

Summary of Changes:
5/1/2019 Revised Academic Personnel Manual (APM) Sections 710, 715, 730, and 760

UCOP notes the revisions to these policies reflect technical changes made to comply with law and existing policy, and to revise the language for clarity.

Below is a detailed summary of changes effective May 1, 2019 for the APMs noted above. See the related campus notice: <http://adminrecords.ucsd.edu/Notices/2019/2019-5-9-2.html>. Also see the UCOP site with links to revised policies, as well as the May 2019 issuance letter: <https://go.ucsd.edu/2JsElcQ>

Summary of Changes APM 710:

- Inclusion of APM 670 and HSCP policy notes in policy lists and passages where APM 710 is mentioned
- Modifications of passages that discuss Family and Medical Leaves to include named eligibility restrictions of FMLA federal policy.
- Added language differentiating represented appointees, for whom an MOU will apply, from non-represented appointees
- Added language clarifying APM 710 has jurisdiction of paid medical leave eligibility for HSCP participants in the absence of specific HSCP School Implementing Procedures (“In the absence of specific School Implementing Procedures, the leave provisions as described in this policy will be used. Extended illness leave for HSCP participants may not exceed the maximum time period allowable under APM - 710-11-a and b.”)
- Eliminated redundant verbiage that indicates “Paid medical leave described in APM - 710-11 does not accrue and, if unused, is not carried over, nor is it used to calculate University of California Retirement Plan (UCRP) service credit.” Non-accrual is already stipulated earlier in the policy, as is non-conversion of unused paid medical leave to UCRP service credit upon retirement.
- Updated list of titles eligible to accrue sick leave, to remove dated references
- Added and clarified language with regard to CFRA and PDL documentation required for family and medical leave
- Added language to indicate APM-080 Medical Separation “may be appropriate for long-term disability that cannot be reasonably accommodated.”
- Added language to APM-710-95, indicating records related to family and medical leave should be maintained separately from other personnel records.
- Fixed or adjusted non-substantive typos, language, and usage errors, as well as adjusting formatting for consistency.

Summary of Changes, APM 715:

- Inclusion of APM 670 and HSCP policy notes in policy lists and passages where APM 710 is mentioned

- Modifications of passages that discuss Family and Medical Leaves to include named eligibility restrictions of FMLA federal policy.
- Elimination of Related Policies section APM 715-1, and addition of these and HSCP policies to 715-80 Additional Information Section.
- Addition of a robust paragraph in 715-80 regarding other types of leave that may be taken to care for close family members and a clarification that “Other approved leave(s) taken for a purpose that meets the criteria for family and medical leave will run concurrently with family and medical leave.”
- Added language clarifying the interaction of PDLL with FMLA
- Addition of 715-16 Duration of Timing of Family and Medical Leave, an expanded version of 715-32 (now eliminated), covering restrictions and eligibility for appointees with definite end dates and appointees with reduced schedule or intermittent leave requests.
 - Finer points/new addition:
 - Clarification regarding Parental Bonding leave (a term not used previously in the APM) with regard to intermittent leave.
- Addition of 715-17 Military Caregiver Leave section, discussing 26 weeks of eligibility for caretaking leave for an eligible covered servicemember. Specifies terms of that leave.
- Clarification in 715-36 language that reinstatement for those on Pregnancy Disability Leave must be to the same position, provided an appointee returns to work within 4 months, unless an appointee is a non-Senate appointee and would have been laid off; in that case, reinstatement should be to a comparable position or subject to same considerations afforded to other non-Senate appointees who are laid off or terminated pursuant to APM 150. For all other FML related leaves, reinstatement should be to the same or an equivalent position, with the same provisos regarding lay off or termination applicable.
- Added language to APM-715-95, indicating records related to family and medical leave should be maintained separately from other personnel records.
- Fixed or adjusted non-substantive typos, language, and usage errors, as well as adjusting formatting for consistency.

Summary of Change, APM 730 Leaves of Absence/Vacation:

- Added language differentiating represented appointees, for whom an MOU will apply, from non-represented appointees
- Fixed non-substantive typos, language, and usage errors, as well as adjusting formatting for consistency.

Summary of Changes, APM 760 Leaves of Absence/Family Accommodations for Childbearing and Childrearing:

- Added language differentiating Childbearing and Pregnancy Disability Leave and replacing FEHA with California Pregnancy Disability Leave Law (PDLL)
- Tightened language indicating childbearing leave or PDLL can be used for prenatal care
- Added APM 760-25.b and 760-26.c Effect on Benefits sections
- Changed naming of disability plans to current naming
- Altered language with regard to pay status to indicate that, for HSCP members, any compensation above the approved base salary, rather than being determined by “campus policies” (language now excised), “shall be paid in accordance with HSCP School Implementing Procedures”
- Addition of “reasonable accommodation” language in 760-25.c. Accommodation of Pregnancy
- Addition of term “Parental Bonding Leave” to this policy, with the addition of similar language as that seen in APM 710 (“Such leave must be taken in increments of at least two (2) weeks; however, an appointee may take such leave in increments of less than two (2) weeks’ duration on any two (2) occasions.”)
- Clarification for how new leave type “Parental Bonding Leave” corresponds with “parental leave”—(“Parental Bonding Leave shall run concurrently with parental leave taken pursuant to this policy.”)
- Clarification that parental leave that does not qualify as a Parental Bonding Leave covered by FMLA or CFRA requires employee-paid continuation of benefits
- Addition of this footnote to any pages where footnote one (1) is noted in the text: “1 Paragraphs footnoted do not apply to Health Sciences Compensation Plan faculty members; see APM - 760-28-c for relevant provisions.”
- Alterations (in some locations of the policy) where HSCP members are now noted as “participants”
- Changes in language to avoid a “s/he” gender binary
- Added language to APM-715-95, indicating records related to family and medical leave should be maintained separately from other personnel records.
- Fixed non-substantive typos, language, and usage errors, as well as adjusting formatting for consistency.