



OFFICE OF THE PROVOST AND  
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

December 19, 2024

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

**Re: Issuance of Technical Revisions to Academic Personnel Manual (APM) Section 240 (APM - 240), Deans; 246 (APM - 246), Faculty Administrators (100% Time), 700 (APM - 700), Leaves of Absence/General; 711 (APM - 711), Reasonable Accommodation for Academic Appointees with Disabilities; 715 (APM - 715), Leaves of Absence/Family and Medical Leave; 730 (APM - 730), Leaves of Absence/Vacation; 759 (APM - 759), Leaves of Absence/Other Leaves Without Pay; and 760 (APM - 760), Family Accommodations for Childbearing and Childrearing**

Dear Colleagues:

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

- APM - 240, Deans
- APM - 246, Faculty Administrators, (100% Time)
- APM - 700, Leaves of Absence/General
- APM - 711, Reasonable Accommodation for Academic Appointees with Disabilities
- APM - 715, Leaves of Absence/Family and Medical Leave
- APM - 730, Leaves of Absence/Vacation
- APM - 759, Leaves of Absence/Other Leaves Without Pay
- APM - 760, Family Accommodations for Childbearing and Childrearing

The revised policies, effective January 1, 2025, may be found online on the [policy revision webpage](#).

### **Background**

Policy revisions to APM - 710, Leaves of Absence/Paid Sick Leave/Paid Medical Leave, which expanded paid sick leave for academic appointees, were issued on May 31, 2024, with an effective date of January 1, 2025. The revisions issued today, effective January 1, 2025, are made to align other leaves policies with the revisions to APM - 710, update references to the names of Regents Policy 7303, APM - 025 and APM - 758, and to clarify and align policy with current University practice.

The comments submitted as part of management consultation were largely supportive of these changes and, after discussion with UC Legal, 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 - 240, Deans, to incorporate revisions previously made to APM-710, update names of APM - 025 and APM - 758, and to clarify that affirmative action plans apply to employment;
- Technical revisions to APM - 246, Faculty Administrators (100% Time), to incorporate revisions previously made to APM - 710 and to update the name of APM - 025;
- Technical revisions to APM - 700, Leaves of Absence/General, to update names of Regents Policy 7303, APM - 710, and APM - 758;
- Technical revisions to APM - 711, Reasonable Accommodation for Academic Appointees with Disabilities; to update the names of APM - 710, APM - 758, and the reference to APM - 760, and clarifying revisions to align with legal requirements and University practice;
- Technical revisions to APM - 715, Leaves of Absence/Family and Medical Leave, to incorporate revisions previously made to APM - 710;
- Technical revisions to APM - 730, Leaves of Absence/Vacation, to clarify vacation accrual and use during a curtailment leave and to change “Memorandum of Understanding” to “Collective Bargaining Agreement;”
- Technical revisions to APM - 759, Leaves of Absence/Other Leaves Without Pay, to update the name of APM - 710;
- Technical revisions to APM - 760, Family Accommodations for Childbearing and Childrearing, to incorporate revisions previously made to APM - 710, clarify eligibility for parental bonding leave as family and medical leave is up to twelve workweeks in a calendar year, and to comply with legal requirements regarding accommodations related to pregnancy, childbirth, and related medical conditions; and
- Technical revisions to APM - 730, Leaves of Absence/Vacation, and APM-760, Family Accommodations for Childbearing and Childrearing, to change “Memorandum of Understanding” to “Collective Bargaining Agreement.”

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,



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

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

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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  
Vice President Brown  
Vice President and Chief of Staff Kao  
Interim Vice Provost Haynes  
Vice President Gullatt  
Vice President Lloyd  
Vice President Maldonado  
Academic Council Vice Chair Palazoglu  
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Deputy Provost Lee  
Deputy General Counsel Woodall  
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Associate Vice President McRae  
Chief Policy Advisor McAuliffe  
Associate Vice Provost Jennings  
Executive Director Anders  
Executive Director Lin  
Executive Director Teaford  
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Deputy Chief HR Officer and Chief of Staff Henderson  
Chief of Staff Levintov  
Principal Counsel Mastro  
Director Chin  
Director Weston-Dawkes  
Associate Director Woolston  
Assistant Director LaBriola  
Assistant Director Wulff  
HR Manager Crosson  
Policy Analyst Durrin  
Policy Analyst Miller  
Policy Analyst Wilson