



*Robert Horwitz
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*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*

July 29, 2022

**MICHAEL T. BROWN
PROVOST AND EXECUTIVE VICE PRESIDENT
ACTING VICE PROVOST ACADEMIC PERSONNEL**

**Re: Proposed Revisions to APM 715, Leaves of Absence/Family and Medical Leave and
APM 760, Family Accommodations for Childbearing and Childrearing**

Dear Michael:

As requested, I distributed for systemwide Senate review the proposed revisions to APM 715, and 760. Nine Academic Senate divisions and four systemwide committees (UCAADE, UCAP, UCFW, and UCPB) submitted comments. These comments were discussed at Academic Council's July 27 meeting and are attached for your reference.

We understand the revisions increase the University's paid family leave benefit from 70% to 100% of eligible earnings, with a proposed effective date of January 1, 2023. The benefit continues to provide eight weeks of income replacement and accrues after 12 months of employment.

In general, the Senate strongly supports the changes as a clear enhancement to faculty welfare that will only increase UC's competitive position in faculty recruitments. We do recommend that the University provide central funding to help units cover teaching replacements for faculty on leave, particularly units that will be financially challenged by the additional 30% covered under the new policy. This will also serve to concentrate risk experience at the campus level, which seems appropriate given the likely sporadic effects that might be experienced within any one unit.

We also invite you to review the specific questions raised by the UCSF division, and UCSF's suggestion to develop additional systemwide guidance on several points to help ensure the policies are applied consistently throughout the University. Finally, we encourage the University to communicate the change broadly once it is finalized, and to consider offering the benefit within the first year of employment.

We appreciate the opportunity to comment. Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in cursive script, appearing to read "Robert Horwitz".

Robert Horwitz, Chair
Academic Council

Cc: Academic Council
Campus Senate Directors
Executive Director Lin

Encl.



320 STEPHENS HALL
UNIVERSITY OF CALIFORNIA

July 12, 2022

ROBERT HORWITZ
Chair, Academic Council

Subject: Proposed revisions to APM 715 and 760, Leaves of Absences/Family Medical Leave, and Family Accommodations for Childbearing and Childrearing

Dear Chair Horwitz:

I forward Berkeley's comments on the *Proposed revisions to APM 715 and 760, Leaves of Absences/Family Medical Leave, and Family Accommodations for Childbearing and Childrearing*. Our comments were developed by the Academic Senate Committees on Budget and Interdepartmental Relations (BIR); Diversity, Equity, and Campus Climate (DECC); and Faculty Welfare (FWEL). The committees have no objections to the revisions, which I endorse on behalf of the Council of the Berkeley Division (DIVCO).

We note that the information received provides minimal detail about the motivation for these proposed changes.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ronald Cohen'.

Ronald C. Cohen
Professor of Chemistry
Professor of Earth and Planetary Science
Chair, Berkeley Division of the Academic Senate

Enclosures

cc: Mary Ann Smart, Vice Chair, Berkeley Division of the Academic Senate
Jocelyn Surla Banaria, Executive Director, Berkeley Division of the Academic Senate
Hannah Ginsborg, Chair, Committee on Budget and Interdepartmental Relations
Lok Siu, Chair, Committee on Diversity, Equity, and Campus Climate
Thomas Leonard, Co-Chair, Committee on Faculty Welfare
Laura Nelson, Co-Chair, Committee on Faculty Welfare
Courtney MacIntyre, Senate Analyst, Committee on Budget and Interdepartmental Relations
Linda Corley, Senate Analyst, Committee on Diversity, Equity, and Campus Climate
Patrick Allen, Senate Analyst, Committee on Faculty Welfare

July 7, 2022

CHAIR RONALD COHEN
BERKELEY DIVISION OF THE ACADEMIC SENATE

RE: Proposed Revisions to APM-715, Leaves of Absence/Family and Medical Leave, and APM-760, Family Accommodations for Childbearing and Childrearing

We thank you for inviting us to comment on the proposed revisions to APM-715, Leaves of Absence/Family and Medical Leave, and APM-760, Family Accommodations for Childbearing and Childrearing. The proposed revisions entail an increase in the paid family leave benefit from 70% to 100% of eligible earnings, with a proposed effective date of January 1, 2023. All other aspects of the policies will remain the same.

We commend these proposed revisions and have no objection to them. We note that the information we received provides minimal detail about the motivation for these proposed changes. Nevertheless, we view them as very positive.

Thank you again for the chance to review the proposed revisions to the APM.

A handwritten signature in dark ink, appearing to read "H Ginsborg". The signature is fluid and cursive, with the first letter "H" being large and prominent.

Hannah Ginsborg
Chair

HG/wl



May 20, 2022

PROFESSOR RONALD COHEN
Chair, 2021-2022 Berkeley Division of the Academic Senate

*Re: DECC's Comments on Proposed Revisions to APM-715, Leaves of Absence/Family
and Medical Leave, and APM-760, Family Accommodations for Childbearing and
Childrearing*

The Committee on Diversity, Equity, and Campus Climate (DECC) reviewed the proposed revisions to APM-715, Leaves of Absence/Family and Medical Leave, and APM-760, Family Accommodations for Childbearing and Childrearing.

