Re: Issuance of Revisions to Academic Personnel Manual (APM) Sections 710, Leaves of Absence/Sick Leave/Medical Leave (APM - 710), and 715, Leaves of Absence/Family and Medical Leave (APM - 715)

Dear Colleagues:

I am formally issuing revised Academic Personnel Manual (APM) Sections 710, Leaves of Absence/Sick Leave/Medical Leave (APM - 710), and 715, Leaves of Absence/Family and Medical Leave (APM - 715). The revised policies, effective immediately, may be found online on the Academic Personnel and Programs website.

The revised policies reflect the following revisions:

- Technical revisions to bring the above-referenced APM policies into compliance with AB 1022, effective January 1, 2022, which expands the definition of “parent” in the California Family Rights Act (CFRA) to include “parents-in-law.” The main impact of the amended law is that employees will be able to use family and medical leave under CFRA, but not the Family and Medical Leave Act (FMLA), to care for a parent-in-law with a serious health condition.

- Technical revisions to APM - 710 to align with revisions previously made to APM - 715 regarding CFRA.

I wish to thank all members of the University community who participated in the consultation of the revisions to these important APM policies. Your contributions are deeply appreciated.
Sincerely,

Michael T. Brown, Ph.D.
Provost and
Executive Vice President for Academic Affairs

Enclosures

cc: President Drake
    Executive Vice Chancellors/Provosts
    Executive Vice President and Chief Operating Officer Nava
    Executive Vice President Byington
    Senior Vice President and Chief Compliance Officer Bustamante
    Vice Provost Carlson
    Vice President Lloyd
    Vice President Maldonado
    Vice Provosts/Vice Chancellors of Academic Affairs/Personnel
    Assistant Vice Provosts/Vice Chancellors for Academic Personnel
    Associate Vice Provost Lee
    Deputy General Counsel Woodall
    Executive Director Baxter
    Executive Director Silas
    Chief of Staff Kao
    Chief of Staff and Executive Director Henderson
    Chief of Staff Levintov
    Chief of Staff Peterson
    Chief Policy Advisor McAuliffe
    Director Grant
    Director Roller
    Director Sykes
    Associate Director DiCaprio
    Associate Director Fishel
    Associate Director Nguyen
    Associate Director Woolston
    Assistant Director LaBriola
    Labor Relations Manager Donnelly
    HR Manager Crosson
    Policy Analyst Durrin
    Policy Analyst Miller
    Policy Analyst Wilson