

Your Parental Leave Rights as a UC Academic Researcher



THROUGH OUR UNION, UC Academic Researchers have made it a priority to improve parental leave, and we have secured important improvements in our contract. Learn more about your rights:

LEAVE RIGHTS FOR NEW PARENTS

There are two kinds of parental leave: **Birth parents** receive a minimum of eight weeks and, if medically necessary, up to six months of Pregnancy Disability Leave, and **all new parents** receive up to twelve weeks of Parental Leave. Birth parents can take these two kinds of leaves consecutively, and the leaves can be paid or unpaid. In most cases, UC must provide benefits (for example, health insurance for you and your baby) even if the leave is unpaid.

Leave can be (fully or partially) paid by using one or more of the following: Pay for Family Care and Bonding (PFCB), Short-Term Disability coverage, Vacation, Sick Leave, paid leave voluntarily provided by your PI or department, or additional paid parental leave from your funding source.

- **PAY FOR FAMILY CARE AND BONDING (Article 12):** Academic Researchers who are eligible for Family Medical Leave receive eight weeks of full pay that can be used within one year of the birth or adoption of a child. The contract allows for various ways to use this leave providing flexibility that allows each Academic Researcher to shape parental leave to benefit both them and their family.
- **VOLUNTARY SHORT-TERM DISABILITY (STD) INSURANCE:** For Pregnancy Disability Leave, ARs enrolled in Voluntary STD coverage receive a minimum of eight weeks (two weeks before delivery and six weeks after) at 60% salary after a two-week waiting period, which can be paid leave by using ten days of Sick Leave or Vacation. STD benefits can continue beyond six weeks post-partum (up to a total of 180 days) with medical indication.
- **VACATION (Article 32):** You can use Vacation to earn 100% salary for Pregnancy Disability and Parental Leave. Vacation days are “work days” (Monday-Friday, excluding UC holidays).
- **SICK LEAVE (Article 25):** You can use Sick Leave to earn 100% salary for taking care of a sick family member or any part of Pregnancy Disability Leave or Parental Leave. Sick days are “work days” (Monday-Friday, excluding UC holidays).
- **ADDITIONAL LEAVE PROVIDED BY YOUR FUNDING SOURCE:** Some funding agencies include additional or longer periods of paid parental leave than our contract.
- **PAID LEAVE VOLUNTARILY PROVIDED BY YOUR PI:** Nothing in the contract prohibits your PI from providing more paid parental leave than what is required by the contract.
- **REDUCED WORK SCHEDULE/TEMPORARY REASSIGNMENT/MODIFICATION OF DUTIES (Article 12):** If you are pregnant, you can request a reduced work schedule, temporary reassignment, or modification of duties to be less strenuous and hazardous.

- **NONDISCRIMINATION (Article 16) and RESPECTFUL WORK ENVIRONMENT** : UC may not discriminate against you for being pregnant or for taking parental leave, and you have the right to work in an environment free from abusive conduct. These protections were won through hard-fought struggle. If you feel that you are facing any kind of discrimination or bullying, contact your union immediately.

LOGISTICS OF TAKING PARENTAL LEAVE:

These are general recommendations. Contact the union for advice on or questions about how to best tailor the rights secured in the contract to your situation.

Before Your Leave Begins:

Plan the mix of Pay for Family Care and Bonding, Short-Term Disability coverage, Vacation, Sick Leave, unpaid leave, modified duties, etc. that works best for you.

- *When appropriate, notify your PI (and funding agency if applicable) that you will be taking a leave and discuss when you are likely to stop and return to work. If applicable, discuss modified duties or reassignment.*
- *Complete and submit the STD Claim Form with Lincoln Financial (available at <https://www.mylincolnportal.com/customer/public/login> code:UNIVERSITY) with information from you, your department, and your doctor.*
- *Make arrangements with Human Resources regarding the mix of Pay for Family Care and Bonding, Short-Term Disability coverage, Vacation, Sick Leave, etc. that you will be using. Confirm that UC will continue to provide health insurance while you are on leave.*

During Your Leave:

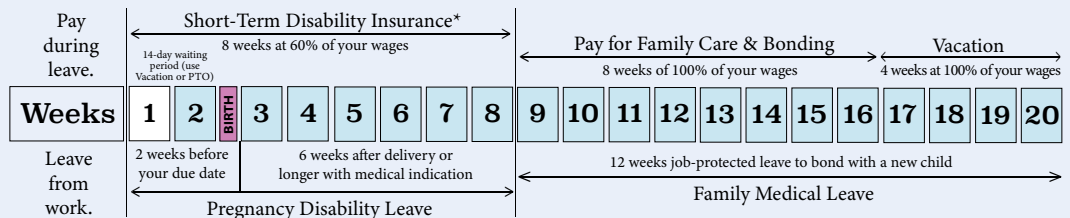
- *Notify your department and PI when you start your leave.*
- *Inform your department and PI of any changes in your leave plans.*
- *Add your new child to your benefits coverage within 31 days of birth or adoption.*

Returning to Work:

- *If necessary, have your physician certify your return to work.*
- *Notify your department and PI that you are back.*
- *If you are on a modified work schedule, complete the appropriate paperwork.*

Parents Who Gave Birth

This timeline shows leave and pay for a typical pregnancy, recovery, and bonding period, but you can choose your own combination of leave from work and paid time off.



*Alternatively, an Academic Researcher can use accrued Sick Time or Vacation during this period in order to receive 100% pay.

Parents Who Didn't Give Birth

This timeline shows leave and pay for an FML-eligible partner or parent who did not give birth.

