

School of Medicine Faculty Leave Options for Childbearing, New Adoption, or New Foster Placement

Leave option	Who	Duration	Pay	Time off	State health insurance	Faculty position held
Leave (Childbearing/child placement) http://academicpersonnel.ucdavis.edu/worklife/ http://www.ucdmc.ucdavis.edu/academicpersonnel/policies_leaveofabsence.html	Birth mother, Adoptive or foster parent of newly placed infant/child (major caretaker)	3 months *	Full	Fulltime off	Yes	Yes
ASMD (Active Service Modified Duties) http://academicpersonnel.ucdavis.edu/worklife/	Any parent (major caretaker)	3 months	X Plus % Y worked	Negotiated part-time off	Yes	Yes
FMLA (Family Medical Leave Act) http://atyourservice.ucop.edu/forms_pubs/checklists_factsheets/fam_med_leave_checklist.pdf	Any parent (major caretaker)	12 weeks	None	Fulltime off	Yes	Yes
Parental Leave (APM 760-27) http://www.ucop.edu/acadadv/acadpers/apm/apm-760.pdf	Any parent (major caretaker)	1 year	None	Fulltime off	No**	Yes

Applies to Adjunct, Health Sciences Clinical with Salary, Clinical X, In Residence, Ladder Rank Series

FMLA runs concurrently with Childbearing/Child Placement Leave. Total leave cannot be more than one year

Major caretaker is a parent with $\geq 50\%$ child care responsibilities

Paternity leave is usually chosen as ASMD

*If birthmother is disabled beyond 3 months, see Human Resources

** May be able to pay benefit premiums to continue insurance, see Human Resources

See John Peklar, Human Resources, for full details (734-5388)