



1156 HIGH STREET  
SANTA CRUZ, CALIFORNIA 95064

Office of the Academic Senate  
SANTA CRUZ DIVISION  
125 CLARK KERR HALL  
(831) 459 - 2086

April 22, 2024

JAMES STEINTRAGER  
Chair, Academic Council

**Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM)  
Section 710, Leaves of Absence/Sick Leave/Medical Leave**

Dear James,

The Santa Cruz Academic Senate has reviewed your request for feedback on proposed revisions to Academic Personnel Manual (APM) Section 710, Leaves of Absence/Sick Leave/Medical Leave, with the Committees on Faculty Welfare (CFW) and Planning and Budget (CPB) responding.

While CFW acknowledges the desire to implement this policy by 2025, the committee notes that short response timelines reduce the opportunity for discussion and result in less comprehensive review. Nonetheless both committees offer the following comments:

Overall, CFW found the revisions confusing. It is unclear how the proposed revisions interact with existing policies and the committee lamented that they did not receive an explanation as to what prompted these changes, making it difficult to assess if the benefits outweigh the increased reporting and accounting requirements.

CFW observes that given their already exhaustive workloads, department staff would not be able to take on additional reporting responsibilities. Guidance was not included on how best to implement and record the additional leave. CPB Members urge those charged with implementation to make the system of recording and reporting as straightforward as possible in order to avoid adding to the burden of those who need to avail themselves of sick leave or medical leave.

CFW was unclear what categories of employees will be affected by this policy. To whom is this policy being extended, and to whom does it already apply? For example, members were confused by "APM 110-4 (15) Agronomists, Astronomers, and Curators" listed as titles not in the "Faculty" as defined in section 15, and whether this was a proposal to add them. They are listed in the section under tenured positions (42) but not (15).

If correct, CFW suggests it be clarified that this revision results in one additional day of sick leave for every month of service, which means regular faculty would receive nine paid sick leave days a year in addition to family and medical leave/parental leave etc. that regular faculty can already utilize.

CFW was confused by Section (i), which suggests paid leave can be taken from two different places/policies/entitlements - "A paid or unpaid leave taken under this policy shall be counted against the appointee's family and medical leave entitlement if the leave qualifies as family and medical leave (See APM -715-0)." Specifically, CFW observes that it is not clear from the proposed policy what is "accrued paid sick leave" vs. a "bank of paid sick leave."

Reflecting on previous concerns that the sick leave policy negotiated into the new graduate student worker contracts could be used as a mode of surveillance during a strike etc, CFW members questioned whether similar concerns should be raised with this revised policy.

Lastly, while CPB supports the extension of eligibility and expansion of conditions covered by these changes, the committee also acknowledges that this will necessarily increase expenses.

Thank you for the opportunity to opine.

Sincerely,



Patty Gallagher, Chair  
Academic Senate, Santa Cruz Division

cc: Gabriela Arredondo, Chair, Committee on Diversity, Equity, and Inclusion  
Alexander Sher, Chair, Committee on Faculty Welfare  
Raphael Kudela, Chair, Committee on Planning and Budget  
Onuttom Narayan, Chair, Committee on Privilege and Tenure  
Eleonora Pasotti, Chair, Committee on Rules, Jurisdiction and Elections  
Matthew Mednick, Executive Director, Academic Senate