



OFFICE OF THE PRESIDENT
1111 Franklin Street
Oakland, California 94607-5200

October 10, 2024

ASSISTANT VICE PROVOSTS/ASSISTANT VICE CHANCELLORS FOR ACADEMIC
PERSONNEL
CHIEF HUMAN RESOURCE OFFICERS

RE: Implementation of Expanded Paid Sick Leave

Dear Colleagues:

As you are aware, the University is expanding access to paid sick leave for employees effective January 1, 2025.

Policy and CBA Changes

The policy changes to [PPSM-2.210 \(Absence from Work\)](#) and [APM - 710 \(Leaves of Absence/Paid Sick Leave/Paid Medical Leave\)](#) were issued on May 31, 2024 and will take effect on January 1, 2025. Changes include:

- Expansion of eligibility for paid sick leave, including ensuring that part-time employees have access to paid sick leave;
- Expansion of the reasons for which an employee may use paid sick leave;
- Provision of “protected” paid sick leave so that an employee may be entitled to take the leave for a qualifying reason; and
- Extension of the period during which paid sick leave may be reinstated if an employee is reemployed after a separation from employment.

Systemwide Labor Relations is working with bargaining unit representatives to expand paid leave options for sick leave purposes for represented employees, subject to applicable collective bargaining requirements.

Training and Implementation Resources

Locations are responsible for communicating location-specific information to employees, such as time and attendance system changes required to enable employees to designate whether they are recording protected paid sick leave or paid sick leave.

Location training information and implementation resources will be available on the [UC Expanded Paid Sick Leave – Location Implementation Resources Box site](#). The first resource on this site is a PowerPoint slide deck that describes policy changes applicable to different employee groups and provides implementation updates. Locations may use these slides to deliver

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trainings about the upcoming changes to those who will be responsible for administering paid sick leave. Additional resources will include updated UCPath job aids and materials applicable to represented employees, and resources will be updated as needed.

An employee-focused UCnet website and employee FAQs regarding the paid sick leave expansion will be available in late October.

Q&A Sessions

In addition to the resources described above, Systemwide Academic Personnel, Systemwide HR, and UC Legal will provide three Q&A sessions for location administrators in October and November:

**Wednesday, October 23,
2024**

10:00-11:00 am

[Registration Link](#)

**Wednesday, November 6,
2024**

10:00 am-11:00 am

[Registration Link](#)

**Tuesday, November 19,
2024**

11:00 am-12:00 pm

[Registration Link](#)

Please submit questions when you register or email them to ExpandedSickLeave@ucop.edu. Questions should be submitted at least three days in advance of the Q&A session you plan to attend.

Thank you for your partnership on this important step forward for UC's support of work-life balance. We encourage you to prioritize implementation efforts this fall in preparation for the January 1 effective date of this expansion.

Sincerely,



Dianna Henderson
Deputy CHRO and Chief of Staff
Systemwide Human Resources



Amy Lee
Deputy Provost
Systemwide Academic Personnel



Melissa Matella
Associate Vice President of Systemwide Employee and Labor Relations
Systemwide Human Resources

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cc: Interim Vice Provost Haynes
Vice President Lloyd
Associate Vice President and Systemwide Controller Cevallos
Deputy General Counsel Woodall
Senior Principal Counsel Mastro
Executive Director Anders
Executive Director Holguin
Executive Director Teaford
Executive Director Turner
Deputy Executive Director Maule
Director Chin
Director Ruiz
Director Weston-Dawkes
Manager Berton
Communications Manager Welsh
Policy Specialist Norris
Team Lead Espinoza
Analyst Williams
Disability Managers
HR Policy Coordinators
Labor Relations Directors
Leave Administrators
Payroll Directors