



University of California  
San Francisco

# Pay for Family Care and Bonding (PFCB) for HCOMP Faculty

Office of Faculty and Academic Affairs

Emerald Light, *Assistant Vice Provost Academic Affairs &*  
Bonnie Johnson, *Director, Academic Affairs*

# What is Pay for Family Care and Bonding (PFCB)?

- PFCB is a University partial income replacement program that gives eligible employees the option to replace some of the income they would otherwise lose during an approved leave taken to care for their family members.
- For employees that in the past only had sick or vacation accruals to cover these types of leaves, PFCB is truly incremental.
- Since HSCP faculty are one of the few employee groups that were already eligible for paid leave, the purpose of this presentation is to provide a highlevel understanding of PFCB application and the interaction with existing HCOMP benefits.

# PFCB Fundamentals For HSCP Faculty

- Pay for Family Care and Bonding (PFCB), covers up to eight workweeks per calendar year. For HSCP faculty, the PFCB pay supplement is calculated at 70% of the faculty member's base salary (X+X').
- PFCB may be available when Family Medical Leave (FML) is taken for:
  - Caring for a family member with a serious health condition,
  - Bonding with a new child,
  - Military Caregiver Leave, and,
  - Qualifying Exigency Leave.

# Key Takeaways

- PFCB is an additional partial pay option available to assist FMLA/CFRA eligible HCOMP faculty who may wish to take a leave to care for a family member or bond with a child.
- PFCB is ***NOT*** available when leave is taken for an employee's own serious health condition, or for the period of childbearing leave during which the faculty is temporarily disabled and covered under Pregnancy Disability Leave (PDL).

# Key Takeaways

- If the period of temporary disability related to pregnancy, childbirth or related medical conditions lasts less than 12 weeks, the remaining period of paid HSCP childbearing leave (for a leave in progress), may be used for bonding, up to the maximum period of 12 weeks.
- PFCB for bonding beyond the 12 weeks may be available, but only if the 12 weeks of the HSCP childbearing pay benefit did not already cover the minimum PFCB bonding supplement.

# Key Takeaways

- Usage of HSCP pay options (e.g. childbearing, childrearing, and care for a family member) decrements PFCB pay options and vice versa.
- If the HSCP pay option is more generous this will be applied first.

# Key Takeaways

- Applicable HSCP pay options are calculated at 100% of  $X+X'+Y$  while PFCB is calculated at 70% of  $X+X'$ .
- All payments are prorated by faculty % effort.
- Neither pay option includes clinical incentives, bonuses, or administrative stipends.

# Key Takeaways

- The cost of PFCB will be incorporated into the composite benefit rate.
- Budget Resource Management (BRM) has indicated that there will be no impact on CBRs for FY22, but actual PFCB payments for FY22 will influence CBRs in FY23 and beyond.

# Key Takeaways

- HR 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.

# Appendix

# Eligibility for PFCB program

- HSCP faculty are most likely to utilize PFCB when taking a qualifying leave to care for a family member; or for bonding with a child when the PDL period during Childbearing leave has been extended to 10 or more weeks.
- 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 requested leave type, and,
  - whether the HSCP paid leave provisions meet the minimum partial income replacement provided under PFCB.

# PFCB and HSCP Pay Option Comparison

PFCB pay option	HSCP Childbearing, Childrearing, and Leave to Care for a Family Member pay options
Requires FMLA/CFRA eligibility (12 months cumulative university service and 1250 productive work hours during the 12 months immediately before the start of the leave)	FMLA/CFRA eligibility not required
Granted on a calendar year basis	Granted on a fiscal year basis, or for each birth or placement of a child
Provides 70% of X+X' for up to a total of 8 weeks for <ul style="list-style-type: none"> <li>○ caring for a family member with a serious health condition (child, spouse, parent, domestic partner, grandparent, sibling),</li> <li>○ bonding with a new child,</li> <li>○ Military Caregiver Leave, and</li> <li>○ Qualifying Exigency Leave.</li> </ul>	Provides 100% of X+X'+Y for <ul style="list-style-type: none"> <li>○ one week to care for a family member. Granted when a Plan Participant is unable to work due to care for a spouse, domestic partner, child or parent who is ill.</li> <li>○ 12 weeks for childrearing/bonding for the non birthparent</li> <li>○ 12 weeks for childbearing - If the period of temporary disability related to pregnancy, childbirth or related medical conditions lasts less than 12 weeks, the remaining period of paid childbearing leave (for a leave in progress), may be used for bonding, up to the maximum period of 12 weeks</li> </ul>
Administered in minimum blocks of one week.	CB leave administered in one 12-week block; CR leave administration varies by school; leave to care for a family member may be taken in one day increments
UCRP and leave accruals pro-rated to reflect 70% of appointment	Service credit and leave accruals based on effort in place immediately prior to leave

# Compensation During PFCB

- The PFCB program provides partial income replacement for up to a maximum of eight workweeks per calendar year, calculated at 70% of the faculty member's base salary (X+X'), and pro-rated for the percentage of paid effort at the time of the leave (excluding clinical incentives, bonuses, and administrative stipends).
- Leave accruals (e.g. vacation leave) or other paid leave benefits may not be used to supplement PFCB partial wage replacement in order to receive 100% of earnings during the leave.
- If HSCP paid leave provisions are applicable, they will be applied first, and the faculty will be compensated as documented in the Departmental compensation plan. The annual PFCB entitlement will be decremented to reflect usage of HSCP benefits.

# Benefits During PFCB

- There is a continuation of health benefits while receiving PFCB.
- During PFCB, faculty will be paid at 70% of  $X+X'$ . PFCB is considered taxable wages. Deductions will be pro-rated accordingly.
- Leave accruals (vacation) and retirement service credit are pro-rated while receiving PFCB.
- Base salary ( $X+X'$ ) will be adjusted for academic advancements occurring during a qualifying leave.

