



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
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Oakland, California 94607-5200

April 9, 2025

CHANCELLORS
LABORATORY DIRECTOR WITHERELL
ACADEMIC COUNCIL CHAIR CHEUNG
ANR VICE PRESIDENT HUMISTON

Re: Issuance of Technical Revisions to Academic Personnel Manual (APM) Section 710 (APM - 710), Leaves of Absence/Paid Sick Leave/Paid Medical Leave, and 758 (APM - 758), Leaves of Absence/Other Leaves With the Possibility for Pay

Dear Colleagues:

I am formally issuing revised Academic Personnel Manual (APM) sections:

- APM - 710, Leaves of Absence/Paid Sick Leave/Paid Medical Leave
- APM - 758, Leaves of Absence/Other Leaves With the Possibility for Pay

The revised policies, effective immediately, may be found online on the [policy revision webpage](#).

Background

Technical revisions to APM - 710, Leaves of Absence/Paid Sick Leave/Paid Medical Leave, and APM - 758, Leaves of Absence/Other Leaves With the Possibility for Pay are being made to address changes in law and to incorporate leaves already offered by the University into the APM.

The proposed revisions were distributed for management consultation between December 19, 2024, and January 27, 2025. The comments submitted as part of management consultation were largely supportive of these changes and only minor revisions were made to policy language in response to the comments.

Key Policy Revisions

The revised policy reflects the following technical revisions:

- Technical revisions to APM - 710, Leaves of Absence/Paid Sick Leave/Paid Medical Leave, refer to victims of a qualifying act of violence (instead of victims of domestic violence, sexual assault, or stalking) and to update and move that content to APM - 758, Leaves of Absence/Other Leaves With the Possibility for Pay;

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- Technical revisions to APM - 710, Leaves of Absence/Paid Sick Leave/Paid Medical Leave, to allow academic appointees to designate available paid sick leave as protected;
- Technical revisions to APM - 710, Leaves of Absence/Paid Sick Leave/Paid Medical Leave, to update references regarding conversion of sick leave to service credit to include conversion to retiree health service credit for Savings Choice participants under the terms of the Group Insurance Regulations;
- Technical revisions to APM - 758, Leaves of Absence/Other Leaves With the Possibility for Pay, to change the policy title to clarify that these are leaves with the possibility for pay;
- Technical revisions to APM - 758, Leaves of Absence/Other Leaves With the Possibility for Pay, to incorporate into the APM multiple leaves that are already offered by the University in practice; and
- Technical revisions to APM - 758, Leaves of Absence/Other Leaves With the Possibility for Pay, to align with previous revisions to APM - 710 which expanded paid sick leave.

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.

Best wishes,



Katherine S. Newman
UC System Provost and
Executive Vice President for Academic Affairs

UC Berkeley Chancellor's Distinguished Professor
of Sociology & Public Policy

cc: President Drake
Executive Vice Chancellors/Provosts
Executive Vice President and Chief Operating Officer Nava
Executive Vice President Rubin
Senior Vice President and Chief Compliance Officer Bustamante
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