Leave Changes to the UCSD HSCP Implementing Procedure

EFFECTIVE JULY 1, 2023
Faculty who are members of the HSCP are eligible.

- Specific leave types have different eligibility requirements.
- MSPs Staff Physician leaves are covered under PPSM policy, not the HSCP.
- HSCP faculty members must have a 50% or higher appointment to be eligible for benefits.
  - This applies to UC/VA split faculty. The UCSD portion of their appointment must be at least 50%.
  - Benefits are prorated based on % time.
Effective July 1, 2021 there were substantive revisions to the APM 700 series issued. These changes included APM-760, Family Accommodations for Childbearing and Childrearing:

• Increased paid childbearing leave up to 8 weeks
• Introduction of the Pay for Family Care and Bonding (PFCB)
• Codified bereavement and jury duty leaves

The length of Childbearing and Parental Bonding leave has not changed and is protected by law. Only the pay options have changed.
Review of job protected, unpaid, leave statues

Federal: Family and Medical Leave Act (FMLA)
  • Up to 12 weeks for birth of child and bonding

State: California’s Pregnancy Disability Leave Law (PDLL)
  • Up to 4 months of leave for pregnancy disability (concurrent with FMLA)

State: California Family Rights Act (CFRA)
  • Up to 12 weeks of leave for parental bonding (concurrent with FMLA, consecutive with PDLL)

Summary:
• Birth parent eligible for up to 7 months protected leave for Pregnancy Disability/Childbearing/Parental Bonding
• Non-birth parent eligible for up to 12 weeks protected leave for Parental Bonding
Changes to UCSD HSCP Implementing Procedures - Leaves

UCSD’s 2023 HSCP revision provides uniform and equitable pay options for the following leave types:

- Extended Illness Leave
- Childbearing Leave
- Childrearing Leave (Parental Bonding)
- Bereavement Leave
- Jury Duty leave

The funding pool for paid leaves in the 2023 revised HSCP Implementation plan has changed to a centralized model to provide uniform and equitable pay options.
Terms for Pay Options

Salary Replacement Options

HSCP, Health Sciences Scale Base Salary
X, X'  
HSCP, Pre-incentive Salary
X, X', Y, Guaranteed Z

PFCB = Pay for Family Care and Bonding
X, X'

Vacation
X, X', Y

Leave without Pay

Disability Coverage

Funding Pools

HSCP
- Centralized funding pool pays X, X’, Y
- Department is responsible for paying any GZ for leaves.
- Some department’s use Guaranteed Z (ie. Negotiated Z, Pre-incentive Z, Guaranteed Z, GtdZ, and GZ). Z pay without bonuses or incentives

PFCB
- Centralized payment model with cost reimbursement through the CBR
- Pays up to 8 weeks at X, X'

Vacation
• Vacation pool pays X, X’, Y
<table>
<thead>
<tr>
<th>Type of Leave</th>
<th>2016 HSCP</th>
<th>2021-22 APM Revision</th>
<th>2023 HSCP Revision</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Leave length</td>
<td>Leave length</td>
<td>Leave length</td>
</tr>
<tr>
<td>Childbearing</td>
<td>Min 6 weeks</td>
<td>Up to 8 weeks</td>
<td>12 weeks (including</td>
</tr>
<tr>
<td></td>
<td>X, X’, Y</td>
<td>HSCP</td>
<td>parental bonding)</td>
</tr>
<tr>
<td>Parental Bonding</td>
<td>Up to 6 weeks</td>
<td>At will a</td>
<td>1st Block of up to 6</td>
</tr>
<tr>
<td></td>
<td>X, X’</td>
<td>HSCP or PFCB b</td>
<td>weeks</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2nd Block of up to 6</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>weeks</td>
</tr>
<tr>
<td>Extended Illness</td>
<td>Up to 6 weeks</td>
<td>6 weeks</td>
<td>6 weeks every 10 yrs</td>
</tr>
<tr>
<td></td>
<td>X,X’</td>
<td>HSCP</td>
<td>X, X’, Y, GtdZ</td>
</tr>
<tr>
<td>Bereavement</td>
<td>Not in HSCP</td>
<td>Up to 10 days</td>
<td>Up to 10 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td>X, X’</td>
<td>X, X’</td>
</tr>
<tr>
<td>Jury Duty</td>
<td>Not in HSCP; PPM=While serving</td>
<td>While serving</td>
<td>While serving</td>
</tr>
<tr>
<td></td>
<td></td>
<td>X, X’</td>
<td>X, X’</td>
</tr>
</tbody>
</table>

a Total allowed up to 12 weeks in 2 week blocks

b PFCB up to 8 weeks at 100% X, X’
## Comparison of 2016 & 2023 HSCP Childbearing and Parental Bonding

