1) Why is it necessary to have a School of Medicine policy on family leaves that is uniform among all the departments?
   Departments have been offering increased leave benefits to their faculty members through their compensations plans. This has led to a wide disparity of benefits across departments and has been divisive among the faculty. In addition, some departments have offered benefits which they do not have the financial resources to support.

2) Why isn’t childbearing leave included in this policy?
   The School of Medicine has already addressed childbearing leave. The Provost’s office instituted a Work Life Balance program that provides a quarter of leave to the female faculty member who bears a child or the responsible faculty member (male or female) in the case of adoption/foster care placement. The titles covered in this program are ladder rank professors, lecturers with security of employment and senior lecturers with security of employment. In 7/1/04, the School of Medicine expanded that policy to include all faculty in the following academic series: In Residence, Clinical __, Salaried Clinical, and Adjunct.

3) Is there a paternity leave?
   Male faculty can use Family and Medical Care Leave (FML) (APM 715), Parental Leave (APM 760-27) or Active Duty Modified Service (APM 760-28) for paternity leave. Additionally, male faculty may qualify for the Work Life Balance Program, as described in number 2 above.

4) Is it possible to take a leave to care for ill parents?
   Yes. FML leave (APM 715) includes care of parents including leave to take care of some one who stood in loco parentis to the faculty member. In addition, the School of Medicine has expanded the benefits for Active Duty Modified Service (APM 760-28) to include care of parents.

5) Is it possible to take a leave to care for an ill domestic partner?
   Yes. As of January 1, 2005, registered domestic partners are eligible for CFRA leave but not FMLA leave. The University does not track registered and unregistered domestic partners of same or opposite sex. A University task force is currently looking into this issue at the Office of the President.

6) Can faculty members donate vacation time to another faculty member so that s/he can get full salary coverage during unpaid leaves?
   Yes, faculty members can donate vacation time under the UCDHS Catastrophic Leave program[b1].

7) Can leaves be use in combination so that I can receive a longer period of benefits?
   Yes, but the time periods associate with these options all run concurrently and cannot exceed 12 months.

8) If the faculty does not vote to accept this new policy, can departments continue to define their own benefits through their compensation plans?
If the vote by the Faculty Senate is negative, departments will continue to define their own benefits through their compensation plans. However, the department will have to demonstrate through the departmental budget process that it has the financial resources to support the benefit level designated. The benefit level therefore may not be the same as the benefits in the current compensation plans.