We appreciate the Council of Chancellors' approval to increase the PFCB option for eligible employees, which will provide eight weeks of income replacement calculated at 100% of eligible earnings. Committee members are enthusiastic about the increased support. However, because Berkeley operates on the semester system, members raised the question of how faculty will be supported for the remainder of the semester.

Thank you for the opportunity to comment on the proposed revisions to APM 715 and APM 760.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Lok Siu'.

Lok Siu
Chair, Committee on Diversity, Equity, and Campus Climate

LS/lc



320 STEPHENS HALL
UNIVERSITY OF CALIFORNIA

May 10, 2022

CHAIR RONALD COHEN
Academic Senate

*Re: Proposed revisions to APM - 715, Leaves of Absence/Family and Medical Leave, and
APM - 760, Family Accommodations for Childbearing and Childrearing*

Dear Chair Cohen,

At the Committee on Faculty Welfare (FWEL) meeting on May 9, 2022, the committee considered the proposed changes to the Academic Personnel Manual sections 715 and 760. The Committee unanimously agreed that these changes appear to be in the interest of faculty welfare, and that FWEL is in support of the changes.

We appreciate the opportunity to weigh in on these matters.

Sincerely,

A handwritten signature in black ink, appearing to read 'Thomas C. Leonard'.

Thomas Leonard, Co-Chair
Committee on Faculty Welfare

A handwritten signature in black ink, appearing to read 'Laura Nelson'.

Laura Nelson, Co-Chair
Committee on Faculty Welfare

TL/LN/pgs



DAVIS DIVISION OF THE ACADEMIC SENATE
ONE SHIELDS AVENUE
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academicsenate.ucdavis.edu

July 19, 2022

Robert Horwitz
Chair, Academic Council

RE: Proposed Revisions to APM 715 and 760

Dear Robert,

The proposed revisions to APM 715 and 760 were forwarded to all standing committees of the Davis Division of the Academic Senate. Faculty Welfare (FWC) responded.

FWC supports the revisions. The Davis Division appreciates the opportunity to comment.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Tucker", is written over a light gray rectangular background.

Richard P. Tucker, Ph.D.
Chair, Davis Division of the Academic Senate
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

June 03, 2022

Richard Tucker

Chair, Davis Division of the Academic Senate

RE: Request for Consultation – Proposed Revisions to APM 715 and 760

Dear Richard:

The Committee on Faculty Welfare has reviewed the RFC – Proposed Revisions to APM 715 and 760 and supports the proposed revisions.

Sincerely,

A handwritten signature in blue ink that reads "Karen L. Bales". The signature is written in a cursive style with a large, sweeping "K" and a long, horizontal stroke at the end.

Karen L. Bales

Chair, Committee on Faculty Welfare

c: Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate

June 23, 2022

Robert Horwitz, Chair
Academic Council

Re: Systemwide Review of Proposed Revisions to APM-715 & APM-760

Dear Chair Horwitz,

The Irvine Division discussed the proposed revisions to APM-715: Leaves of Absence/Family and Medical Leave and APM-760: Family Accommodations for Childbearing and Childrearing at its June 21, 2022 Cabinet meeting. The Council on Equity and Inclusion (CEI) and the Council on Faculty Welfare, Diversity, and Academic Freedom (CFW) also reviewed the proposed revisions. Feedback from both councils is attached for your review.

The Irvine Division appreciates the opportunity to comment.

Sincerely,



Joanna Ho, Chair
Academic Senate, Irvine Division

Enclosures: CEI, CFW memos

Cc: Georg Striedter, Chair Elect-Secretary
Jisoo Kim, Executive Director
Gina Anzivino, Associate Director



June 15, 2022

**JOANNA HO, CHAIR
ACADEMIC SENATE, IRVINE DIVISION**

RE: Proposed Revisions to APM-715 & APM-760

The Council on Equity and Inclusion discussed the proposed revisions to APM-715: Leaves of Absence/Family and Medical Leave and APM-760: Family Accommodations for Childbearing and Childrearing at its meeting on June 6.

Members were unanimously supportive of the proposed increase in the paid family leave benefit from 70% to 100% of eligible earnings, planned to be effective January 1, 2023. They acknowledged that some academic units might be financially challenged by covering courses without the 30% savings they recover under the current policy. However, they agreed that eligible individuals should be able to take leaves for which they are entitled, and academic units should be responsible for absorbing the cost and finding coverage or offering alternative courses in order for students to meet degree requirements, if necessary.

Additionally, members discussed that many faculty are either unaware of their leave benefits or do not fully utilize them for fear of overburdening their colleagues. The council suggested that when this policy change is finalized and announced, the university (or each campus) should use the opportunity to communicate to faculty about leave benefits and policies overall.

