

Date: *Updated April 19, 2023*
November 1, 2021

To: Deans

From: Daniel Jeske, Vice Provost for Academic Personnel



Cc: Elizabeth Watkins, Provost and Executive Vice Chancellor
Kiersten Boyce, Associate Vice Chancellor and Chief Compliance Officer
Mariam Lam, Vice Chancellor and Chief Diversity Officer
Academic Personnel Office
Academic Senate Office
Academic Personnel Directors

Re: Pay for Family Care and Bonding

The Pay for Family Care and Bonding (PFCB) program, effective July 1, 2021, gives employees the option to replace some of the income they would otherwise lose during their approved leave.

Beginning in 2023, the PFCB pay option will provide income replacement of 100% of eligible earnings for up to eight workweeks per calendar year. This is an increase from the 70% income replacement offered through 2022.

Employees who qualify for PFCB can receive this benefit. To qualify, the Family and Medical Leave (FML) leave must be taken in a block of one workweek or more, for any of the following purposes:

- Care for a family member with a serious health condition
- Bonding with a new child
- Military Caregiver Leave
- Qualifying Exigency Leave

PFCB is not an option if an employee is taking FML for their own serious health condition or pregnancy disability.

We are pleased to support this program at UCR. And in consultation with Provost Watkins, we are keeping the following benefits for faculty that are in place at UCR prior to the implementation of this program.

- For birth mothers, one (1) quarter paid childbearing leave
- For childrearing and parental leave, faculty can choose between one (1) quarter of paid parental leave or one (1) quarter of Active Service Modified Duties (ASMD); runs concurrently with PFCB entitlement
- For a medical leave for a family member with a serious health condition, faculty are eligible for one (1) quarter of paid leave as long as they have FML and California Family Rights Act (CFRA) entitlements available; runs concurrently with PFCB entitlement

For represented employees, please refer to your unit's collective bargaining agreement.

For member of the Health Sciences Compensation Plan (HSCP), please refer to the current HSCP implementing procedures.

Please share this information with your department chairs and faculty. For questions or more information, send an email to vpap@ucr.edu or apomail@ucr.edu.

References:

- [UC Pay for Family Care and Bonding](#)
- [UC PFCB FAQs](#)
- [APM \(Academic Personnel Manual\) - 715 \(Leaves of Absence/Family and Medical Leave\) \(pdf\) and 760 \(Family Accommodations for Childbearing and Childrearing\) \(pdf\)](#)
- [UCR Academic Leaves of Absence Guidelines](#)
- [UCR Work/Life Balance Initiative](#)