



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

June 2, 2023

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

Re: Issuance of Revisions to 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 issuing revised Academic Personnel Manual (APM) section 715, Leaves of Absence/Family and Medical Leave (APM - 715) and APM section 760, Accommodations for Childbearing and Childrearing, (APM - 760), effective immediately. The revised APM - 715 and APM - 760 may be found online on the [Academic Personnel and Programs website](#).

On September 29, 2022, Governor Newsom signed AB1041 which permits employees to take leave under CFRA to care for a “designated person” with a serious health condition. This legislation went into effect January 1, 2023. The technical revisions to APM - 715 and APM - 760 are necessary to bring the policies into compliance with the CFRA amendment and to clarify that PFCB is not a pay option available during leave to care for a designated person. Revisions were made to the following policy sections:

- **715-0 Policy**

Added designated person and defined designated person.

- **715-16, Duration and Timing of Family and Medical Leave**

Added designated person.

- **715-20, Pay Status**

- Clarified that PFCB is not a pay option available during leave to care for a designated person.
- Added designated person under Other Pay Options During a Family and Medical Leave to section b.

- **715-30, Notice and Certification**

Added designated person.

- **760-27, Childbearing Leave**

Clarified that PFCB is not a pay option available during leave to care for a designated person.

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
Provost and
Executive Vice President for Academic Affairs

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

Enclosure

cc: President Drake

Executive Vice Chancellors/Provosts

Executive Vice President and Chief Operating Officer Nava

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

Deputy General Counsel Woodall

Associate Vice Provost Lee

Associate Vice President Matella

Executive Director Lin

Chief of Staff Kao

Chief of Staff and Executive Director Henderson

Chief of Staff Beechem

Chief of Staff Levintov

Chief Policy Advisor McAuliffe

Principal Counsel Mastro

Director Anders

June 2, 2023

Page 3

Director Roller
Director Sykes
Associate Director DiCaprio
Associate Director Weston-Dawkes
Associate Director Woolston
Assistant Director LaBriola
Labor Relations Manager Cortez
Labor Relations Manager Garza
HR Manager Crosson
Administrative Manager Garcia
Policy Analyst Durrin
Policy Analyst Miller
Policy Analyst Wilson
Administrative Office Babbitt