

Family Friendly Fact Sheet

Health Sciences Compensation Plan (HSCP) Faculty

Pay for Family Care and Bonding (PFCB)

To support the need to take leave to care for their family members, the University offers eligible academic appointees a partial income replacement program, Pay for Family Care and Bonding (PFCB), for up to eight workweeks per calendar year. For HSCP plan participants, PFCB is calculated at 100% of base salary (X+X'). PFCB is available for Family Medical Leave (FML) taken for the purpose of caring for a family member with a serious health condition, bonding with a new child, Military Caregiver Leave and Qualifying Exigency Leave. PFCB is not an option when leave is taken for an employee's own serious health condition, or for the period of childbearing leave during which the faculty member is temporarily disabled and leave is covered under Pregnancy Disability Leave (PDL).

It is important to appreciate the distinction between leave status (the time away from the job) and pay status (what compensation, if any, the faculty member may receive while on leave).

- State and Federal laws such as Pregnancy Disability Leave (PDL), Family Medical Leave Act (FMLA), and California Family Rights Act (CFRA) provide job and benefits protections for eligible employees during periods of family medical leave but these laws do not provide, or guarantee pay.
- The Health Sciences Compensation Plan (HSCP) provides paid leave benefits to faculty members to cover salary during childbearing leave, childrearing leave, and leave to care for a family member.

ELIGIBILITY

An employee is eligible for family medical leave under FMLA/CFRA if:

- The employee has at least **12 months cumulative University service** and
- The employee has **1,250 productive hours** during the 12 months immediately before the start of the leave.

Eligibility for PFCB will be determined based on: the faculty member's eligibility for Family and Medical Leave (FML) under FMLA and/or CFRA, the qualifying reason for the leave, any existing HSCP pay benefits available for the leave type, and whether the value of HSCP paid leave benefits meet the minimum of the partial income provisions provided under PFCB. In instances where the Health Science Compensation plan benefits are more generous than the PFCB, faculty will be compensated via the HSCP benefits. Paid leave benefits under the HSCP will generally be applied first and followed by partial income replacement, as available, under PFCB.

COMPENSATION DURING PFCB

The PFCB program provides partial income replacement for up to a maximum of eight workweeks per calendar year, calculated at 100% of the faculty member's base salary (X+X'), pro-rated for the percentage of paid effort at the time of the leave (excluding clinical incentives, bonuses, and administrative stipends).

This fact sheet is provided for the convenience of faculty. Among other things, it summarizes and attempts to clarify various University personnel and other related policies that may be of interest to faculty. This document is not meant to create new or to amend existing University policies, which should be consulted in their entirety for a fuller understanding of their provisions. (v. 1/4/23)

PFCB USAGE

The PFCB program provides partial income replacement for qualifying leaves in minimum blocks of no less than one workweek.

- If the HSCP pay option for the qualifying leave reason is more generous than the PFCB pay option, then the HSCP pay option will be applied first, and the PFCB balance will be decremented by the equivalent dollar amount.
- If an eligible faculty member elects to use PFCB, they must continue to use PFCB until they either exhaust their full entitlement of PFCB or that qualifying block leave ends.
- If the leave ends before the faculty member has used their full entitlement of PFCB, the remaining PFCB balance is available to use during another qualifying FML block leave later in the same calendar year.
- PFCB cannot be applied to a Family and Medical Leave that is taken on an intermittent or reduced schedule basis.
- An academic appointee may not use paid leave accruals (vacation leave) to supplement the PFCB partial income replacement in order to receive 100% of earnings while receiving PFCB.
- PFCB for Parental Bonding must be taken within 12 months of the birth or placement of the child.
- Usage of either the HCOMP benefit or the PFCB partial income replacement decrements the other pay option.

HOW TO REQUEST PFCB

It is important for faculty members to talk to their academic leave specialist in HR as soon as they are aware of the need to take a leave. Academic leave specialists will work with eligible faculty to determine applicable HSCP, PFCB, and other pay options to identify what option(s) would be most beneficial to the individual. Faculty members are also encouraged to have a discussion with their supervisor and/or chief administrative officer, or their department chair in order to plan for their absence from work.

How to find your HR academic leave specialist

Visit <https://hr.ucsf.edu/find-rep>.

In the box at the bottom of the page, enter your last name and wait for drop-down options to appear. Click on your name. Search results will provide a list of your HR contacts, including your academic leave specialist.

FREQUENTLY ASKED QUESTIONS

Am I eligible for both HSCP paid leave benefits and partial income replacement through the PFCB program (for childbearing, childrearing, or leave to care for a family member)?

Eligibility for PFCB will be determined based on the faculty member's eligibility for Family and Medical Leave (FML) under FMLA and/or CFRA, the qualifying reason for the leave, any existing HSCP pay benefits available for the leave type, and whether the HSCP paid leave provisions meet the minimum partial income replacement provided under PFCB. Usage of HSCP pay options decrements PFCB pay options and vice versa. In instances where the Health Science Compensation Plan benefits are more generous than the PFCB benefits, faculty will be compensated via the HSCP benefits and the PFCB balance will be decremented by the equivalent dollar amount.

What If my HSCP Plan Benefit is less than the PFCB pay option?

For Health Sciences Compensation Plan (HSCP) participants, if the department compensation plan paid leave benefits do not meet the minimum pay provisions provided under the PFCB program, the plan participant will be eligible for the difference between the value of the HCOMP paid leave benefit and the partial income replacement available under PFCB. HR has created a calculator that will be used to determine the value of the HSCP and PFCB pay options.

Can I use my PFCB first and then my comp plan benefit? Can I alternate them in blocks?