The Council on Equity and Inclusion appreciates the opportunity to comment.

Sincerely,



Jane Stoever, Chair
Council on Equity and Inclusion

Cc: Georg Striedter, Chair Elect-Secretary
Jisoo Kim, Executive Director
Gina Anzivino, Associate Director & CEI Analyst



June 7, 2022

**JOANNA HO, CHAIR
ACADEMIC SENATE – IRVINE DIVISION**

**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)**

Systemwide Senate Chair Robert Horwitz has distributed for review proposed revisions to APM-715: Leaves of Absence/Family and Medical Leave, and APM-760: Family Accommodations for Childbearing and Childrearing. The proposed revisions reflect the increase in the paid family leave benefit from 70% to 100% of eligible earnings, with a proposed effective date of January 1, 2023. All other aspects of the policies remain the same.

The Council on Faculty Welfare, Diversity, and Academic Freedom (CFW) discussed this issue at its meeting on May 10, 2022. Members agreed that the proposed revisions seemed straightforward and positive, and voted unanimously to endorse them.

Sincerely,



Terry Dalton, Chair
Council on Faculty Welfare, Diversity, and Academic Freedom

C:

Jisoo Kim, Executive Director
Academic Senate

Gina Anzivino, Associate Director
Academic Senate



June 13, 2022

Robert Horwitz
Chair, UC Academic Senate

Re: **(Systemwide Senate Review) APM 715 and 760**

Dear Chair Horwitz,

At its meeting on June 2, 2022, the Executive Board reviewed the proposed changes to AMP 715 and 760. Executive Board members voted unanimously to endorse the proposals. Members urged the university to absorb the cost rather than passing them along to Principal Investigators.

Sincerely,



Jessica Cattelino
Chair
UCLA Academic Senate

Encl.

Cc: Andrea Kasko, Vice Chair/Chair Elect, UCLA Academic Senate
Shane White, Immediate Past Chair, UCLA Academic Senate
April de Stefano, Executive Director, UCLA Academic Senate

May 18, 2022

To: Jessica Cattelino, Chair
Academic Senate

From: Carson T. Schutze, Chair
Faculty Welfare Committee

Re: (Systemwide Senate Review) APM 715 and APM 760

Dear Chair Cattelino,

At its meeting on May 3, 2022, the Faculty Welfare Committee (FWC) reviewed and discussed Systemwide Senate Review APM 715 and APM 760. After discussion, members agreed with the principle of the policy and the proposed changes and decided not to opine.

Thank you for the opportunity to review.

cc: Shane White, Immediate Past Chair, Academic Senate
April de Stefano, Executive Director, Academic Senate
Elizabeth Feller, Assistant Director, Academic Senate
Renee Rouzan-Kay, Senior Policy Analyst, Faculty Welfare Committee
Members of the Faculty Welfare Committee



OFFICE OF THE ACADEMIC SENATE
LEROY WESTERLING, CHAIR, ACADEMIC SENATE
senatechair@ucmerced.edu

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

July 13, 2022

To: Robert Horwitz, Chair, Academic Council

Re: [Systemwide Review of Proposed Revisions to APM 715 \(Leaves of Absence/Family and Medical Leave\) and APM 760 \(Family Accommodations for Childbearing and Childrearing\)](#)

The proposed revisions to APM 715 and APM 760 were distributed for comment to the Merced Division Senate Committees and the School Executive Committees. The following committees offered comments for consideration. Their comments are appended to this memo.

- Committee on Faculty Welfare and Academic Freedom (FWAF)
- Graduate Council (GC)

FWAF noted that employees are now eligible to receive 100% of their pay while taking a leave to care for a family member and the time in which they are on leave counts toward accruing sick and vacation time, and employment service credit. While FWAF had no concerns about the proposed revisions from a faculty welfare or academic freedom perspective, the committee was unclear whether the time off counts toward faculty's sabbatical credit.

GC supported the substantive change of Pay for Family Care and Bonding (PFCB) from 70% to 100%. GC recognized that this will come with a concomitant increase in the composite benefit rates to fund these increases, which in turn impacts the ability of faculty to fund graduate students and postdocs on extramural funds. However, GC believed that a competitive leave compensation program will increase equity on campus while increasing the attractiveness and competitiveness of the UC for recruitment of talented academic personnel.

Divisional Council reviewed the committees' comments via email and supports their various points and suggestions.

The Merced Division thanks you for the opportunity to comment on these proposed policy revisions.

CC: Divisional Council
Monica Lin, Executive Director, Systemwide Academic Senate
Michael LaBriola, Assistant Director, Systemwide Academic Senate
Senate Office, UCM



ACADEMIC SENATE, MERCED DIVISION
COMMITTEE ON FACULTY WELFARE AND ACADEMIC FREEDOM
DAVID JENNINGS, CHAIR
djennings3@ucmerced.edu

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

June 3, 2022

To: LeRoy Westerling, Chair, Division Council

From: David Jennings, Chair, Committee on Faculty Welfare and Academic Freedom (FWAF)

Re: Proposed Revisions to APM 715 and APM 760

FWAF reviewed the proposed revisions to APM 715 (Leaves of Absence/Family and Medical Leave) and APM 760 (Family Accommodations for Childbearing and Childrearing).

