

September 23, 2021

CHAIR BRUNDAGE, ACADEMIC SENATE  
INTERIM VICE CHANCELLOR MACMILLAN, OFFICE OF RESEARCH  
COLLEGE PROVOSTS  
DEANS  
DEPARTMENT AND PROGRAM CHAIRS  
MRU AND ORU DIRECTORS  
POLICY-COVERED ACADEMIC EMPLOYEES

**Re: Issuance of Revised UC Academic Personnel Manual (APM) 700 Series - Leaves of Absence**

Dear Colleagues:

Provost and Executive Vice President for Academic Affairs Michael Brown has formally issued the following revised leave-related policies of the 700 Series of the Academic Personnel Manual (APM):

- APM - 700 Leaves of Absence/General;
- APM - 710 Leaves of Absence/Sick Leave/Medical Leave;
- APM - 715 Leaves of Absence/Family and Medical Leave;
- APM - 720 Leaves of Absence/Holidays;
- APM - 730 Leaves of Absence/Vacation;
- APM - 740 Leaves of Absence/Sabbatical Leaves;
- APM - 750 Leaves of Absence/Leave for Service to Governmental Agencies;
- APM - 751 Leaves of Absence/Military Leave;
- APM - 752 Leaves of Absence/Leave to Attend Professional Meeting or Other University Business;
- APM - 758 Leaves of Absence/Other Leaves with Pay; and
- APM - 760 Family Accommodations for Childbearing and Childrearing.

APM 759 Leaves of Absence/Other Leaves Without Pay is still under review. A revised policy will be issued at a later date.

The revised policies are effective July 1, 2021 and may be found together online at <https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policy-issuances-and-guidelines/apm-700-series-leave-policies-issuance.html> as well as within the individual APM sections on the [Academic Personnel and Programs website](#). There were substantive revisions to several policies which are outlined below.

**Key policy revisions:**

- APM 760 was updated to increase the existing paid childbearing leave from six weeks to eight weeks for academic appointees who do not accrue sick leave.
- A section on Pay for Family Care and Bonding (PFCB) was added to APM 715 and APM 760.

- APM 715 was updated to expand the definition of family members for whom an appointee may take a family and medical leave under CFRA to include grandparents, grandchildren, and siblings.
- APM 758 was updated to specifically address bereavement and jury duty leaves.
- APM 760 was updated to remove the age requirement for a newly placed child when determining eligibility for Active Service-Modified Duties (ASMD).

Conforming changes have been made in UCSC's Campus Academic Personnel Manual policy on Leaves of Absence ([CAPM 900.700](#)) to align with APM.

Questions about the revised systemwide policy may be directed to the Academic Personnel Office at [apo@ucsc.edu](mailto:apo@ucsc.edu).

Sincerely,



Grace McClintock  
Assistant Vice Provost  
Academic Personnel

cc: CP/EVC Kletzer  
Chancellor Larive  
VPAA Lee  
Academic Senate Office  
Administrative Records  
Department and Program Managers and Assistants to MRU and ORU Directors  
College Administrative Managers  
Divisional Academic Personnel Coordinators  
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