

----- Forwarded message -----

From: **VPAP UCR via Faculty** <faculty@scotmail.ucr.edu>
Date: Tue, Jan 21, 2025 at 8:20 AM
Subject: [Faculty] Paid Sick Leave for Academic Appointees
To: <faculty@scotmail.ucr.edu>
Cc: VPAP UCR <vpap@ucr.edu>

Dear Colleagues,

In another step forward for UC's support of work-life integration, UC has changed its policies to expand access to paid sick leave.

Per [APM 710](#): "Eligible faculty members (as defined in [APM 110-4\(15\)](#)), as well as Agronomists, Astronomers, Curators, and "by agreement" appointees in university extension pursuant to [APM 600 - Appendix 9](#), do not accrue paid sick leave. However, as of January 1, 2025 these appointees are granted a bank of six (6) days of paid sick leave per calendar year.

The paid sick leave bank is distinct and separate from paid medical leave, which is described in [APM 710-11](#). The paid sick leave bank does not take away the current flexibility faculty have with their schedules. For example, a brief illness that interferes with the ability of a faculty to deliver a lecture can still be addressed according to current departmental practice. If you need to report usage of paid sick leave, please contact the academic personnel staff in your Dean's office.

Any unused paid sick leave days in the bank expire each December 31 (or earlier if the appointment ends before then), and a new bank of six (6) days of paid sick leave is available each January 1. The paid sick leave bank can be used for reasons beyond personal illness, injury or disability. For example, the paid sick leave days can be used to care for a family member. See [APM 710-13](#), [APM 710-20](#), and [APM 710-22](#) for key details. For Health Sciences Compensation Plan participants, please refer to the most current School Implementing Procedures.

UC intends to expand paid leave options for sick leave purposes for represented academic appointees, subject to applicable collective bargaining requirements. Systemwide Labor Relations is working with bargaining unit representatives to provide this expansion. As agreements are reached, those agreements will be distributed by Systemwide Labor Relations and training materials will be updated accordingly.

Sincerely,
Daniel Jeske
Vice Provost of Academic Personnel

References:

[APM 710 Leaves of Absence/Paid Sick Leave/Paid Medical Leave effective January 1, 2025](#)
[UCnet Expansion of Paid Sick Leave](#)

Faculty mailing list
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