FWAF notes that employees are now eligible to receive 100% of their pay while taking a leave to care for a family member and the time in which they are on leave counts toward accruing sick and vacation time, and employment service credit. While FWAF has no concerns about the proposed revisions from a faculty welfare or academic freedom perspective, the committee was unclear whether the time off counts toward faculty's sabbatical credit.

We appreciate the opportunity to opine.

cc: Senate Office

UNIVERSITY OF CALIFORNIA, MERCED

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



SANTA BARBARA • SANTA CRUZ

OFFICE OF THE ACADEMIC SENATE
ERIN HESTIR, CHAIR, GRADUATE COUNCIL
ehestir@ucmerced.edu

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

JUNE 3, 2022

To: LeRoy Westerling, Chair, Academic Senate

From: Erin Hestir, Chair, Graduate Council (GC)

Re: [PROPOSED REVISIONS TO APM 715 AND APM 760](#)

Graduate Council (GC) has reviewed the proposed revisions to APM 715 and APM 760. GC supports the substantive change of Pay for Family Care and Bonding (PFCB) from 70% to 100%. GC recognizes that this will come with a concomitant increase in the composite benefit rates to fund these increases, which in turn impacts the ability of faculty to fund graduate students and postdocs on extramural funds. However, GC believes that a competitive leave compensation program will increase equity on campus while increasing the attractiveness and competitiveness of the UC for recruitment of talented academic personnel.

GC thanks you for the opportunity to review the proposed revisions.

Cc: GC Members
Senate Office



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

JASON STAJICH
PROFESSOR OF BIOINFORMATICS
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EMAIL: JASON.STAJICH@UCR.EDU

June 15, 2022

Robert Horwitz, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Systemwide Senate Review of Proposed Revisions to APM - 715 (Leaves of Absence/Family and Medical Leave) and APM – 760 (Family Accommodations for Childbearing and Childrearing)

Dear Robert,

The Riverside Executive Council included the subject proposal during their June 13, 2022 meeting and had no additional comments beyond those in the attached memos from tasked local committees.

Sincerely yours,

/s/Jason

Jason Stajich

Professor of Bioinformatics and Chair of the Riverside Division

CC: Hilary Baxter, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office




Academic Senate

COMMITTEE ON ACADEMIC PERSONNEL

June 6, 2022

To: Jason Stajich
Chair, Riverside Division Academic Senate

Fr: Sean Cutler 
Chair, Committee on Academic Personnel

Re: [Systemwide Review] (APM Revision) APM - 715 and APM - 760

On April 26, 2022, the Committee on Academic Personnel discussed the proposed changes in APM-715 and APM-760. The Committee found no reason not to make the changes and was unanimous in its overall support of the proposed changes.

COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

May 24, 2022

To: Jason Stajich
Riverside Division Academic Senate

From: Katherine Stavropoulos, Chair
Committee on Diversity, Equity, & Inclusion

Re: [Systemwide Review] (APM Revision) APM - 715 and APM - 760

The DEI committee reviewed the proposed APM Revision: APM - 715 and APM – 760. Overall, the committee had minimal feedback. There was one comment in regard whether the revision might cause a gender disparity. The concern is that some men could continue doing research during the leave while women stay away from their work, meaning men could end up being better off after the leave. One possibility to address this concern is to add an additional point to section "715-30.a: Responsibility of Appointee" (Page 11) that will require the appointee to indicate in their request how their students and their research will continue during their leave without their input. For example, they can designate a colleague or a collaborator who will oversee the research and guide the students during that time.




Academic Senate

COMMITTEE ON FACULTY WELFARE

May 17, 2022

To: Jason Stajich
Riverside Division Academic Senate

Fr: John Heraty, Chair 
Committee on Faculty Welfare

Re: [Systemwide Review] APM Revision: APM - 715 and APM – 760

Faculty Welfare reviewed the proposed revisions to APM 715 and 760 at their May 17, 2022 meeting. The committee approved the proposed changes but suggests that the UC consider extending the childbearing leave time beyond 8 weeks, which may also work toward faculty and staff retention.

Office of the Academic Senate

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Steven W. Cheung, MD, Chair
Steve Hetts, MD, Vice Chair
Pamela Ling, MD, Secretary
Kathy Yang, PharmD, Parliamentarian

July 15, 2022

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

Re: UCSF Comments on the Proposed Revisions to APM 715 and 760, Leaves of Absence/Family and Medical Leave, and Family Accommodations for Childbearing and Childrearing

Dear Robert:

The San Francisco Division of the Academic Senate recently reviewed the proposed revisions to APM 715 and 760, Leaves of Absence/Family and Medical Leave, and Family Accommodations for Childbearing and Childrearing. In brief, beginning on January 1, 2023, the proposed revisions will increase the Pay for Family Care and Bonding (PFCB) income replacement calculations to 100% from 70%, with all other aspects of the APM remaining the same. UCSF's Committee on Faculty Welfare's (CFW) comments follow below.

