

October 13, 2020

Dear Colleagues,

UCOP has updated the [COVID-19 Related Leaves and Job Protections Guidance](#) and [EPSL/EFML Request Forms](#). The principal updates are as follows:

- UC has revised its definition of “health care worker.” A “health care worker” is any person employed by UC to provide diagnostic services, preventive services, treatment services, or other services that are integrated with and necessary to the provision of patient care and, if not provided, would adversely impact patient care. (See FAQ #6.)
- Effective July 1, 2020 through December 31, 2020, policy-covered staff employees may use all of their accrued sick leave if they are unable to work or telework because they are caring for their child while their child is not physically present at their school or place of care (or with their child care provider) due to COVID-19 precautions. (See FAQ #22.)
- Employees may use EPSL for Reason #5 and/or EFML in blocks shorter than 2 weeks when their child’s school, place of care, or child care provider is closed or unavailable only on certain days due to their implementation of an alternate day or other hybrid-attendance schedule. (See FAQ #26.)
- An eligible employee may use EPSL for Reason #5 and/or EFML on days when the school does not permit their child to attend school in person, as long as the employee needs the leave to actually care for their child during the remote learning days, and only if no other suitable person is available to do so. (See FAQ #27.)
- If a child’s school is open but an employee elects remote learning for their child, the employee is not eligible to use EPSL for Reason #5 or EFML because the child’s school is not “closed” due to COVID-19 reasons. (See FAQ #28.)

If you have any questions regarding the updated guidance, please contact your Employee Relations Consultant.

Sincerely,

***Kathleen Shiroma***

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