

Summary of Revisions
PPM 230-15 Family Accommodation Policy

- Addition of parental bonding leave for all parents with a new child entering the home, up to 12 weeks (up to six weeks paid) (*PPM 230-15.II.B*)
- Expansion of ASMD to allow use of the benefit for any child who newly enters the appointee's home (*PPM 230-15.II.D.1*)
- Expansion of ASMD to allow use of the benefit for additional family care responsibilities, such as the care of a seriously ill family member or for significant eldercare responsibilities (*PPM 230-15.II.D.1*)
- Revision to allow up to two quarters of ASMD for all new parents, regardless of childbearing status (*PPM 230-15.II.D.1*)
- Replacement of unpaid parental leave with unpaid "family leave" which would allow leave for significant eldercare responsibilities and for the care of seriously ill family members. (*PPM 230-15.II.E*)
- Expansion of the basis for an extension of the probationary period to include additional family care responsibilities (*PPM 230-15.II.F*)
- Expansion to allow deferral of the academic review for additional family care responsibilities, such as the care of a seriously ill family member or for significant eldercare responsibilities (*PPM 230-15.II.G*)
- Expansion to allow flexible workload for faculty at the associate and full levels (*PPM 230-15.II.H*)
- Expansion to allow flexible workload for additional family care responsibilities, such as the care of a seriously ill family member or for significant eldercare responsibilities (*PPM 230-15.II.H*)
- Technical (non-substantive) edits.

July 1, 2016