### Birth parent: Childbearing (CBL) and Parental Bonding (PBL)

<table>
<thead>
<tr>
<th>2016 HSCP</th>
<th>2023 HSCP</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>6 weeks CBL</strong></td>
<td><strong>12 weeks HSCP (CBL/PBL)</strong></td>
</tr>
<tr>
<td><strong>6 weeks PBL</strong></td>
<td><strong>Balance of PBL</strong></td>
</tr>
<tr>
<td>PBL: X, X’</td>
<td>PBL: no pay</td>
</tr>
</tbody>
</table>

### Non-birth parent: Parental Bonding (PBL)

<table>
<thead>
<tr>
<th>2016 HSCP</th>
<th>2023 HSCP</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>6 weeks PBL</strong></td>
<td><strong>6 weeks PBL</strong></td>
</tr>
<tr>
<td>PBL: X, X’</td>
<td>PBL: X, X’</td>
</tr>
<tr>
<td>PBL: no pay</td>
<td>PBL: no pay</td>
</tr>
</tbody>
</table>
Some departments use “guaranteed Z” (GZ) instead of Y.

Pre-incentive pay = X + X’ + Y + GZ, Covered Comp = X + X’
Example 1: Birth Parent, HSCP & PFCB pay interaction

A birth parent is eligible for 8 weeks of Childbearing Leave (CBL) and 12 weeks of Parental Bonding Leave (PBL). What pay options do they have for this leave?

Policy Reminders!

- HSCP and PFCB pay options decrement each other and are reduced by the amount paid while on a leave, not by the amount of time on leave.
- Faculty member must be eligible for FMLA/CFRA to use PFCB.
- The HSCP 12 week pay option has to be taken in a block.
**Example 1: Birth Parent, HSCP & PFCB pay interaction**

1. Determine what the total PFCB pay benefits (8 weeks).

\[(X, X') = \$60/hr \times 320hr = \$19,200.00\]

2. Determine what HSCP pay benefit is left over after 8 week CBL. In this case 4 weeks of the 12 week block for PBL.

\[(X, X', Y, \text{Gtd} Z) = \$100/hr \times 160hr = \$16,000.00\]

3. PFCB and HSCP decrement each other. How much paid leave is left?

\[
\begin{align*}
\text{PFCB available} & = \$19,200 \\
\text{HSCP used} & = \$16,000 \\
\text{PFCB available by pay} & = \$3,200 \text{ or } 7 \text{ days}
\end{align*}
\]

4. The remaining 6 weeks, 3 days of PBL can be covered by vacation or No Pay. If vacation is used, how much would total pay while on PBL leave be?

\[
\begin{align*}
\text{HSCP used} & = \$16,000 \\
\text{PFCB used} & = \$3,200 \\
\text{Vacation used} (X, X', Y) & = \$75/hr \times 264hr = \$19,800 \\
\text{total PBL pay} & = \$39,000
\end{align*}
\]
Example 1: Birth Parent, HSCP & PFCB pay interaction

**Requested leaves**

**Option using HSCP Block first**
- 8 weeks CBL w/ HSCP
- 4 weeks PBL w/ HSCP
- 7 days PFCB
- 6 weeks, 3 days vacation

**Option using PFCB only for PBL**
- 8 weeks CBL w/ HSCP
- 8 weeks PBL w/ PFCB
- 4 weeks vacation

**Birth parent leave**

12 weeks HSCP block

- 12 weeks HSCP block
- 8 weeks PBL

PFCB pay option decremented by HSCP in this option. Total pay depends on vacation used.

- $16,000 + $3,200 + $19,800 = $39,000

HSCP only used for CBL. Total pay depends on vacation used.

- $19,200 + $12,000 = $31,200
### Example 2: Birth Parent, HSCP & PFCB pay interaction

#### Requested leaves

<table>
<thead>
<tr>
<th>6 weeks CBL</th>
<th>12 weeks PBL</th>
</tr>
</thead>
</table>

#### Option using HSCP Block

- **12 weeks HSCP block**
  - 6 wks CBL
  - 6 wks PBL w/ HSCP
  - 6 weeks vacation
- **6 weeks PBL**
  - 6 weeks PBL

Total: $24,000 + $18,000 = $42,000

- All PFCB pay option decremented by HSCP in this option. Total pay depends on vacation used.

