Communication from the Committee on Faculty Welfare Regarding Proposed Revisions to APM Sections 710, 711 and 080, Pertaining to Medical Leave, Reasonable Accommodation, and Medical Separation.

November 27, 2007

David Gardner, M.D.
Chair, UCSF Academic Senate
Office of the Academic Senate, Box 0764

RE: Proposed Revisions to APM Sections 710-711, and 080, Pertaining to Medical Leave, Reasonable Accommodation, and Medical Separation

Dear Dr. Gardner:

The following comments are based on my views as well as information provided by some of the committee members:

The questions was raised as to who would be funding the medical leave (APM 710) benefit. The issue, specifically with respect to UCSF where there are a number of Adjunct faculty with yearly contracts and dependence on 100% support from NIH, remains a question. For example, an Adjunct appointee who has worked ten years and is not being renewed after six months can get 6 months if they are sick and require medical leave. As such, this may be a justified and generous benefit. However, NIH will not pay for leave, so there are circumstances where the reality of this benefit and implementation remains a question. There is also a question as to why faculty who are part of the Health Sciences Compensation Plan are not covered by the APM 710-711.

In our discussions, some questions did arise regarding long term disability coverage, both the base benefit and its supplementation by individuals, and whether there was potential for overlap of benefits.

A specific comment to the document was proposed to clarify the content:
APM 710: page 4, clause “D” states that UCOP credit accrues while the appointee is on paid medical leave. In clause “E”, the wording is confusing. The following is suggested:
"Paid medical leave described in APM - 710-711 does not accrue and, if unused, is not carried over. Also, unused medical leave cannot be used to calculate University of California Retirement Plan (UCRP) service credit".

We appreciate the opportunity to review and comment on these proposed revisions to the APM.

Sincerely yours,

Sharmila Majumdar, Ph.D.
Chair, Committee on Faculty Welfare