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**CHANCELLORS
INTERIM DIRECTOR – LAWRENCE BERKELEY NATIONAL LABORATORY
CHIEF EXECUTIVE OFFICERS – MEDICAL CENTERS
EXECUTIVE VICE PRESIDENT – BUSINESS OPERATIONS**

Personnel Policies for Staff Members 2 and 43: Federal Family and Medical Leave Amendments

Dear Colleagues:

Enclosed are revised [Personnel Policy for Staff Members 43 - Leave of Absence](#) and [Personnel Policy for Staff Members 2 - Definition of Terms](#).

The Leave of Absence policy has been revised to provide consistency between University policy and certain recent amendments to the federal Family and Medical Leave Act (FMLA), which among other changes provides new military family leave entitlements.

The Definition of Terms policy has been revised to incorporate a number of detailed definitions applicable to the new “Qualifying Exigency Leave” and “Military Caregiver Leave” under the revised FMLA.

The changes are technical in nature and bring the policies into compliance with legal requirements. The revised policies are effective immediately and will be published online at: http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/index.html. These policies supersede policies issued on January 1, 2003 and January 29, 2007. Due to a current variance between the California Family Rights Act regulations and the revised federal FMLA regulations, there will be additional changes to the University’s Family and Medical Leave policies once California’s regulations are revised for consistency with the federal regulations.

To facilitate compliance with the revisions to these policies as well as to provide guidance in their implementation, revised leave forms and additional resources are available online at the “Family Medical Leave” portal at: <http://atyourservice.ucop.edu/administrators/loa/fml.html>.

Sincerely,

Mark G. Yudof
President

Enclosures

cc: Members, President's Cabinet
Vice President Duckett
Executive Director Boland
Interim Executive Director Price
Chief Human Resource Officers
Labor Relations Managers
Senior Management Group Coordinators
Universitywide Policy Office

bcc: University Counsel von Seeburg
Academic Personnel Directors
Director Glasscock
Director Fox
Consultant Barragan
Policy Coordinators