#### Option using PFCB

- **12 weeks HSCP block**
  - 6 wks CBL
  - 8 weeks PBL w/ PFCB
  - 4 weeks vacation
- **8 weeks PBL**
  - 8 weeks PBL

Total: $19,200 + $12,000 = $31,200

- HSCP only used for CBL. Total pay depends on vacation used.
## Example 3: Birth Parent, HSCP & PFCB pay interaction

### Requested leaves

<table>
<thead>
<tr>
<th>Option using HSCP Block &amp; PFCB</th>
<th>12 weeks CBL</th>
<th>12 weeks HSCP block</th>
<th>8 weeks PBL w/ PFCB</th>
<th>4 weeks vacation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Calculation

\[
12 \text{ weeks CBL} + 12 \text{ weeks HSCP block} + 8 \text{ weeks PBL w/ PFCB} + 4 \text{ weeks vacation} = 31 \text{ weeks total}
\]

\[
\begin{align*}
\text{Option using HSCP Block} & : \\
& $19,200 + $12,000 = $31,200
\end{align*}
\]
Example 4, Expert Level: Adding complication

Remember:
Parental Bonding Leave needs to be used within 12 months of the event.
PFCB is allocated 8 weeks every calendar year (Jan 1 – Dec 31)

What happens if a leave crosses into a new year?
New Year, new allocation of PFCB

<table>
<thead>
<tr>
<th>Birth parent leave</th>
<th>12 weeks HSCP block</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 weeks CBL</td>
<td>12 weeks PBL</td>
</tr>
<tr>
<td>6 weeks CBL w/ HSCP</td>
<td>6 weeks PBL w/ HSCP</td>
</tr>
<tr>
<td>6 weeks PBL w/ HSCP</td>
<td>6 weeks PBL w/ PFCB</td>
</tr>
</tbody>
</table>

- All PFCB pay option decremented by HSCP in year 1, new allocation of PFCB in year 2.
- Faculty can choose to use PFCB or vacation.
- PBL can only be up to 12 weeks.

$24,000 + $14,400 = $38,400
Policy - Extended Illness Leave

**Eligibility**
- Extended illness is defined as a health condition resulting in absence for more than two weeks.
- If faculty are sick for two weeks or less, they may use vacation leave to cover salary or take a leave without pay.
- All HSCP Plan Participants are eligible for extended illness leave.

**Benefit**
- 6 weeks paid medical leave with each ten year period
- Leave does not carry over if not used.
- HSCP pay option, Pre-incentive Salary: X, X’, Y, Guaranteed Z
- Paid from HSCP funding pool
Policy- Childbearing Leave

Eligibility

• Birth parent only.
• HSCP Plan Participant holds a 12-month appointment and bears a child or children, regardless of academic series or months of service.

Benefit

• 12 week block of leave must be used consecutively.
• Portion of 12 week block not used for pregnancy disability may be used for child bonding.
• HSCP pay option, Pre-incentive Salary: X, X’, Y, Guaranteed Z
• Paid from HSCP funding pool
Policy- Childrearing Leave (Child Bonding Leave)

**Eligibility**
- Non-birth parent only, including adoption and foster parents.
- HSCP Plan Participant holds a 12-month appointment and has the responsibility to care for a newborn child or a child newly placed in the home.
- Note: The birth parent is not eligible for this HSCP pay option.

**Benefit**
- Two 6 week blocks of leave must be used consecutively.
- HSCP pay option
  - Block 1: Pre-incentive Salary: X, X’, Y, Guaranteed Z
  - Block 2: Health Sciences Scale Base Salary: X, X’
- Paid from HSCP funding pool
Policy- Bereavement Leave

Eligibility
• HSCP Plan Participant

Benefit
• 10 days for the passing of a family member or member of the household.
• 5 days for the passing of a non-family member.
• HSCP pay option, Pre-incentive Salary: X, X’, Y, Guaranteed Z
• Paid from HSCP funding pool
Policy - Jury Duty

**Eligibility**
- HSCP Plan Participant

**Benefit**
- While serving for required jury duty.
- HSCP pay option, Pre-incentive Salary: X, X’, Y, Guaranteed Z
- Paid from HSCP funding pool
Reach out to ARC as soon as possible if you are considering a leave for any reason. We can help you and outline your options.

Faculty/Academic Leaves:
• Giovanni Arroyo, Leave of Absence Specialist
• Academic Research Center – ARCrequest@health.ucsd.edu

Health & Welfare Benefits:
• General inquires can go to Health HR – Intake Form
• Questions/issues on current enrollments – UCPath and use the “Ask UCPath” button on top right of screen