EXECUTIVE SUMMARY

Revisions to HSCP Implementation Guidelines: Faculty Leave Benefits

Background: Effective July 1, 2016, the campus policy on family accommodations (PPM 230-15) was revised. As a result, campus and departmental HSCP Implementation Guidelines will require revisions. The minimum policy requirements for HSCP participants are outlined below. Departments may provide more than the required minimum, but must define salary rates for faculty leave benefits in their departmental HSCP guidelines.

Childbearing Leave:

- Required minimum benefit: 6 weeks at total negotiated salary (covered + Y)

Parental Bonding Leave (revised):

- Required minimum benefit: up to 12 weeks of parental leave, 6 of which are paid at the covered compensation rate. (This replaces the previous benefit requirement of 2 weeks at total negotiated salary.)

Family Leave without Pay (new):
(Unpaid Family leave replaces unpaid parental leave and is available to care for the HSCP participant’s own child or the child of the participant’s spouse, or domestic partner, for a seriously ill family member, or an elder member of the family in need of substantial assistance. For purposes of this policy, family members include a participant’s child, parent, spouse, domestic partner, sibling, grandparent, or grandchild. In-laws, step relatives, other persons residing in the participant’s household, and relatives of the domestic partner, who would be covered if the domestic partner were the participant’s spouse, are also covered.)

- Required minimum benefit: up to 1 year (with option to use accrued vacation for unpaid leave)

Other Paid Leaves:

- Extended Illness Leave (absence of more than 2 weeks): up to 6 weeks at covered compensation

- Sabbatical/Leave in Lieu of Sabbatical: total negotiated salary (general norm); required minimum benefit is covered compensation