

# Reproductive Loss Leave Implementation

Reproductive Loss Leave usage needs to be tracked. At this time, steps are being taken to program this leave type in UCPath. Additionally, Academic Affairs is in the process of adding a leave type to MyInfoVault (MIV). Until the leave type becomes available in MIV, requests will need to be submitted via email/hard copy along with the Reproductive Loss Leave Form. Academic Affairs will notify deans' offices as soon as a Reproductive Loss Leave request can be submitted in MIV.

**Approval Authority:** Vice Provost for Academic Affairs

**Pay Status:**

- APM-covered academic appointees may elect to use accrued vacation leave, sick leave, and/or paid medical leave (if applicable) for pay during a Reproductive Loss Leave.
- For academic appointees who do not accrue sick leave, Chancellors may grant leave with pay for all or part of a Reproductive Loss Leave. *We encourage schools/colleges to implement consistent pay practices for Reproductive Loss Leave as they would for Bereavement Leave.*
- Represented academic appointees may elect to use the following options (if available and as applicable depending on the appointee's collective bargaining agreement) for pay during a Reproductive Loss Leave: accrued vacation, sick leave, personal leave, personal time off, paid medical leave, short-term leave, and/or long-term leave.

## Reproductive Loss Leave FAQs

**Who is eligible for UC's Reproductive Loss Leave?**

To be eligible for Reproductive Loss Leave, an employee must have been employed by the University for at least 30 calendar days prior to the start of the leave.

**How long after a reproductive loss can an employee take leave?**

In general, an eligible employee must complete the Reproductive Loss Leave within three months of the reproductive loss. But if the employee is taking leave under any state or federal leave entitlement (such as the Family and Medical Leave Act, the California Family Rights Act, and/or California's Pregnancy Disability Leave Law), prior to or immediately following the reproductive loss, then the employee must complete the Reproductive Loss Leave within three months of the end date of the other leave.

**Can an employee who experienced a reproductive loss before January 1, 2024, take this leave?**

An eligible employee who experienced a reproductive loss toward the end of 2023 may be eligible to use this leave in 2024, if the employee completes the leave within the three-month window described above. For example, an eligible employee who experienced a reproductive loss (or ended a leave as described above) on October 5, 2023, may take Reproductive Loss Leave from January 1-5, 2024. An eligible employee who experienced a reproductive loss (or ended a leave as described above) on October 1, 2023, may take one day of Reproductive Loss Leave, on January 1, 2024.

**What are the rules regarding how many times an employee can take reproductive loss leave?**

If an eligible employee experiences more than one reproductive loss, the employee may take up to a total of 20 days of Reproductive Loss Leave within a calendar year (up to 5 days for each reproductive loss). Reproductive Loss Leave may be taken on consecutive or nonconsecutive days.

**Is Reproductive Loss Leave paid or unpaid?**

Reproductive Loss Leave is unpaid, but employees may elect to use certain paid leave options to remain on pay status during this leave (depending on the policy or collective bargaining agreement that applies to the employee).

**Is Reproductive Loss Leave confidential?**

The University will maintain the confidentiality of any employee requesting Reproductive Loss Leave and will not disclose such information except to internal personnel or counsel as necessary or as required by law.