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## Faculty leave options for Fall 2020 for school and daycare closures

1 message

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To: "faculty@listserv.csufresno.edu" &lt;faculty@listserv.csufresno.edu&gt;, Diane Volpp &lt;dvolpp@mail.fresnostate.edu&gt;

Hello, I understand that some questions have arisen regarding leave options for faculty parents for Fall 2020. We understand the difficulty of managing a full teaching load while also managing the closing of schools and daycares due to COVID-19. There are two leave programs that may be available for faculty who are unable to work or telework because of the school closings or unavailable options for child care. The parameters for the programs require that the faculty member be unable to work even with changes to schedules or mode of instruction and that there not be another suitable person to care for the child(ren). The program guidelines from the [U.S. Department of Labor](#) provide information about the meaning of "unable to work" and the requirements for the program.

The CSU's program, CPAL, offers one option but only for full day leave for exempt employees. For school closures, CPAL provides up to 256 hours of leave when an employee is unable to work due to COVID-19 related school or daycare closure that require the employee to be at home with the child(ren) and it is not operationally feasible for the employee to work remotely or in conjunction with the childcare commitment. The employee must discuss the limitations of working remotely or on a revised time schedule with the appropriate administrator, which at Fresno State is the AVP for Faculty Affairs.

Given the nature of faculty teaching schedules, the CPAL program has been less beneficial for faculty than the Families First Coronavirus Response Act (FFCRA). FFCRA leave allows for a reduction of timebase for the Fall semester for faculty whose daycares or children's schools have closed due to COVID-19 AND who do not have another suitable person to watch children during the times needed to work or who are not able to adjust teaching schedules or mode of delivery. With teleworking options through virtual instruction, including fully online or asynchronous teaching, and the possible adjustment of class times, the faculty member may be offered options that allow the faculty member to continue to work. If a faculty member meets the definition of "unable to work," a leave for a specific number of WTUs is approved and sent to HR for processing and monitoring. If circumstances should change during the semester and schools and/or daycares reopen, the leave would be reviewed. Also, if a leave is not granted initially based on "unable to work" guidelines or the faculty member did not apply at the start of the semester, but the faculty member's circumstances change, the faculty member can apply or reapply at any time in the semester. If you have questions about the leave options, please contact Faculty Affairs.

Also, please note that a faculty parents support group was established this summer thanks to the coordinating efforts of Marianne Jackson. The Faculty Parents Coalition meets on Fridays from 3-4 pm, although the day and time may adjust after the start of the semester based upon participant availability. If you are interested in joining this group of faculty, please contact Marianne Jackson in the Department of Psychology to be added to the email list and/or to receive the zoom meeting link.

Best wishes for a successful semester. Please contact me with questions or comments. Marsha

Marsha L. Baum

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