First, there is confusion about how these APMs will be implemented, i.e., the function and applicability of PFCB. Thus, further articulation and clarification of the process and implementation of these APMs are needed. CFW recommends providing examples to explicitly detail how these APMs will be applied under common scenarios.

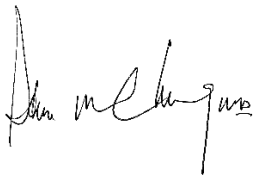
Second, we have several specific questions and suggestions needing clarification with respect to the APMs:

- *Definition of Workweek(s):* CFW finds it unclear what defines 'workweek(s)' – initially found under § 715-14. To better deliver appropriate accommodations to UCSF employees, the APM would benefit from clearly defining a 'workweek'.
- *Clarification of Family and Medical Leave taken as Parental Bonding Leave:* Under § 715-16.B.2, it is unclear whether a minimum of two-week blocks must be used, or if Family and Medical Leave taken as Parental Bonding Leave can be used for smaller periods during two different occasions. Does this section of the policy identify that if less than two weeks of leave is utilized, would it need to occur on two separate occasions maximum?
- *PFCB, HSCP, FMLA, and CFRA Usage Clarification:* First, the policy needs clarification on how PFCB works for faculty members on the Health Sciences Compensation Plan (HSCP). CFW queries if HSCP parental leave and PFCB can be used consecutively. Second, it is unclear whether the Federal Family and Medical Leave Act (FMLA) or California Family Rights Act (CFRA) can continue to be used after one's PFCB term has ended. Third, per the policy under § 715-20.a.1, PFCB can be used for eight weeks within a calendar year. If a child is born in September, would it be possible for a parent to use 16 PFCB weeks, with eight being used in one calendar year, and another eight in the upcoming calendar year?

- *Reinstatement Clarification:* § 715-16.a details the duration of Family and Medical Leave. Specifically in terms of taking Pregnancy Disability Leave, a woman may take up to four months off. After the allotted time, women are assured to receive the same position as long as they return to work within four months, as is articulated in § 715-36. However, this section of the policy begs the question of whether a woman will be given their same position after a duration of leave that exceeds four months if they chose to extend their parental leave through using vacation time, HCSP leave, FMLA, CFRA, or unpaid leave.
- *Duration clarification of parental bonding leave:* Given that a parent can take twelve weeks off for parental bonding leave, would it be possible to get paid leave for eight weeks in one calendar year and immediately after, receive paid leave for four weeks in the next calendar year?
- *Salary Clarification:* It is unclear whether an HSCP faculty can reduce their efforts to 50% during Active-Service Modified Duties (ASMD), where employees are required to receive their base monthly salary.

The San Francisco Division of the Academic Senate is appreciative of being given the opportunity to review the proposed revisions to APM 715 and 760, Leaves of Absence/Family and Medical Leave, and Family Accommodations for Childbearing and Childrearing.

Respectfully submitted,



Steven W. Cheung, MD, 2021-23 Chair
UCSF Academic Senate

Enclosures (1)

Cc: Lindsay Hampson, Chair, UCSF Committee on Faculty Welfare

Committee on Faculty Welfare
Lindsay Hampson, MD, MAS, Chair

July 14, 2022

Steven Cheung, MD
Division Chair
UCSF Academic Senate

Re: Proposed Revisions to APM 715 and 760, Leaves of Absence, Family and Medical Leave, and Family Accommodations for Childbearing and Childrearing Systemwide Review

Dear Chair Cheung:

The Committee on Faculty Welfare (CFW) writes to comment on the systemwide review of the [Proposed Revisions to APM 715 and 760, Leaves of Absence, Family and Medical Leave, and Family Accommodations for Childbearing and Childrearing](#). **CFW strongly supports increasing Pay for Family Care and Bonding (PFCB) and accordingly supports the proposed revisions.**

CFW further writes to raise questions about APM 715 and 760 beyond the revisions that would increase PFCB income replacement from 70% to 100%. CFW hopes these questions will guide future improvements to the APMs.

General Complexity and a Need for Examples

APM 715 and 760 are complex, and CFW struggled to understand how and when faculty members can use PFCB. CFW's lead reviewer contacted Human Resources (HR) to understand how the PFCB works, and HR was unable to answer how the policy would apply to example situations. When asked about the common scenario of a new baby, our lead reviewer was advised that it was not possible to know how much pay she might be eligible for until the hypothetical baby arrived. This complexity and uncertainty "until the baby arrives" makes it difficult for faculty and staff to understand their benefits and to plan around major life events, especially considering the cost of living here in the Bay Area.

