From: UCPath, University of California
Subject: UCPath Changes & Enhancements for Transactors: Dec 3, 2021 - Dec 10, 20201
Date: Friday, December 10, 2021 2:13:46 PM

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To: UCPath Transactors

UCPath Changes & Enhancements: December 3, 2021 – December 10, 2021

UCPath recently implemented the changes listed below.

Absence Management

Summary	Date
Resolved the issue causing FMLA/CFRA not to be available for PostDoc parental leave	12/03/21

Cognos

Summary	Date
Created a standardized payroll Cognos report bundle available to all payroll offices. This will provide all locations access to the same set of standardized payroll reports.	12/07/21

Payroll & Compensation

Summary	Date
Increased the qualified transportation and qualified parking amounts on the UCPath rate table to $280.00 in accordance with updated IRS limits for 2022	12/03/21
Added the 2022 UC monthly standard hours calendar	12/09/21

UCPath

Summary	Date
Resolved the issue causing previously saved or submitted benefit eForms to appear twice in search results	12/06/21
Updated the payroll configuration codes in Quicklinks	12/08/21

Other Updates & Reminders:

- **UCPath Upgrade Activities:**
  - **Planned Maintenance:** UCPath will be unavailable from 12pm Friday, December 10, through 6am Monday, December 13, to complete the UCPath upgrade.
  - **Code Freeze:** A code freeze is in effect until December 31 to support the UCPath upgrade. There will be minimal changes to UCPath during this timeframe to ensure a smooth implementation.
- **Worklist Enhancement:**
  - When the UCPath upgrade goes live on Monday, December 13, 2021, managers and transactors will experience a new way to interact with worklist transactions
  - When clicking on a worklist link, the transaction will open in a new browser tab
  - After completing the transaction, close the new browser tab to return to the original browser tab
- **Paycheck Reminders:**

- Employees enrolled for medical coverage will notice January 2022 benefit premium deductions starting with the Dec. 8, 2021, paychecks if paid bi-weekly, and with the Jan. 3, 2022, paychecks if paid monthly.
- Account-based plans, such as flexible spending accounts (FSAs) and health savings accounts (HSAs) are not collected in advance so these contributions will begin with Jan. 5, 2022, paychecks for employees paid bi-weekly and Feb. 1, 2022, paychecks for employees paid monthly.
- Check out the article on UCnet for more details

- Job configuration changes and location specific configurations can be viewed on the Location Support Site

Did you know: FICA determination begins with the processing of a hire transaction

- The system will assign a FICA status at the time of hire and will re-evaluate FICA status nightly based on changes in UCRP eligibility, visa permit type, citizenship status, EMPL class, person profile, pay group and total FTE
  - The re-evaluation will also consider the data in the FICA files submitted by locations after each quarter or semester with student credits
- There are three possible values:
  - Subject: Required to pay Social Security and Medicare tax (default for non-student employees)
  - Medicare Only: Required to pay Medicare tax but not Social Security
  - Exempt: Not required to pay Social Security or Medicare tax
- Student employees with an EMPL class of 5 or 11 default to exempt; except summer session
- Any student employee not coded with EMPL class 5 or 11 should have the effective date, UC student status and duration updated on the student status tab in person profile
- **Resources:**
  - FICA Processing Operational Alignment
  - Job Aid: Benefit Eligibility & Triggers
  - Schedule of I-156 Student FICA File submission 2021