

710-0 **Policy**

- a. With the exception of those fiscal-year academic appointees listed in APM - 710-14, academic appointees do not accrue sick leave. In the case of illness of appointees who do not accrue sick leave, Chancellors may approve leave with pay. (See APM - 710-24, Authority.)
- b. APM - 710 does not apply to Postdoctoral Scholars (see APM - 390).
- c. Student academic appointees do not accrue sick leave.
- d. For an academic appointee holding an appointment with a definite ending date, sick leave shall not be approved beyond the ending date of the appointment. In the event the appointment is renewed or extended or a subsequent appointment is made, further leave may be granted.

710-1 **Related Policies**

For information about other related policies, refer to the Academic Personnel Manual sections listed below:

- a. APM - 133, Limitation on Total Period of Service with Certain Academic Titles
- b. APM - 715, Leaves of Absence/Family and Medical Leave
- c. APM - 730, Leaves of Absence/Vacation
- d. APM - 760, Family Accommodations for Childbearing and Childrearing

710-14 **Eligibility for Accrual**

The following groups of non-student fiscal-year academic appointees accrue sick leave credit provided the appointment is at 50 percent or more time. Appointees at less than 50 percent time do not accrue sick leave. Visiting appointees in the following titles or series are eligible to accrue sick leave credit. (See APM - 230-20-g.)

- a. Professional Research series
- b. Postgraduate Research*

- c. Visiting (_____) – Postdoctoral*
- d. Specialist series
- e. Appointees in Cooperative Extension
- f. Librarian series
- g. Associate University Librarian and Assistant University Librarian
- h. Continuing Education Specialist series
- i. Academic Administrator series
- j. Academic Coordinator series
- k. Coordinators of Public Programs
- l. Project (e.g., *Scientist*) series

*These titles will be removed as of January 1, 2010.

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710-38 **Relation with Family and Medical Leave Entitlement**

If an employee is eligible for family and medical leave (see APM - 715), the appointee is entitled to up to 12 workweeks of unpaid leave to attend to the appointee's own serious health condition or to care for the appointee's child, parent, or spouse, or domestic partner (same-sex or opposite-sex) with a serious health condition. For academic appointees who accrue sick leave and/or vacation leave, accrued paid leave may be substituted for unpaid leave. For academic appointees who do not accrue sick leave and/or vacation leave, Chancellors may approve leave with pay. Family and medical leaves run concurrently with other approved leaves taken for a purpose which meets the criteria for a family and medical leave-qualifying event.

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710-46 **Reinstatement of Sick Leave**

An appointee who is reemployed after a separation from employment of less than 15 calendar days shall have all accrued sick leave from prior service reinstated. If the separation from employment is more than 15 calendar days but less than 6 months, not more than 80 hours of accrued sick leave shall be reinstated as determined by the Chancellor. If separation is for 6 months (180 days) or more, accrued sick leave shall not be reinstated. For purposes of this section only, State of California service shall be treated the same as University service.

An appointee who is reemployed from layoff status shall have all sick leave reinstated in accordance with APM - ~~145-7~~ 145-36, Benefits Upon Reemployment.

710-95 **Records**

Chancellors and Vice Presidents shall assure that records are maintained in the department (or specified unit) for those academic appointees under their jurisdictions who accrue sick leave.