

## Pay for Family Care and Bonding (PFCB) — At a Glance

### ? What is PFCB?

UC's PFCB program provides **100% of eligible earnings for up to 8 workweeks per calendar year** when you take an **approved block** of Family and Medical Leave (FML) for certain family care or bonding reasons.

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### Qualifying Reasons

You can use PFCB if your FML (minimum 1 workweek block) is for:

- **Bonding with a new child** (birth, adoption, foster)
- **Caring for a family member** with a serious health condition
- **Military Caregiver Leave**
- **Qualifying Exigency Leave**

### ✗ Not available for:

- Your own serious health condition
  - Pregnancy disability leave
  - Any other leave type (including Supplemental FML)
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### Who's Eligible

- You must first qualify for **FMLA** and/or **CFRA**:
    - Worked at UC for **at least 12 months**
    - Worked **1,250 hours** in the 12 months before your leave starts
  - Represented employees must check their union's collective bargaining agreement to confirm participation.
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### Key Rules

- **Block leave only** — must take at least 1 full workweek at a time.
- Can't use PFCB **and** other paid leave (vacation, sick, PTO) at the same time.

- You may:
    - Use vacation/sick leave **before or after** PFCB.
    - Use remaining PFCB later in the year if you have another qualifying FML block.
  - Once you start PFCB, you must keep using it until:
    - Your qualifying FML block ends, or
    - You reach the 8-week maximum.
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### **Pay & Earnings**

- **100% of eligible earnings** (base pay only; no bonuses, stipends, overtime, or special pay).
  - Earnings rules vary for staff, academic appointees, and represented employees — check your policy or union agreement.
  - If your schedule is variable, pay is based on your average hours worked in the 3 months (monthly) or 6 pay periods (biweekly) before leave.
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### **Benefits During PFCB**

- **Health benefits:** Continue as usual; deductions still apply.
  - **Retirement service credit:** You receive full credit as if working.
  - **Vacation/sick leave accruals:** Continue at your normal rate.
  - **Employment service credit:** Earned if on pay status at least 50% for the month.
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### **Other Notes**

- You choose whether to use **PFCB** or **Catastrophic Leave donations** first — they don't have to be used in a specific order.
  - PFCB pay is **taxable income** with normal deductions.
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### **Quick Steps to Use PFCB**

1. **Confirm FML eligibility** with your leave coordinator.
  2. **Request FML** for a qualifying reason (minimum 1-week block).
  3. **Elect PFCB** for all or part of your FML block leave.
  4. **Coordinate with HR** on sequencing PFCB with other leave options.
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### **Ready to Start the Process?**

- **Email Associate Director of HR:** Jasmine Lopez, lopezj@berkeley.edu

### **Questions?**

- **Email Berkeley Regional Services, HR Partner:** Cynthia Mayorga, cmayorga@berkeley.edu

Note: If an employee qualifies for PFCB, the P&C Leaves Unit will work with the department to manage payroll in UCPath. Your HR representative may have more details on the process.

The central budget office submits reimbursement requests for the campus quarterly. Departments **may** receive reimbursement if deemed eligible (*not currently specified to departments by campus*), but it may take several months to arrive, as it comes from UCPath through the CBR pool.