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October 14, 2020

To: General Campus, Health Sciences, and Scripps Institution of Oceanography Academic Appointees

From: Elizabeth H. Simmons, Executive Vice Chancellor, Academic Affairs
Robert E. Continetti, Sr. Associate Vice Chancellor, Academic Affairs

Re: **Updated Guidance as of October 12, 2020: Interim Exception to APM-710 Leave Policy**

Dear Colleagues,

We write to share that the Guidance Regarding COVID-19 Related Leaves and Job Protections for Academic Personnel has now been updated on October 12, 2020, in a fourth issuance, by the University of California, Office of the President (UCOP).

Some updates generally reference the APM 710 exceptions we corresponded about last week, which may be found below and here: [APM 710 Exceptions, UC San Diego Procedures and Guidelines](#).

Other new changes include systemwide guidance on the Department of Labor's September 16, 2020 revised definition of "health care worker" for Families First Coronavirus Response Act (FFCRA) leaves, with regard to employer options to exempt employees from some aspects of Emergency Paid Sick Leave (EPSL) and/or Expanded Family & Medical Leave (EFML). UC's updated definition of "health care worker" is now detailed on pages twelve to fourteen of the updated guidance.

Please note UCOP has correspondingly revised the EPSL/EFML forms and staff SHR COVID-19 guidance. Importantly, revisions have been made to EPSL/EFML block usage requirements to now allow appointees to take leave in less than two week blocks when the appointee's child's school, place of care, or child care provider is operating in a hybrid-attendance schedule. October updates also specify that an appointee will not be entitled to EPSL for Reason 5 or EFML if the appointee has elected to keep their eligible child home when their school is open for on-location attendance. This information is available on the local COVID-19 FAQ on Leave and Remote Work Provisions for Faculty and Academic Appointees.

Please share this information with chairs and faculty in your division.

Handwritten signature of Elizabeth H. Simmons in black ink.

Elizabeth H. Simmons
Executive Vice Chancellor, Academic Affairs

Handwritten signature of Robert E. Continetti in black ink.

Robert E. Continetti
Sr. Associate Vice Chancellor, Academic Affairs

Cc: Cindy Palmer, Assistant Vice Chancellor, Academic Personnel
Steve Ross, Associate Vice Chancellor, Resource Administration