CFW recommends that the text of APM 715 and 760 be accompanied by examples based on common situations and explain how the policy would apply in those common situations. CFW appreciates that such examples normally would not be included in the text of an APM, and CFW appreciates that compensation and benefits vary by campus and by departments within campuses. However, CFW believes these examples would be valuable, whether included in the text of an APM or as separate guidelines referenced by the APM. If HR staff who are well-versed in benefits find the policy unclear, faculty and staff are even more likely to be lost.

CFW also believes that specific examples would help the University implement its policies more consistently and fairly. A CFW member shared that within her department, different divisions

have interpreted and applied these complex policies differently. As an example, one faculty member took 12 weeks of parental leave that is supported by the UCSF School of Medicine and an additional four weeks of vacation for a total of 16 weeks off following the birth of a child. That faculty member was told by HR that the entire 16 weeks would be called “parental leave”, but her division only wanted to reduce her clinical expectations by 12 weeks. Eventually, the division agreed to treat 16 weeks as parental leave and reduce clinical expectations accordingly. Another faculty member in the same division reached out to HR about taking unpaid leave beyond the 12-week leave because she is a new faculty member and does not have vacation accrued. She was told she would not be able to use unpaid leave toward parental leave that would reduce clinical expectations.

Small departments and divisions struggle to cover clinical gaps and have an incentive to minimize clinician leaves of absence. This can undermine trust and create a perception that the divisions and departments do not support faculty at these critical times, and further contributes to inequities between clinicians and non-clinicians. If there were clearer systemwide guidelines and commensurate examples, departments and divisions would struggle less with interpretation, and policies would be applied more consistently and with less friction, suspicion, and confusion. Accordingly, CFW recommends that APM 715 and 760 be revised to include common examples. Alternatively, CFW recommends that systemwide guidance on the implementation of these policies be developed so that departments and divisions are not left struggling with discretion over policies that should be applied consistently.

Specific Suggestions and Questions

In addition to its general recommendation that common examples be integrated into the APMs, CFW had the following questions in its effort to understand how PFCB leave works. CFW provides them here in hope that they can be used to clarify the policy or develop systemwide guidance or FAQs in the future.

1. What is the definition of a work-week?
2. Family and medical leave taken as Parental Bonding Leave must be done in two-week blocks, at minimum, or can be taken in smaller increments on two occasions. Does this mean that there can be a maximum of two instances when leave is taken for less than two weeks?
3. How does PFCB work for a faculty member on the HSCP who has 12 weeks of paid parental leave? Can parental leave under the HSCP be used consecutively with PFCB?
4. If someone is using parental leave and uses PFCB first, does the person have to use it for eight weeks until they decide to go back to work or until FMLA (Family and Medical Leave Act) leave or CFRA (California Family Rights Act) leave runs out?
5. The policy provides that after Pregnancy Disability Leave, reinstatement will be to the same position provided that the appointee returns to work within four months and immediately following the Pregnancy Disability Leave. Does this mean that people will not necessarily be reinstated to the same position if they extend their parental leave using vacation time, HCSP leave, FMLA, CFRA or unpaid leave?

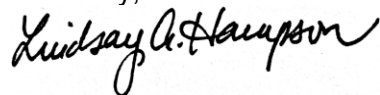
6. If a child is born in September, can eight weeks of leave be taken in one calendar year and then eight weeks again in the next calendar year if the leave is taken within one year of the child's birth?
7. If parental bonding leave is a total of 12 weeks, can one get paid for eight weeks in one calendar year and four weeks in the next calendar year?
8. The policy provides that during a period of ASMD, HSCP faculty members will receive pay no less than their approved base monthly salary. Does this mean that a faculty member can reduce their effort to 50% during this time, but will continue to receive their monthly salary of 100% effort?

In addition, one aspect of family leave that was not covered in this policy but one which has arisen on our campus commonly is the circumstance that someone needs to take medical leave while they are pregnant. There has been significant concern that in this case, faculty have been advised that they must use their family leave in order to take medical leave during their pregnancy. As a result, the faculty member would then have less (or none in some circumstances) leave remaining after the birth of the child. This is an important issue that warrants evaluation.

To conclude, CFW reiterates its strong support for increasing salary support for PFCB. CFW offers its additional comments and questions in hope of clarifying APM 715 and 760 or for developing systemwide guidance, FAQs, or other materials that would help the policies be applied throughout the University more consistently and easily. There is a need for systemwide guidance on how types of leave interact with each other, what order they are applied, and a particular emphasis should be paid to how parental leave does and does not interact with other types of leave. CFW also writes to advocate for expanding benefits and leave to support our faculty and staff when needed.

Thank you for the opportunity to comment on this review. Please contact me or our Senate analyst Kristie Tappan if you have questions about CFW's comments.