# Budget/Payroll Considerations

- The cost of PFCB payments will become an element of Composite Benefit Rates (CBRs). Budget Resource Management (BRM) will discuss the business process with the Control Points.
- BRM has indicated that there will be no impact on CBRs for FY22, but actual PFCB payments for FY22 will influence CBRs in FY23 and beyond.
- PFCB may impact a department financially if the unit is required to compensate other faculty to cover duties temporarily while an employee utilizes the PFCB program for a qualifying leave.

# Interaction with HSCP

- The availability of the PFCB pay option will be determined based on the value and usage of the applicable HCOMP benefit. Usage of the HCOMP benefit decrements the PFCB pay option.
- If the HSCP pay option for the qualifying leave reason is more generous than the PFCB pay option, then the HSCP pay option will typically be applied first. The PFCB balance will be decremented by the equivalent dollar amount.
- If a portion of the HSCP pay option for Childbearing leave is used for bonding, then the HSCP pay option will be applied first, and the PFCB balance will be decremented by the equivalent dollar amount.
- PFCB for Parental Bonding Leave must be utilized within 12 months of the birth or placement of the child.

# HSCP & PFCB – Application and Examples

- When FMLA/CFRA eligible HCOMP faculty request a qualifying leave, the leave specialist will utilize the calculator, developed by HR, to determine whether HSCP pay options meet the minimum of the partial income replacement provided under PFCB.
- The leave specialist will advise the faculty member of their pay options based on:
  - The HSCP benefit and compensation they will receive
  - The PFCB partial income replacement and associated compensation
  - How usage of either of the HSCP and PFCB pay options decrements the other entitlement
- Clinical faculty may need to clarify the potential impact to clinical incentive payments with their Department

# Example 1: HSCP Childbearing - bonding

HS Clinical Assistant Professor step 2 with additional leave for bonding after HSCP childbearing leave

- APU scale 4:  $X+X' = 117,200$  (10-1-21 scale)  $Y = 60,000$
- Total negotiated compensation = \$177,200
- Faculty takes 12 weeks HSCP childbearing leave; PDL ends after 9 weeks. Remaining 3 weeks taken as bonding.
  
- How do we determine the value of the 3 weeks of bonding?
  - $\$177,200 / 2088$  annual hours = 84.87 hourly rate
  - $84.87 \times 120$  hours (120 hours = 3 weeks) = \$10, 184
  
- PFCB value is 8 weeks at 70% of  $X+X'$  (\$117,200)
- 70% of 117,200 = 82,040
  - $\$82,040 / 2088 = 39.29$  hourly rate
  - $39.29 \times 320$  (40hrs X 8 weeks) = \$12,573
  
- PFCB 8 weeks (\$12,573) – HSCP 3 weeks ( \$10,172) = \$2401
- Divide by PFCB hourly rate of 39.29 = 61.09 hours or 8 days (rounded up) available of PFCB partial income replacement paid at 70% of  $X+X'$  if they remain eligible for FMLA/CFRA

## Example 2: HSCP Care for Family Member

Dr. Gonzalez, Assistant Professor 2, needs 2 weeks of leave to care for a parent with a serious health condition. Dr. Gonzalez is FMLA/CFRA eligible for up to 12 weeks this calendar year.

APU scale 4:  $X+X' = 117,200$  (10-1-21 scale)  $Y = 60,000$

Total negotiated compensation = \$177,200

HSCP provides: 1 week of pay at 100% of  $X+X'+Y$  (\$3395) to care for a family member.

PFCB provides: 2 weeks of pay at 70% of  $X+X'$  (\$3143).

HSCP > PFCB. The HSCP pay option will be applied and the PFCB balance decremented. Although the leave is longer than the available HSCP benefit, PFCB will not be payable. Dr. Gonzalez may take the second week as leave without pay or use vacation leave balances.

## Example 3: HSCP Childrearing

- HSCP Pay Option Provides: 12 weeks at 100% of  $X+X'+Y$ .
- PFCB pay option provides: 8 weeks at 70% of  $X+X'$ .
- HSCP pay option will always be greater than the PFCB pay option - faculty will be paid via the Comp plan pay option rather than PFCB.

# Resources: HCOMP Faculty

- UC Net website: <https://ucnet.universityofcalifornia.edu/compensation-and-benefits/other-benefits/pay-for-family-care-bonding.html>
- APM 715 (Leaves of Absence/Family and Medical Leave) and 760 (Family Accommodations for Childbearing and Childrearing) have been updated to include PFCB pay option: <https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policy-issuances-and-guidelines/index.html>
- VPAA website: <https://facultyacademicaffairs.ucsf.edu/academic-personnel/leaves>
- HR website: <https://hr.ucsf.edu/pay-family-care-and-bonding>
- PeopleConnect: <https://peopleconnect.force.com/s/article/Pay-for-Family-Care-and-Bonding-Campus-Health-Manager>

# Resources: Staff and NFA Employees

- UC Net website: <https://ucnet.universityofcalifornia.edu/compensation-and-benefits/other-benefits/pay-for-family-care-bonding.html>
- HR website: <https://hr.ucsf.edu/pay-family-care-and-bonding>
- PeopleConnect: <https://peopleconnect.force.com/s/article/Pay-for-Family-Care-and-Bonding-Campus-Health-Manager>
- UCOP: <https://policy.ucop.edu/doc/4010406/PPSM-2.210>

# Leave 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 FML, CFRA does not provide or guarantee pay during the leave.
- **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.
- **Military Caregiver Leave** is 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.