



OFFICE OF THE VICE PROVOST --  
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT  
1111 Franklin Street, 11<sup>th</sup> Floor  
Oakland, California 94607-5200

June 21, 2021

**EXECUTIVE VICE CHANCELLORS/PROVOSTS  
LABORATORY DIRECTOR WITHERELL  
VICE PRESIDENT HUMISTON**

Dear Colleagues:

In his [June 21, 2021 issuance](#) of substantive revisions to the leave-related policies of the 700 series of the Academic Personnel Manual (APM), Provost Brown described the new Pay for Family Care and Bonding (PFCB) pay option, which is effective July 1, 2021. PFCB is available to employees who do not already have more generous pay options.

The following academic appointees are not eligible to participate in the Pay for Family Care and Bonding pay option because they already have more generous pay options available to them:

- Academic Student Employees (BX) represented by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW)
- Postdoctoral Scholars (PX) represented by the UAW
- Interns and Residents represented by CIR-SEIU and the San Diego Association, including UCLA VA Residents who are formally covered by the M4 contract, effective July 1, 2021
- Graduate Student Researchers as they are provided more generous paid leave options that are the equivalent to the represented Academic Student Employees

Further details will be provided regarding the PFCB pay option in the Academic Personnel and Programs implementation toolkit.

If you have questions, please email Associate Vice Provost Amy Lee at [AmyK.Lee@ucop.edu](mailto:AmyK.Lee@ucop.edu).

Sincerely,

A handwritten signature in cursive script that reads "Susan Carlson".

Susan L. Carlson  
Vice Provost  
Academic Personnel and Programs

cc: Provost and Executive Vice President Brown  
Executive Vice President and Chief Operating Officer Nava  
Academic Council Chair Gauvain  
Academic Council Vice Chair Horwitz  
Executive Vice President Byington  
Chief of Staff Kao  
Vice President and Vice Provost Gullatt  
Interim Vice President Lloyd

Vice President Maldonado  
Vice President Nation  
Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs  
Associate Vice President Alcocer  
Associate Vice President and Systemwide Controller Arrivas  
Associate Vice Provost Lee  
Council of Graduate Deans  
Council of University Librarians  
Assistant Vice Provosts/Assistant Vice Chancellors/Directors - Academic Personnel  
Executive Director Baxter  
Executive Director G Fishel  
Executive Director and Chief of Staff Henderson  
Executive Director Jennings  
Executive Director Silas  
Executive Director Turner  
Deputy Executive Director Maule  
Director Grant  
Director Roller  
Director Saint Martin  
Director Sykes  
Interim Director and Operations Manager Mays  
Associate Director N Fishel  
Assistant Director Eagan  
GME Program Manager Young  
Manager Crosson  
Manager Griffin  
Manager Ruiz  
Academic Data & Compensation Analyst Jue  
Academic Personnel Compensation and Policy Analyst Miller  
Principal Analyst Espinoza