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# Leave Changes to the UCSD HSCP Implementing Procedure

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EFFECTIVE JULY 1, 2023

# Who is Eligible for HSCP leaves

- 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.

## What has Changed?

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 statutes

## **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

Comparison of Leave Changes						
	2016 HSCP		2021-22 APM Revision		2023 HSCP Revision	
Type of Leave	Leave length	Salary replacement	Leave length	Salary replacement	Leave length	Salary replacement
<b>Childbearing</b>	Min 6 weeks	X, X', Y	Up to 8 weeks	HSCP	12 weeks (including parental bonding)	X, X', Y, GtdZ
<b>Parental Bonding</b>	Up to 6 weeks	X, X'	At will <sup>a</sup>	HSCP or PFCB <sup>b</sup>	1 <sup>st</sup> Block of up to 6 weeks	X, X', Y, GtdZ
					2 <sup>nd</sup> Block of up to 6 weeks	X, X'
<b>Extended Illness</b>	Up to 6 weeks	X,X'	6 weeks	HSCP	6 weeks every 10 yrs	X, X', Y, GtdZ
<b>Bereavement</b>	Not in HSCP	Not in HSCP	Up to 10 days	X, X'	Up to 10 days	X, X'
<b>Jury Duty</b>	Not in HSCP; PPM=While serving	Not in HSCP; PPM=Regular pay	While serving	X, X'	While serving	X, X'

<sup>a</sup> Total allowed up to 12 weeks in 2 week blocks

<sup>b</sup> 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)

### 2016 HSCP

6 weeks CBL	6 weeks PBL	6 weeks PBL
CBL: X, X', Y	PBL: X, X'	PBL: no pay

### 2023 HSCP

12 weeks HSCP (CBL/PBL)	Balance of PBL
CBL/PBL: X, X', Y, GtdZ	PBL: no pay

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

### 2016 HSCP

6 weeks PBL	6 weeks PBL
PBL: X, X'	PBL: no pay

### 2023 HSCP

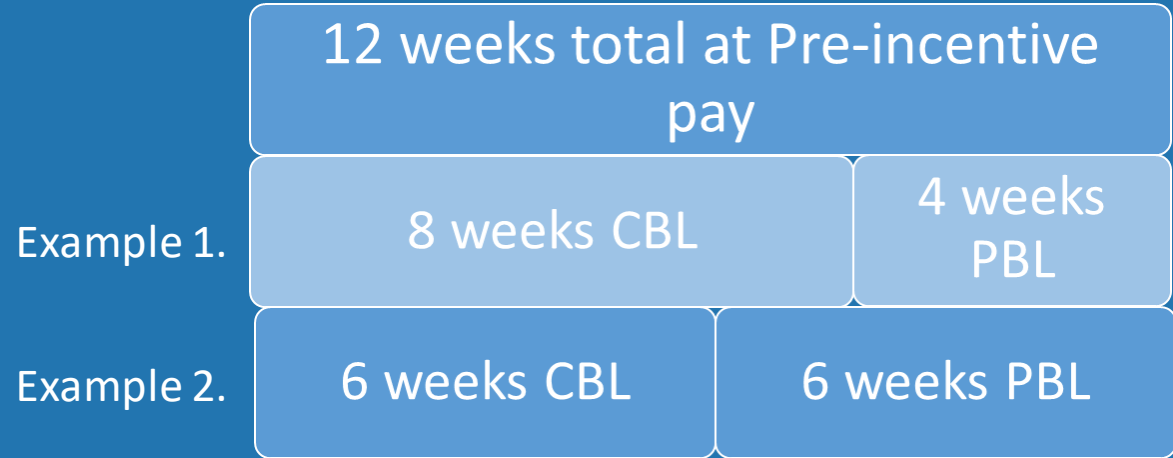
6 weeks PBL	6 weeks PBL
PBL: X, X', Y, GtdZ	PBL: X, X'



# HSCP paid leave blocks for birth and non-birth parent

## Birth parent:

Childbearing (CBL) and Parental Bonding (PBL)



## Non-birth parent:

Parental Bonding (PBL)



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).

$$(X, X') = \$60/\text{hr} \times 320\text{hr} = \mathbf{\$19,200.00}$$

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.

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

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

$$\begin{array}{l} \text{PFCB available} \\ = \mathbf{\$19,200} \end{array} - \begin{array}{l} \text{HSCP used} \\ = \mathbf{\$16,000} \end{array} = \begin{array}{l} \text{PFCB available by pay} \\ = \mathbf{\$3,200 \text{ or } 7 \text{ days}} \end{array}$$

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?

$$\begin{array}{l} \text{HSCP used} \\ = \mathbf{\$16,000} \end{array} + \begin{array}{l} \text{PFCB used} = \\ \mathbf{\$3,200} \end{array} + \begin{array}{l} \text{Vacation used} \\ (X, X', Y) = \$75/\text{hr} \times 264\text{hr} = \mathbf{\$19,800} \end{array} = \begin{array}{l} \mathbf{\$39,000} \text{ total} \\ \text{PBL pay} \end{array}$$

