

Pay for Family Care and Bonding (PFCB) Frequently Asked Questions (FAQ's)

The following FAQs address specific technical questions leave practitioners may have when setting up a PFCB leave. For answers to general questions about PFCB (eligibility, etc.), see [UCnet PFCB FAQs](#).

Separate Appointments and PFCB

- 1. What if an employee has two separate appointments (“Job A” and “Job B”) and they take block FML in connection with both appointments, applying the PFCB pay option, and then return from FML for Job A but continue their block FML in connection with Job B? Can the employee continue receiving PFCB during the block FML that they are continuing to take in connection with Job B?**

PFCB provides eligible employees with up to eight workweeks of income replacement per calendar year. As long as an employee continues their FML block leave in connection with one job, they can continue receiving PFCB during the FML block leave from that job even though they have returned from FML for their other job. The maximum PFCB available to the employee for the calendar year would still remain eight workweeks.

For example, if the employee has two separate appointments and they take four workweeks of block FML in connection with both appointments applying the PFCB pay option, and then return from FML for Job A but continue their block FML in connection with Job B for another four workweeks, they may continue receiving PFCB during the FML block leave that they are continuing to take in connection with Job B. The amount of PFCB income replacement they would receive while on block FML leave from Job B would be 100% of the employee’s eligible earnings in connection with Job B. After continuing to apply PFCB for the four workweeks of block FML leave from Job B, they would have exhausted their eight workweeks of PFCB available for the calendar year.

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Holiday Pay while Using PFCB

2. **There is a University holiday during a period in which an employee is using PFCB. Should the employee receive holiday pay or PFCB pay for that day? Do those holidays count against the employee's PFCB allotment?**

Effective January 1, 2025, the employee should receive holiday pay for that day (as long as they are otherwise eligible to be paid holiday pay). The time for which an employee receives holiday pay will not be decremented from the employee's PFCB balance. This approach also applies to Postdoctoral Paid Family Leave.

For example, if an employee is using PFCB to remain on pay status during a block Family and Medical Leave for the month of June, the employee would be paid holiday pay instead of PFCB for Juneteenth Day. The time taken on that holiday does not count towards their available allotment of 8 workweeks of PFCB for the calendar year. If the leave equals 4 workweeks, and the employee's normal workweek has 5 working days, the total PFCB used equates to 3 workweeks and 4 days (19 working days total) rather than 4 workweeks (or 20 working days). The employee then has 4 workweeks and 1 day (21 working days total) of remaining PFCB available to use during another qualifying leave in that calendar year.

PFCB Leave Coding

3. **How will PFCB be coded in UC Path?**

UC Path has developed codes for when employees are using PFCB. Refer to the UC Path Job Aid for information on the PFCB codes.

4. **How will PFCB be coded in our time and attendance system?**

Please contact your local Payroll group regarding changes to your local time and attendance system.

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ERIT, Curtailment and Catastrophic Leave Donations

- 5. If an employee is on an ERIT contract while on an approved FML and opts to use PFCB, are they paid at 70% of ERIT earnings or pre-ERIT earnings?**

The employee will be paid 100% of eligible earnings at the pre-ERIT rate of pay.

- 6. If an employee is on an approved FML that includes a University curtailment period where the employee's UC location has temporarily ceased operation and the employee is not expected to report for work, can the employee use PFCB during the curtailment?**

The answer depends on the length of the curtailment period:

- If a curtailment period is one week or longer, the curtailment days do not count against the employee's FML entitlement. Because employees may only use PFCB for qualifying FML leaves, the employee would not be able to use PFCB on those days. Depending on the applicable policy or collective bargaining agreement, the employee may have the option to use accruals if they do not want the curtailment days to be unpaid.
- If the curtailment period is less than one week, the curtailment days would count against the employee's FML entitlement. Therefore, if the employee is using PFCB for a qualifying FML block leave and a curtailment period of less than one week occurs within that block leave, the employee would continue to use PFCB for those curtailment days.