Sincerely,



Lindsay Hampson, MD, MAS
Committee on Faculty Welfare Chair



OFFICE OF THE ACADEMIC SENATE

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

June 22, 2022

Professor Robert Horwitz
Chair, Academic Senate
University of California
VIA EMAIL

Re: Divisional 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 Professor Horwitz,

The 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) were distributed to San Diego Divisional Senate standing committees and discussed at the June 13, 2022 Divisional Senate Council meeting. Senate Council endorsed the proposed revisions and had no additional comments.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Tara Javidi", with a stylized flourish at the end.

Tara Javidi
Chair
San Diego Divisional Academic Senate

Attachments

cc: Nancy Postero, Vice Chair, San Diego Divisional Academic Senate
Lori Hullings, Executive Director, San Diego Divisional Academic Senate
Hilary Baxter, Executive Director, UC Systemwide Academic Senate

May 24, 2022

IN CONFIDENCE

TARA JAVIDI

Academic Senate, San Diego Division

SUBJECT: Proposed Revisions to APM 715: Leaves of Absence/Family and Medical Leave and
APM 760: Family Accommodations for Childbearing and Childrearing

The Committee on Academic Personnel (CAP) appreciates the opportunity to provide comments on the proposed revisions to APM 715: Leaves of Absence/Family and Medical Leave and APM 760: Family Accommodations for Childbearing and Childrearing. CAP discussed the proposed revisions at its May 18, 2022 meeting. The committee has no objections and unanimously endorses the revisions as proposed.



Frank Biess, Vice Chair
Committee on Academic Personnel

Cc: P. Cosman
N. Postero
L. Hullings
J. Lucius

May 26, 2022

TARA JAVIDI, CHAIR
Academic Senate, San Diego Division

SUBJECT: Proposed Revisions to APM 715: Leaves of Absence/Family and Medical Leave and
APM 760: Family Accommodations for Childbearing and Childrearing

The Committee on Diversity and Equity (CDE) considered the proposed revisions to APM 715: Leaves of Absence/Family and Medical Leave and APM 760: Family Accommodations for Childbearing and Childrearing at its May 20, 2022 meeting. The committee had no objections and endorsed the proposed revisions.

Sincerely,

Jennifer Burney, Chair
Committee on Diversity & Equity

cc: N. Postero

May 31, 2022

TARA JAVIDI, CHAIR
Academic Senate, San Diego Division

SUBJECT: Proposed Revisions to APM 715: Leaves of Absence/Family and Medical Leave and
APM 760: Family Accommodations for Childbearing and Childrearing

The Committee on Faculty Welfare considered the proposed revisions to APM 715: Leaves of Absence/Family and Medical Leave and APM 760: Family Accommodations for Childbearing and Childrearing at its May 18, 2022 meeting. The committee had no objections and endorsed the proposed revisions.

Sincerely,

Shantanu Sinha, Chair
Committee on Faculty Welfare

cc: N. Postero



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>

July 19, 2022

To: Robert Horwitz, Chair
Academic Senate

From: Susannah Scott, Chair
Santa Barbara Division 

Re: Systemwide Review of Proposed Revisions to APM 715 and 760

The Santa Barbara Division distributed the proposed revisions to the Council on Planning and Budget (CPB), Committee on Academic Personnel (CAP), Council on Faculty Welfare, Academic Freedom, and Awards (CFW), and the Committee on Diversity and Equity (CDE). CAP and CFW opted not to opine.

The Santa Barbara Division supports the proposed policy changes, which are designed to support employees who must take a leave of absence for health or family reasons.

CPB believes that the change will make UC more attractive for future employees. The Council notes that in implementing this policy, UC and campus administrations should provide central funding to units to cover teaching replacements for faculty on leave.

CDE appreciates the increase in pay coverage that will be provided to faculty as a result of these revisions. The Committee "appreciates and endorses the broader conversations happening across UC to make policies more equitable."

We appreciate the opportunity to comment.

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

June 9, 2022

To: Susannah Scott, Divisional Chair
UCSB Academic Senate

From: Rene Weber, Chair
Council on Planning & Budget

Re: Revisions to APM 715 & 760: Family & Medical Leave and Accommodations for
Childbearing/Childrearing

The Council on Planning & Budget (CPB) has reviewed the proposed revisions to Sections 715 and 760 of the Academic Personnel Manual (APM) regarding Family & Medical Leave and Family Accommodations for Childbearing/Childrearing. The Council supports revising the policies to provide a better work environment and support employees who need additional time for health and family reasons.

The key change is to increase the PFCB (Pay for Family Care and Bonding) option from 70% of an employee's eligible earnings to 100%. All other changes in the policies are derived from this change to maintain consistency of the policies. The Council believes that the change will make UC more attractive for future employees.

