UC Policy Revision Expands Family and Medical Leave Eligibility

January 31, 2003

**Summary:** Effective January 1, 2003, UC Personnel Policy 43 has been revised to extend Family and Medical Leave coverage to eligible employees who have domestic partners.

**Background:** On December 2, 2002, a Campus Notice was circulated to announce the formal review of proposed revisions to UC Personnel Policy 43.C (Leave of Absence). The proposed revisions extending Family and Medical Leave coverage to eligible employees who have domestic partners received support from all UC campuses. Therefore, effective January 1, 2003, UC Personnel Policy 43 extended Family and Medical Leave coverage to eligible employees who have domestic partners.

**Commentary:** According to Rogers Davis, Assistant Vice Chancellor – Human Resources, “The revisions to 43.C not only affirm the University’s objectives to offer the broadest array of employee benefits financially possible, they also recognize the diverse needs of the University community.”

**Review Process: UC Personnel Policy Revisions**

1. University of California Office of the President (UCOP) provides leadership in formulating human resource policy revisions to enhance the quality of staff services and encourage staff contributions.
2. Revisions undergo informal review process. Appropriate contacts at UC campuses provide feedback and propose changes in content or language to the UCOP.
3. Revisions undergo formal review process. Campus Notices containing the substance of the proposed revisions are released to general staff and faculty populations UC campuses. The UCOP assesses comments and makes appropriate changes.

*Note: Not all revisions require informal and/or formal review. Only those revisions affecting terms and conditions of employment receive scrutiny from representatives or from the general UC employee populations. In addition, revisions that receive overwhelming support in the informal review process may not be subject to further unnecessary examination.*