

Guidelines for Health Sciences Compensation Plan

Paid Medical Leave Benefits

The following is intended to provide guidance on leave benefits provided through the Health Sciences Compensation Plan to eligible faculty (“Plan Participants”), and the new partial income replacement option, otherwise known as Pay for Family Care and Bonding (PFCB), effective 7/1/21.

The compensation plan provides two types of paid medical benefits – (1) Childbearing Leave with Pay, and (2) Compensation Plan Paid Medical Leave, that provide salary replacement during qualifying leaves. These leaves benefits run concurrently with Family and Medical Leave (FML) which is unpaid protected leave.

Below are details about the leave benefits and the interplay between them. If you have further questions, please contact your assigned analyst with the Office of Academic Personnel.

Compensation Plan Medical Leave (Compensation Plan Appendix A, Section IX)

Faculty in the Health Sciences Compensation Plan may use up to 90 days of full pay (X, X’+Y) and 90 days of partial pay (total base, X + X’ only) for personal illness, unrelated to childbearing (except in the case of rare, long-term pregnancy disability complications). Using this benefit requires medical certification placing the faculty member on an ongoing or intermittent leave. This benefit is considered a bank of leave time and is available once over a ten-year period.

Childbearing Leave with Pay (Compensation Plan Appendix A, Section VII)

Childbearing leave is provided for a Plan Participant who holds a 12-month appointment and bears a child or children, regardless of academic series or months of service. The Plan Participant will be granted 90 days of paid leave at full pay (X, X’+Y), excluding clinical incentives and bonuses.

Childbearing leave is the time the Plan Participant is temporarily disabled because of pregnancy, childbirth, or related medical conditions (APM 760-25). If the period of temporary disability related to pregnancy, childbirth, or related medical conditions lasts less than 90 days, the remaining period of paid leave (for a leave in progress), may be used for bonding, up to the maximum period of 90 days.

Paid childbearing leave will be allocated in one 90-day block. If the Plan Participant cannot return after the 90-day period of childbearing leave and qualifies for additional leave on the basis of medical need, the period of childbearing leave may be followed by extended medical leave, and if necessary, any disability benefits which may apply. At the direction of the Plan Participant’s health care provider, the childbearing leave may be allocated in intermittent periods to cover pregnancy disability (if the participant chooses not to utilize the compensation plan medical leave), consistent with the provider’s medical recommendations and the Plan Participant’s eligibility for Family and Medical Leave. If childbearing leave is applied intermittently during pregnancy, then the remainder of paid childbearing leave will be allocated in one block equal to 90 days minus the number of days used intermittently during pregnancy.

Pay for Family Care and Bonding (APM 760-27d.1)

PFCB is a partial income replacement option for up to eight (8) workweeks per calendar year at 70% of base and X component (X and X') for eligible academic appointees who are required to take leave in order to care for their family members. It is not intended to replace or be used as a consecutive paid leave when the compensation plan already provides a greater benefit than PFCB.

To be eligible for PFCB, an academic appointee must be on an approved block family and medical leave taken for a qualifying reason, and the appointee must take the leave in a block minimum of one workweek.

For purposes of childbearing leave, although the Plan Participant may qualify for the PFCB option, policy provides that the paid childbearing leave through the compensation plan offers the greater salary benefit and, therefore, is the available option to the Plan Participant. If the appointee elects to use the paid childbearing leave, the appointee's leave entitlement would be decremented, and the PFCB entitlement would also be decremented.

Further details regarding PFCB can be found at the following:

- <https://ucnet.universityofcalifornia.edu/compensation-and-benefits/other-benefits/pay-for-family-care-bonding.html>
- <https://aadoes.ucdavis.edu/policies/leaves/2021-06-29-pfcb-apm-language.pdf>