



Pay for Family Care and Bonding (PFCB)

The University of California will provide up to eight weeks of pay for employees on approved leave starting July 1, 2021 at no expense to employees. This summary is subject to change. For more extensive definitions related to Family Medical Leave (FML) and qualifications, please refer to your contract--Hx Article 14, Rx Article 18, Tx Article 18

The PFCB benefit renews every calendar year if you meet the qualifications stated in your contract and outlined in this document.

Requirements

- You meet qualifications for FML (employed 12 months, worked 1250 hours)
- You are on an approved block of leave for the following conditions:
 - Family and Medical Leave (FML) for the care of a family member with a serious health condition as certified by a physician
 - Parental Bonding after the birth or placement of a child
 - Military Caregiver Leave (care of a qualifying family member who is a covered servicemember undergoing medical treatment)
 - Qualifying Exigency Leave (leave for dealing with the deployment of a family member's military deployment or ceremony)
- You are required to use this paid leave in time blocks of at least one workweek. You cannot use it to cover something less than a week.
- If you are elected to use PFCB for an extended leave, you must continue to use it until you have exhausted eight weeks or your qualifying FML block leave ends. You cannot switch between PFCB and accrued leave.
 - If you return to work before you have used up all eight weeks, the remainder of your time will still be available during that calendar year.
 - You can use your leave for intermittent FML so long as you use it in blocks of at least one week. For example, you can take one week, return to work for a time, then use PFCB for another leave so long as each usage is a minimum of one week.
- You cannot supplement your leave income with accrued paid leave such as sick, vacation, paid time off (PTO), or compensatory time off (CTO).

Benefit Summary

- PFCB provides 70% of your base salary
 - Excluded: Shift differential, overtime, certification pay, on-call differential, or any other pay above and beyond your base salary
- Your fixed appointment rate determines your pay rate.



- If you work above your appointment, your additional hours will not be in this benefit.
- If your appointment is variable, UC will calculate your eligible earnings based on your hours worked averaged over the last three months or six pay periods before your leave.
- Your pay is fully taxable income, and all benefit premiums and taxes will be taken out, effectively reducing your take-home pay by approximately 30%.
- Your benefit accrual and service credit are calculated based on 70% of time worked. You will continue to accrue sick, vacation, and service credit while on leave.
- If the percentage of time you work falls below 50%, your benefit coverage may be impacted. If you are at 70% and your service credit is reduced to 70%, you are now only at 49% and may lose benefit eligibility.

Limits

- You cannot use it for your own illness
- It is only available for the conditions listed on the prior page and no other leave options

Q&A

Q. Do Per Diems Qualify?

A. Per Diems are eligible for this benefit so long as they have done 12 months of service and worked 1250 hours before the event.

Q. Why does FML allow up to 12 weeks of leave, but this only pays for up to eight weeks?

A. FML leave protects your job for up to 12 weeks so you can care for a family member, but it does not provide any salary during that time unless it is for your medical issue. The University chose to limit the amount of time covered to eight weeks. It's a start. We will work to negotiate more for the next contract!

Q. How does this work with maternity leave?

A. PFCB is not for the time before and immediately following the birth of a child. It can provide pay after your six to eight weeks of maternity leave for bonding with your child. Parental bonding time is up to 12 weeks. PFCB can provide income for eight of those 12 weeks.

Q. Would this be a better option than LWOP? If you have accrued leave, would you be paid higher with that?

A. Correct. If you have a large bank of accrued leave, you can use that leave and receive full pay, including any shift differential. PFCB provides a reduced level of compensation, but some pay is always better than leave without it.

Q. Can we use all our vacation/sick leave, then take leave at 70% of salary?



A. Yes, you can choose to use your leave first and then go onto PFCB. You cannot use PFCB for a few weeks, then use your leave. If you go onto PFCB, you must exhaust all eight weeks before going back to accrued leave.

Q. Does this protect your job like FML?

A. FML protects your position but provides no pay. PFCB provides compensation during FML for the situations stated previously. They work together.

Q. Is there anything retroactive built into this? My daughter was born in early December 2020 and I used all of my sick time during that period.

A. This leave is not retroactive. However, if you had an event before July 1, you may still have some option to use this pay coverage. For example, Parental Bonding Leave allows you to use it within 12 months of the birth or placement of a child. If you didn't exhaust your 12 weeks of benefit, you can use PFCB on or after July 1 to take any remaining pay, so long as you have at least one week of bonding remaining.

Q. Can I use this for the care of a family member who lives abroad?

A. Where your family lives isn't a factor. What matters is that they are a qualified family member (child, parent, spouse, same or opposite-sex domestic partner).

DISABILITY	PAY FOR FAMILY CARE AND BONDING
For your own illness	For the care of qualifying family or bonding with a new child
60% of your base pay	70% of your base pay
Income is paid by a third party, normal deductions such as taxes and retirement do not come out	Paid directly to you by the University, all standard deductions apply
Does not count towards time in service nor accrual of benefits such as sick and vacation	Receive prorated benefit accrual and time in service towards retirement
You can qualify for medical disability insurance payments when certified by a doctor. You may not necessarily qualify for FML protection of your position	Must have 12 months and 1250 hours of service to qualify