Available Leave Pay 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**
Funding Pools

**HSCP**
- Funding pool pays X, X', Y
- Department is responsible for paying any GZ for leaves.
- Some department’s use Guaranteed Z = Negotiated Z, Pre-incentive Z, Guaranteed Z, GtdZ, and GZ. It is Z pay without bonuses or incentives

**PFCB**
- CBR funding pool pays X, X’

**Vacation**
- Vacation pool pays X, X’, Y

**UCPath**
- Salary components are coded in UCPath
- PFCB leaves, HSCP leave types, Vacation and No Pay are all coded separately in UCPath
- PFCB Dope codes: PFL for exempt employees, PFN for non-exempt employees
- 2023 HSCP Dope codes: Pending
## 2023 HSCP Revision Leaves

### 2023 Revision

<table>
<thead>
<tr>
<th>Type of Leave</th>
<th>Leave length</th>
<th>Salary replacement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Childbearing Birthing Parent</td>
<td>12 weeks (including parental bonding)</td>
<td>X, X’, Y, GtdZ</td>
</tr>
<tr>
<td>Non-birthing Parent</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parental Bonding</td>
<td>1(^{st}) Block of up to 6 weeks</td>
<td>X, X’, Y, GtdZ</td>
</tr>
<tr>
<td></td>
<td>2(^{nd}) Block of up to 6 weeks</td>
<td>X, X’</td>
</tr>
<tr>
<td>Extended Illness</td>
<td>6 weeks every 10 yrs</td>
<td>X, X’, Y, GtdZ</td>
</tr>
<tr>
<td>Bereavement</td>
<td>Up to 10 days</td>
<td>X, X’, Y, GtdZ</td>
</tr>
<tr>
<td>Jury Duty</td>
<td>While serving</td>
<td>X, X’, Y, GtdZ</td>
</tr>
<tr>
<td>Family Care</td>
<td>PFCB Benefit (8 Weeks)</td>
<td>X, X’</td>
</tr>
</tbody>
</table>