# Example 1: Birth Parent, HSCP & PFCB pay interaction

## Birth parent leave

Requested leaves →

8 weeks CBL

12 weeks PBL

Option using HSCP Block first

12 weeks HSCP block

8 weeks PBL

8 weeks CBL w/ HSCP

4 wks PBL w/ HSCP

7 days PFCB

6 weeks, 3 days vacation

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

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

Option using PFCB only for PBL

12 weeks HSCP block

8 weeks PBL

8 weeks CBL w/ HSCP

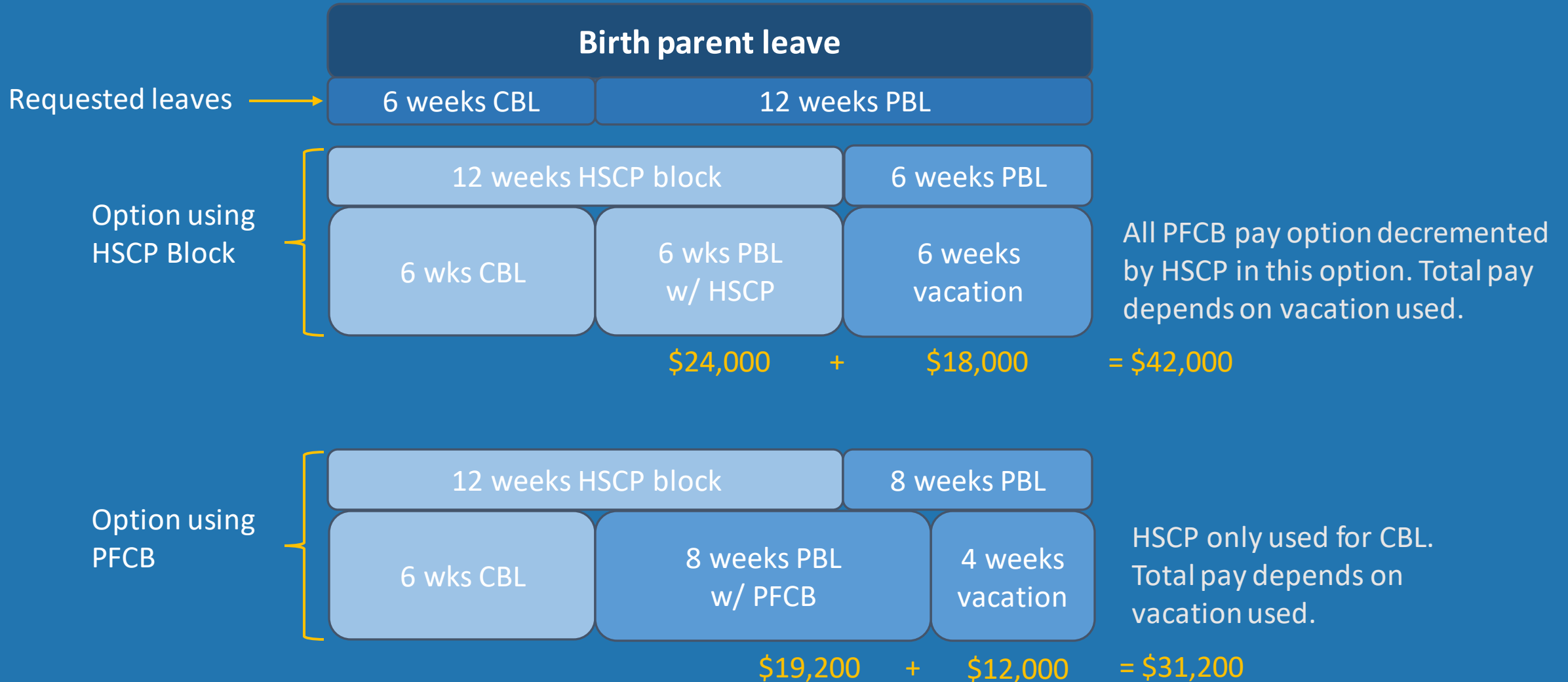
8 weeks PBL w/ PFCB

4 weeks vacation

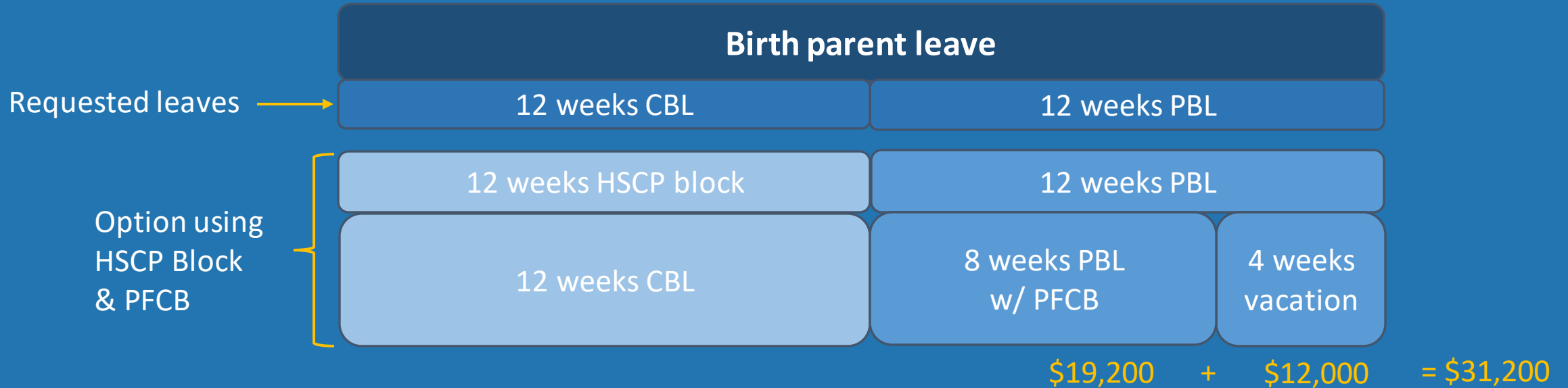
HSCP only used for CBL. Total pay depends on vacation used.

\$19,200 + \$12,000 = \$31,200

# Example 2: Birth Parent, HSCP & PFCB pay interaction



# Example 3: Birth Parent, HSCP & PFCB pay interaction



# 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



$$\$24,000 + \$14,400 = \$38,400$$

- 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.

# 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

# Questions: Policy, Procedure and Funding

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](mailto: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