

## Pay for Family Care and Bonding

Employee Group	Union	Current	January 1, 2023	Agreements
Non-Represented Academic/Staff	None	8 weeks – FML qualified – 70%	8 weeks – FML qualified – 100%	Policy
Clerical	Teamsters	8 weeks – FML qualified – 70%	8 weeks – FML qualified – 100%	Leaves Article
Service	AFSCME 3299	8 weeks – FML qualified – 70%	Closed	Side Letter
Patient Care	AFSCME 3299	8 weeks – FML qualified – 70%	Closed	Side Letter
Nurses	California Nurses Association	8 weeks – FML qualified – 70%	8 weeks – FML qualified – 100%	Leaves Article
Police	FUPOA	8 weeks – FML qualified – 70%	Closed	Side Letter
Technical	UPTA	8 weeks – FML qualified – 70%	Closed	Side Letter
Research	UPTA	8 weeks – FML qualified – 70%	Closed	Side Letter
Healthcare Prof'l	UPTA	8 weeks – FML qualified – 70%	Closed	Side Letter
Physicians & Dentists	UAPD	8 weeks – FML qualified – 70%	Closed	Side Letter
ASEs	UAW	6 weeks – 100%	In bargaining	Leaves Article
GSRs	Now UAW	6 weeks – 100%	In bargaining	Policy
Postdocs	UAW	4 weeks – 100%	8 weeks at 100%*	Leaves Article
Academic Researchers	UAW	8 weeks – FML qualified – 70%	8 weeks – FML qualified – 100%*	Leaves Article
Lecturers	UC-AFT	4 weeks – 100%	Closed	Leaves Article
Librarians	UC-AFT	8 weeks – FML qualified – 70%	Closed	Side Letter
Interns & Residents	CIR-SEIU Local Units	6 weeks – 100%	In bargaining	Leaves Articles

\*Tentative Agreement – mid-ratification