



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

December 15, 2022

CHANCELLORS
LABORATORY DIRECTOR MICHAEL WITHERELL
ACADEMIC COUNCIL CHAIR SUSAN COCHRAN
ANR VICE PRESIDENT GLENDA HUMISTON

**Re: Issuance of Revised Academic Personnel Manual (APM) Section 715, Leaves of
Absence/Family and Medical Leave (APM - 715), and Section 760, Family
Accommodations for Childbearing and Childrearing (APM - 760)**

Dear Colleagues:

I am formally transmitting revised Academic Personnel Manual (APM) Sections 715, Leaves of Absence/Family and Medical Leave (APM - 715) and 760, Family Accommodations for Childbearing and Childrearing (APM - 760). The revised policies, effective January 1, 2023, can be found online on the [Academic Personnel and Programs website](#).

The revisions to these policies are substantive changes to reflect an increase in the percentage of income replacement provided by the Pay for Family Care and Bonding (PFCB) pay option offered to eligible employees to apply to qualifying leaves. Approved by the Council of Chancellors on April 6, 2022, PFCB will provide a pay option of eight weeks of income replacement calculated at 100% of eligible earnings to apply to qualifying leaves. For monthly paid employees, PFCB income replacement will increase beginning with the pay period that starts on Jan. 1, 2023. For biweekly paid employees, PFCB income replacement will increase beginning with the pay period that starts on Dec. 25, 2022. Revisions were made to APM - 715 and APM - 760 in order to reflect the increase in the PFCB income replacement calculation from 70% to 100% of eligible earnings, with an effective date of January 1, 2023. All other aspects of these policies will remain the same.

I wish to thank those involved in the consultation of the technical revisions to this important APM policy.

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

December 15, 2022

Page 2

Executive Vice President Byington
Senior Vice President and Chief Compliance Officer Bustamante
Vice Provost Haynes
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
Associate Vice President Matella
Deputy General Counsel Woodall
Executive Director Lin
Executive Director Silas
Chief of Staff and Executive Director Henderson
Chief of Staff Kao
Chief of Staff Levintov
Chief of Staff Peterson
Chief Policy Advisor McAuliffe
Senior Counsel Mastro
Director Anders
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
Analyst Wilson
Administrative Officer Babbitt