

Policy Update — Absence from Work PPSM 2.210 – Technical Changes

Effective: July 1, 2014

PPSM Policy 2.210 (Absence from Work) was revised to include a number of technical changes with a focus on aligning the policy with legal requirements enacted since the last issuance of the policy in early 2013. The policy is applicable to Professional and Support Staff, Managers and Senior Professionals, and Senior Management Group members. Effective July 1, 2014, the University of California revised [PPSM Policy 2.210 — Absence from Work](#). Highlights of the technical changes are noted in the table below:

Policy Section	Revised Policy Details
Definitions related to eligibility for FMLA Military Caregiver Leave and Qualifying Exigency Leave (QEL) [page 6].	Revised to reflect current regulatory language. New FAQ [page 43] addressing a “contingency operation” for purposes of determining eligibility for QEL.
Sick leave for Parental Bonding Leave purposes [chart - page 18].	Add language clarifying that an eligible employee may use up to 30 days in a calendar year for such purposes.
Family and Medical Leave – QEL activities and provisions [page 30].	Add language noting that QEL activities include parental care for the parent of a military member and that the time off to be with a military member on temporary rest and recuperation leave has increased from 5 to 15 days.
Leave Related to an Employee’s Work-Related Injury or Illness [page 32].	Add language noting that vacation and sick leave advanced against future temporary disability payments will be reimbursed to the university and to restore sick and vacation leave credit, where appropriate.

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Voluntary Civil Service Leave [page 36].	Add language to allow reserve peace officers and emergency personnel to take unpaid leave for fire, law enforcement, or emergency rescue training.
Victims of Domestic Violence, Sexual Assault, or Stalking [page 41].	Add a definition of stalking [page 9] to align with the updated “Victims of Domestic Violence, Sexual Assault, and Stalking” section and the definition used in the revised Sexual Harassment and Sexual Violence Policy. Allow the use of sick leave consistent with use for victims of domestic violence and sexual assault. Detail reasonable accommodation options within an FAQ [page 53].

Note: Represented staff should refer to their respective collective bargaining agreements.

For questions, please contact Heidie Rhodes at heidie.rhodes@ucr.edu.