In implementing the policies, CPB notes that UC and campus administrations should provide necessary funds to departments and other units to cover employees on such paid leaves.

cc: Shasta Delp, Academic Senate Executive Director

**Academic Senate
Santa Barbara Division**

June 17, 2022

To: Susannah Scott, Divisional Chair
Academic Senate

From: Jean Beaman, Chair
Committee on Diversity and Equity



Re: 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)

At its meeting of June 6, 2022, the Committee on Diversity and Equity (CDE) reviewed proposed revisions to Academic Personnel Manual Sections 715, Leaves of Absence/Family and Medical Leave and 760, Family Accommodations for Childbearing and Childrearing. CDE sees these revisions as complementing work that the UCSB campus is undertaking to address inequities with leave accommodations and familial arrangements that were not considered when these policies were written. CDE applauds the increase in pay these revisions will provide faculty. CDE appreciates and endorses the broader conversations happening across UC to make policies more equitable.

CC: Shasta Delp, Executive Director, Academic Senate



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)
John Kuriyan, Chair
kuriyan@berkeley.edu

Assembly of the Academic Senate
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200
Phone: (510) 987-9466

June 13, 2022

ROBERT HORWITZ, CHAIR
ACADEMIC COUNCIL

RE: PROPOSED REVISIONS TO APM - 715 and APM - 760

Dear Robert,

UCAP has reviewed the proposed revisions to APM 715 and APM 760 and we have no objections to the changes.

UCAP appreciates the opportunity to comment on this matter. Please don't hesitate to contact me if you have any questions.

Sincerely,

A handwritten signature in cursive script, reading "John Kuriyan".

John Kuriyan, Chair
UCAP

UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

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



SANTA BARBARA • SANTA CRUZ

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY,
AND EQUITY (UCAADE)
Daniel Widener, Chair
dwidener@ucsd.edu

ACADEMIC SENATE
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

May 10, 2022

ROBERT HORWITZ
CHAIR, ACADEMIC COUNCIL

RE: UCAADE Comments on 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 Robert,

UCAADE appreciates the opportunity to comment on the above policy proposals. Changing parental leave compensation from 70% to 100% underlines the University's commitment to faculty. Family care burdens can disproportionately burden female and unpartnered faculty, with child care responsibilities falling heavily on early-career faculty.

The proposed increase in both policies will enable all faculty to choose their full complement of caregiving time without undue harm to financial stability.

We support the revisions.

Sincerely,

A handwritten signature in dark ink, appearing to be "DW", followed by a horizontal line.

Daniel Widener
Chair, UCAADE

cc: UCAADE



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
Jill Hollenbach, Chair
Jill.Hollenbach@ucsf.edu

Assembly of the Academic Senate
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

July 12, 2022

**ROBERT HORWITZ, CHAIR
ACADEMIC COUNCIL**

**RE: Proposed Revisions to APM 715 and 760, Leaves of Absence/Family and Medical Leave,
and Family Accommodations for Childbearing and Childrearing**

Dear Robert,

The University Committee on Faculty Welfare (UCFW) has reviewed the Proposed Revisions to APM 715 and 760, Leaves of Absence/Family and Medical Leave, and Family Accommodations for Childbearing and Childrearing, and we support the proposed revisions that extend the benefit to 100% from 70%. However, we note that while this follows the industry standard of eligibility after 12 months of employment, we think that UC is in a position to show leadership and consider offering this benefit within the first year of employment.

We also note that the FMLA cap of 12 weeks can be difficult to administer on semester campuses.

Thank you for helping to advance our shared goals.

Sincerely,

Jill Hollenbach, UCFW Chair

Copy: UCFW
Hilary Baxter, Executive Director, Academic Senate
Susan Cochran, Academic Council Vice Chair



UNIVERSITY COMMITTEE ON PLANNING AND BUDGET (UCPB)
Kathleen McGarry, Chair
mcgarry@econ.ucla.edu

Assembly of the Academic Senate
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Phone: (510) 987-9466
Fax: (510) 763-0309

July 12, 2022

**ROBERT HORWITZ, CHAIR,
ACADEMIC COUNCIL**

**RE: PROPOSED REVISIONS TO APM 715 AND 760. LEAVES OF ABSENCE/FAMILY AND
MEDICAL LEAVE AND FAMILY ACCOMMODATIONS FOR CHILDBEARING AND
CHILDREARING**

Dear Robert,

UCPB welcomes the opportunity to provide feedback on the proposed revisions to APM 715 and 760. The increase in the amount of paid leave for up to eight weeks from 70 percent of pay to 100 percent is straightforward and the changes are clearly articulated. The change will provide not just for additional income but will prevent the potential loss of benefits to employees who could fall below 50 percent time.

The cost of these additional benefits will be added to the composite benefits rates for covered employees—including those whose salaries are paid from non-state sources such as contracts and grants or auxiliaries, potentially impacting PIs and others. Without a cost analysis of this increase, UCPB is unable to provide a full assessment of the cost of this change (including the continuation of benefits for those who might otherwise lose coverage) or how other expenditures might necessarily be affected. However, we expect that the effect is small.

UCPB supports the University in its effort to provide additional help to faculty and staff with family needs.

Sincerely,

A handwritten signature in black ink that reads "Kathleen McGarry".

Kathleen McGarry, Chair
UCPB