

From: [AS00](#) on behalf of [Academic Senate](#)
To: ["AS00@uci.edu"](mailto:AS00@uci.edu)
Subject: Sick/Paid Medical Leave for Childcare for Fall Quarter 2020
Date: Wednesday, September 23, 2020 1:27:30 PM
Attachments: [ATT00001.txt](#)

Dear Colleagues:

The message below is sent on behalf of Vice Provost for Academic Personnel Diane O'Dowd.

Best Wishes,

Jeffrey Barrett, Chair
Academic Senate, Irvine Division

In recognition of the ongoing challenges presented by the COVID-19 pandemic, the University of California Office of the President (UCOP), in September 2020, announced a temporary exception to allow academic appointees to use the sick/paid medical leave benefits if they are unable to work or telework because their children are not able to physically attend their school or place of care due to COVID-19 precautions during Fall 2020. This provision is in effect immediately and through December 31, 2020. UCOP is not providing any funding for replacement instructors.

Eligibility and Use of Sick/Paid Medical Leave

Appointees covered by [APM-710](#):

- **Faculty who do not accrue sick leave** are permitted to request one (1) course reduction or release from major service obligations in Fall 2020, for childcare reasons due to the COVID-19 precautions. If approved, four (4) weeks will be deducted from their paid medical leave benefit.
 - Faculty with 10 years or less of UC service have 2 quarters (24 weeks within this first 10-year period) of paid medical leave.
 - Faculty with more than 10 years of service have 3 quarters (36 weeks within each subsequent 10-year period) of paid medical leave.
- **Academic appointees who accrue sick leave** may request to use accrued sick leave for childcare reasons due to the COVID-19 precautions.
- *Health Science Compensation Plan (HSCP) faculty are not eligible for this leave as they fall under the provisions of APM-670.*

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Represented Appointees:

- **Appointees covered by** the [Librarian \(LX\)](#), [Postdoctoral Scholar \(PX\)](#), and [Academic Researcher \(AR\)](#) labor contracts may request to use accrued sick leave for childcare reasons due to the COVID-19 precautions.
- *Subject to collective bargaining, the use of sick leave for childcare is currently not available to those appointed in the Lecturer titles (Unit 18).*

- Academic Student Employees (ASEs) do not accrue sick leave and are therefore not eligible for this temporary policy exception.
- Note that there are other provisions for ASEs related to leave for childcare reasons, including a temporary exception to the ASE Childcare Reimbursement. For more information please visit: https://ap.uci.edu/wp-content/uploads/TempFall2020-Exception_-ASEGSRchildcare.pdf

How to Request Sick/Paid Medical Leave for Childcare for Fall Quarter 2020

1. Complete [UCI-AP-76 Form](#):
 - For Type of Leave, select “APM-710 sick leave/paid medical leave for COVID-19.”
 - For other sources of income while on leave:
 - for those accruing sick leave, put down hours to be used;
 - for those not accruing sick leave, check the box labeled “APM-710 paid medical leave.”
 - Provide age/name of children needing care; name of the school/place of care and their closure status; and other relevant information (e.g. choosing virtual school due to COVID-19 health concerns).
 - Submit form to Chair and/or Principal Investigator for approval. The department will forward to Dean for approval.
2. School/Unit submits signed UCI-AP-76 form to the Office of Academic Personnel.
3. Final approval of leave request rests with the Vice Provost for Academic Personnel. Decision regarding leave request will be communicated to requestor via School/Department.

If you have further questions, please contact your School’s [Academic Personnel Analyst](#). If you have problems opening AP forms, please visit [this page](#) for assistance.

Sincerely,

Diane K. O’Dowd

Vice Provost for Academic Personnel