

Family Friendly Fact Sheet

Health Sciences Compensation Plan (HSCP) Faculty

For Birth Parents

Childbearing leave is granted to a faculty member, who is a member of a UCSF Health Sciences Compensation Plan (HSCP), for the purpose of childbirth and recovery or related medical conditions. Childbearing leave is provided to a faculty member for the period of time before, during and after childbirth.

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 (e.g. PDL, FMLA, CFRA)¹ provide job and benefits protections for eligible employees during periods of childbearing leave but these laws do not provide or guarantee pay.
- UC Policy (APM 760), in many cases, provides benefits that go beyond what is required by the law.
- The Health Sciences Compensation Plan (HSCP) (APM 670) provides a paid leave benefit to faculty members to cover salary during their childbearing leave.

The paid childbearing leave benefit under the HSCP consists of twelve weeks (84 calendar days) at the faculty member's negotiated salary rate (X + Y) prorated for percentage of paid effort at the time of leave (excluding clinical incentives and bonuses). During this period, no duties shall be required by the University. This paid leave runs concurrently with the state and federal leave protections.

Typically, the paid childbearing leave benefit is applied in one 12-week block. However, if medically necessary, the childbearing leave may be taken in intermittent periods. Faculty should consult with their HR leave specialist to determine eligibility and to discuss documentation required for intermittent leave.

If the period of temporary disability related to pregnancy, childbirth or related medical condition lasts less than 12 weeks, the remaining period of the paid childbearing leave benefit (for a leave in progress), may be used for bonding, up to a maximum period of 12 weeks (84 consecutive calendar days).

If additional leave beyond the 12 weeks of paid childbearing leave is needed or requested, faculty may consider the following:

Continuation of Leave for own medical reasons: If the faculty member cannot return after 12 weeks of childbearing leave and requires additional leave on the basis of medical need, the period of childbearing leave may be followed by extended illness leave and disability insurance benefits if enrolled.

- Refer to your HSCP compensation plan for benefits coverage and eligibility
- Refer to short term and/or long term [disability insurance](#)

Continuation of Leave for non-medical reasons: A faculty member who bears a child is also eligible for full- or part-time parental leave without pay (APM 760-27). At the faculty member's request, accrued vacation shall be substituted for unpaid parental leave. Parental leave cannot exceed 12 months after birth. Refer to [Parental Leave Fact Sheet](#) for more information.

Please note that the aggregate duration of all leaves (childbearing + parental) may not exceed one year except where required by law.

¹See definitions section.

HOW TO REQUEST CHILDBEARING LEAVE

It is important for faculty members to talk to their HR leave specialist as soon as they are aware of the need to take the leave. The leave specialist will provide the faculty member with all the necessary information and required documentation. Faculty members are encouraged to have a discussion with their supervisor and/or department chair for planning purposes.

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](#)

FREQUENTLY ASKED QUESTIONS

How long of a leave can I take?

Generally, the combination of paid and unpaid leave may be up to one year. In rare cases, you may be granted a longer leave if it is related to a medical disability and as required by law.

If I take 12 weeks of paid childbearing leave, am I also eligible for paid childrearing leave under the HSCP?

No, UCSF offers a total of 12 weeks of paid childbearing or childrearing leave. However, you may be eligible to take additional parental leave without pay for up to a year.

Will my health benefits be covered while I'm out on leave?

During a paid leave or one that is protected by law (e.g. FMLA, CFRA) your benefits will continue and you will only be responsible for your regular employee contribution.

During a leave without pay that extends beyond the time protected by FMLA and CFRA, you may be responsible for paying UC's portion of your benefits premiums in addition to your regular employee contribution.

Your HR leave specialist will work with you to determine the exact dates of eligibility for pay and benefits coverage.

Is there any accommodation during pregnancy if I cannot perform my regular work duties?

If medically necessary, the University may temporarily modify your position or transfer you to a less strenuous or hazardous position upon request provided the temporary modification or transfer can be reasonably accommodated (Accommodation of Pregnancy APM 760-25-c). This temporary modification or transfer shall not be counted against an eligible faculty member's entitlement to up to 4 months of job protection under (PDL) or family and medical leave (FMLA) unless the modification has taken the form of intermittent leave or a reduced work schedule. Consult with your HR leave specialist who will involve Disability Management Services regarding a request for a medical accommodation.

What if I decide that I want to return to work earlier/later?

We understand that things may change while you are on leave. Should you decide that you would like to change your leave plan, please consult with your HR leave specialist who will advise you on documentation requirements and any impact on pay and benefits.

How to reach your HR leave specialist

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

In the "Find Your HR Representative Search" box, enter your last name (or department name) and wait for pre-populated options to appear

Select your name and press enter

Search results will provide a list of your HR contacts, including your leave specialist

Can I apply for State Disability or San Francisco Parental Leave?

UCSF, as part of the University of California system, does not participate in the State Disability Insurance (SDI) program, similar to a number of other governmental agencies. If you have a partner or spouse who works for a company that pays into SDI, they may be eligible for Paid Family Leave (PFL). You may be eligible if you have worked for an outside employer in the last 18 months. Contact the [California Employment Development Department](#) directly to determine benefits eligibility.

UCSF employees are not eligible for San Francisco Parental Leave. As part of the University of California system, UCSF is governed by state law, not San Francisco city ordinances. If your spouse or partner works in San Francisco, you might encourage your spouse/partner to determine eligibility for this benefit.

When can I use my disability insurance benefit?

If you cannot return after the completion of your paid childbearing leave and extended illness leave benefit, you may be eligible to use your disability insurance benefit. Contact your HR leave specialist for details.

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.

Family Medical and Leave Act (FMLA): FMLA provides an eligible faculty member 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 FMLA does not provide or guarantee pay during the leave.

California Family Rights Act (CFRA): CFRA provides an eligible faculty member 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. 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.

Policies

APM 670 Salary Administration- HSCP

APM 760 Benefits and Privileges- Family Accommodations for Childbearing & Childrearing

APM 715 Benefits and Privileges- Leaves of Absence/Family and Medical Leave