Eligibility for PFCB is determined based on whether the HSCP paid leave benefits meet the minimum partial income provisions provided under PFCB. Paid leave benefits under the HSCP will be applied first followed by partial income replacement, as available, under PFCB. For any qualifying leave where PFCB is payable, the PFCB pay option will be applied until the entitlement is exhausted or the qualifying block leave ends. Alternating between HSCP and PFCB pay options, or vacation leave, during one block leave period, is not allowable.

What if my leave request is less than 1 workweek?

Partial income replacement under the PFCB program may only be utilized in blocks of one workweek or more. For a leave request of less than one workweek, please consult with your HR academic leave specialist to identify available paid leave options.

What if I have two different qualifying leaves in the same year?

Every request for leave will be assessed independently to determine available pay options. The PFCB program provides partial income replacement for up to a maximum of eight workweeks per calendar year. If there is a PFCB balance remaining after a leave is taken, then the remaining balance may be applied to a second FMLA/CFRA qualifying leave during the same calendar year, provided that the leave is taken in blocks of no less than one workweek. If HSCP paid leave provisions are applicable, they will be applied first.

Can I use my vacation or any other salary source to supplement my base salary (X + X') while I'm on PFCB?

PFCB may not be used concurrently with other available pay options such as vacation leave. Leave accruals or other paid leave benefits may not be used to supplement PFCB in order to receive 100% of earnings.

Can I use the PFCB pay option in lieu of the available HSCP benefits?

Eligibility for PFCB is determined based on whether the available HSCP paid leave benefits meet the minimum partial income provisions provided under PFCB. In instances where the Health Science Compensation plan benefits are more generous than the PFCB, faculty will be compensated via the HSCP benefits. Usage of HSCP pay options decrements PFCB pay options and vice versa.

Will my health benefits be affected under PFCB?

Employees are entitled to continuation of health plan coverages (medical, dental, and vision) during all statutory family medical leaves. When employees are receiving PFCB, UC continues to pay the employer portion of premiums. As employees are on pay status when receiving PFCB, employees continue to pay the employee portion of premiums via payroll deduction.

What if I wish to return to work earlier/later?

Please contact your academic leave specialist in HR as soon as possible if your leave plans change. If the employee's qualifying leave ends before they have exhausted their PFCB for the calendar year, the remainder is available to use during a qualifying FMLA/CFRA block leave later in the same calendar year.

How does the PFCB affect my UCRP service credit and vacation accruals?

PFCB provides wage replacement calculated at 100% of base salary (X+X'). UCRP members on PFCB will earn Retirement Service Credit at 100% of their eligible leave earnings.

Examples:

- EEs normally paid at 100% effort will be paid 100% of base salary (X + X') while on PFCB and will receive 100% service credit.
- EEs normally paid at 80% effort will be paid 80% of base salary (X + X') while on PFCB and will receive 80% service credit.
- Vacation leave accruals will also be prorated based on percent effort during PFCB.

DEFINITIONS

Pregnancy Disability Leave (PDL): PDL provides up to four months of job-protected leave to a faculty member who is disabled due to pregnancy, childbirth, or related medical conditions. While on leave, a faculty member will keep the same paid health benefits they had while working; however, PDL does not provide or guarantee pay during the leave.

Parental Bonding leave: During a period of leave to bond with a child, leave entitlements under the Family Medical and Leave Act (FMLA) and the California Family Rights Act (CFRA) run concurrently. These laws provide an eligible faculty member with up to 12 weeks of job-protected leave per calendar year. While on leave, a faculty member keeps the same paid health benefits they had while working; however neither FMLA nor CFRA provide or guarantee pay during the leave.

Family Medical and Leave Act (FMLA): FMLA provides an eligible faculty member up to 12 weeks of job-protected leave per calendar year. A federal law that allows an employee to take unpaid leave (1) due to the employee's serious health condition (including disability resulting from pregnancy, childbirth or related medical condition), (2) to care for certain family members if they have a serious health condition, (3) to bond with their new child after the child's birth or placement with the employee for adoption or foster care, (4) for Military Caregiver Leave, or (5) for Qualifying Exigency Leave. While on leave, a faculty member keeps the same paid health benefits they had while working; however FMLA does not provide or guarantee pay during the leave.

California Family Rights Act (CFRA): For employees eligible for FML at the time of their PDL leave, CFRA provides up to an additional 12 weeks of job-protected leave within 12 months of the birth, to bond with the child. CFRA begins after the (medically determined) PDL period but may run concurrently with FML. There are also some protected family leaves solely covered under CFRA; such as leave to care for a sibling, grandparent, grandchild, or adult (non-dependent) child. While on leave, a faculty member keeps the same paid health benefits they had while working; however, like FMLA, CFRA does not provide or guarantee pay during the leave.

Military Caregiver Leave: Leave to care for a covered service member undergoing medical treatment, recuperation, or therapy for a "serious injury or illness" incurred or aggravated in the line of duty if the covered service member is employee's parent, spouse, domestic partner, son, daughter, or next of kin.

Qualifying Exigency Leave: Qualifying Exigency Leave is leave taken because of a "qualifying exigency" arising out of the fact that the employee's spouse, domestic partner, son, daughter, or parent is a military member on covered active duty or call to active duty (or has been notified of an impending call or order to covered active duty). Generally speaking, this will involve the military member's deployment to a foreign country.

OTHER RELATED FAMILY-FRIENDLY POLICIES TO CONSIDER

- [Active Service-Modified Duties](#)
- [Stop the Clock for Senate Faculty](#)
- [Temporary Reduction in Percentage of Time for Senate Faculty](#)
- [Parental Leave without Pay](#)