changes include (a) an expansion of paid sick leave benefits to academic appointees who are currently ineligible, (b) an expansion of the reasons for which an academic appointee may use paid sick leave, and (c) an increase in paid sick leave protections. We note, however, that no information was provided about the financial implications of these proposed changes; the consideration of budgetary implications is the primary purpose of our council.

cc: Shasta Delp, Academic Senate Executive Director

**Academic Senate
Santa Barbara Division**

April 17, 2024

To: Susannah Scott, Divisional Chair
Academic Senate

From: Jean Beaman, Chair
Committee on Diversity & Equity



Re: Proposed Changes to Academic Personnel Manual (APM) 710 - Leaves of Absence/Paid Sick Leave/Paid Medical Leave

At its meeting of April 15, 2024, CDE reviewed the Proposed Changes to Academic Personnel Manual (APM) 710 - Leaves of Absence/Paid Sick Leave/Paid Medical Leave. The Committee viewed this as mostly just wording changes to the existing policy, but supports broadening access to benefits regarding various types of leaves in the UC system.

CC: Shasta Delp, Executive Director, Academic Senate

UC SANTA BARBARA
Academic Senate

DATE: April 18, 2024

TO: Susannah Scott, Chair of the Academic Senate - UC Santa Barbara Division

FROM: Committee on Academic Personnel

RE: Proposed Changes to Academic Personnel Manual (APM) 710 - Leaves of Absence/Paid Sick Leave/Paid Medical Leave

The Committee on Academic Personnel (CAP) has reviewed the proposed changes to the Academic Personnel Manual Section 710 on leaves of absence/paid medical leave.

Although CAP generally saw the proposed changes as falling outside of the committee's purview, those CAP members who commented were supportive of the proposed changes.

For the Committee,

A handwritten signature in black ink, appearing to read "Mark Meadow", with a long horizontal flourish extending to the right.

Mark Meadow, Chair


UC SANTA BARBARA

Faculty Executive Committee
Gevirtz Graduate School of Education

April 17, 2024

To: Susannah Scott, Chair
Academic Senate

From: Tarek Azzam, Chair
Faculty Executive Committee, GGSE

DocuSigned by:

B6E16D43CA25459...

Re: Academic Personnel Manual (APM) 710 - Leaves of Absence/Paid Sick Leave/
Paid Medical Leave

To whom it may concern,

The GGSE FEC wants to thank those who were involved in sharing changes to the Academic Personnel Manual (APM) 710 - Leaves of Absence/Paid Sick Leave/ Paid Medical Leave. We had the opportunity to review the changes and approve of them. These changes help to increase access to medical leaves and reflect the values of the university. We are in full support of them.

We wish to thank you again for the opportunity to provide feedback.

Tarek Azzam, Professor
Faculty Executive Committee Chair
Gevirtz Graduate School of Education

UC SANTA BARBARA



1156 HIGH STREET
SANTA CRUZ, CALIFORNIA 95064

Office of the Academic Senate
SANTA CRUZ DIVISION
125 CLARK KERR HALL
(831) 459 - 2086

April 22, 2024

JAMES STEINTRAGER
Chair, Academic Council

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

Dear James,

The Santa Cruz Academic Senate has reviewed your request for feedback on proposed revisions to Academic Personnel Manual (APM) Section 710, Leaves of Absence/Sick Leave/Medical Leave, with the Committees on Faculty Welfare (CFW) and Planning and Budget (CPB) responding.

While CFW acknowledges the desire to implement this policy by 2025, the committee notes that short response timelines reduce the opportunity for discussion and result in less comprehensive review. Nonetheless both committees offer the following comments:

Overall, CFW found the revisions confusing. It is unclear how the proposed revisions interact with existing policies and the committee lamented that they did not receive an explanation as to what prompted these changes, making it difficult to assess if the benefits outweigh the increased reporting and accounting requirements.

CFW observes that given their already exhaustive workloads, department staff would not be able to take on additional reporting responsibilities. Guidance was not included on how best to implement and record the additional leave. CPB Members urge those charged with implementation to make the system of recording and reporting as straightforward as possible in order to avoid adding to the burden of those who need to avail themselves of sick leave or medical leave.

CFW was unclear what categories of employees will be affected by this policy. To whom is this policy being extended, and to whom does it already apply? For example, members were confused by "APM 110-4 (15) Agronomists, Astronomers, and Curators" listed as titles not in the "Faculty" as defined in section 15, and whether this was a proposal to add them. They are listed in the section under tenured positions (42) but not (15).

If correct, CFW suggests it be clarified that this revision results in one additional day of sick leave for every month of service, which means regular faculty would receive nine paid sick leave days a year in addition to family and medical leave/parental leave etc. that regular faculty can already utilize.

CFW was confused by Section (i), which suggests paid leave can be taken from two different places/policies/entitlements - "A paid or unpaid leave taken under this policy shall be counted against the appointee's family and medical leave entitlement if the leave qualifies as family and medical leave (See APM -715-0)." Specifically, CFW observes that it is not clear from the proposed policy what is "accrued paid sick leave" vs. a "bank of paid sick leave."

Reflecting on previous concerns that the sick leave policy negotiated into the new graduate student worker contracts could be used as a mode of surveillance during a strike etc, CFW members questioned whether similar concerns should be raised with this revised policy.

Lastly, while CPB supports the extension of eligibility and expansion of conditions covered by these changes, the committee also acknowledges that this will necessarily increase expenses.

Thank you for the opportunity to opine.

Sincerely,



Patty Gallagher, Chair
Academic Senate, Santa Cruz Division

cc: Gabriela Arredondo, Chair, Committee on Diversity, Equity, and Inclusion
Alexander Sher, Chair, Committee on Faculty Welfare
Raphael Kudela, Chair, Committee on Planning and Budget
Onuttom Narayan, Chair, Committee on Privilege and Tenure
Eleonora Pasotti, Chair, Committee on Rules, Jurisdiction and Elections
Matthew Mednick, Executive Director, Academic Senate