From: UCPath Center, University of California
Subject: UCPath Changes & Enhancements for Transactors: Sep 3, 2021 - Sep 10, 2021
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To: UCPath Transactors

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

UCPath recently implemented the changes listed below.

General Ledger

Summary	Date
Resolved the invalid error “work study award balance is zero” upon direct retro submission	09/03/2021

PayPath

Summary	Date
Resolved the E-081 Mass PayPath issue causing job data rows to be added incorrectly when a comp rate code of UCWOS is used	09/03/2021

Payroll & Compensation

Summary	Date
Resolved the Smart HR Template issue where the JED distribution type was incorrectly changing from "None" to "By Amount" with an incorrect aggregate comp rate	09/03/2021
Implemented new primary job derivation logic. The new logic will ensure the primary job is derived correctly reducing manual overrides and ensuring more accurate benefit eligibility. This change will resolve several defects as well as improve performance in the nightly batch processing.	09/05/2021

Did You Know? FLSA status and payroll frequency (biweekly or monthly) must be aligned for all active paying jobs

- **FLSA status** is based on a holistic view of all jobs an employee has at UC
  - FLSA status can be Exempt, Non-Exempt, Non-Exempt Alt Overtime or No FLSA Required (Used for CWR positions)
- **Compensation frequency** is used to calculate the compensation rate for pay and derive the Pay Group.
  - Example: M- Monthly, H-Hourly, UC912 – UC9/12 AY
- Compensation frequency may differ, but the payroll frequency should be aligned when the Pay Group assignment is done

  Example:
    - EMPL Record 0: Exempt FLSA and compensation frequency of “M”
    - EMPL Record 1: Exempt FLSA and compensation frequency of “H”
  - Payroll frequency alignment would be completed by requesting a “_MH” (Monthly Hourly) pay group override for EMPL Record 1 to pay all jobs monthly
- **Location Action Needed:**
  - Ensure alignment has been coordinated prior to submitting hire transactions
    - If the new job requires an update to match the existing job, the position update should be processed before submitting the hire template
    - If the existing job requires an update to match the new concurrent job, the update should be processed before submitting the hire template
  - Monitor employees returning from leaves or short work breaks to ensure there are no conflicts
- **Additional Resources:**
  - UCPath Online Help (UPKs)
  - Operational Alignment: Dual FLSA and Comp Frequency

Other Updates & Reminders:

- Job configuration changes and location specific configurations can be viewed on the Location Support Site
- The 2021 UCPath Production Processing Schedule has been updated with revised pay confirm and processing dates due to the UCPath upgrade. The following Run ID Schedules have been updated:
    - 211211B2X
    - 211231M0X
    - 211225B1X

  Navigate to UCPath > Quicklinks > Payroll Resources, and select Payroll Processing Schedules & Working Hours to access the schedule
- **Training:** Navigate to UCPath > Help > Location Users to access recently updated training materials:
    - Payroll (PAYL200: Additional Compensation and Payroll Requests):
        - Job Aid: Stipends for Health Insurance
            - New job aid on how to submit payroll requests for one-time or recurring additional payments for Health Insurance stipends.
    - Employee Self Service (POR112: Employee Actions: Benefits Information):
        - Job Aid: Job Aid: Enroll an eligible Overaged Disabled Child (ODC)
            - New job aid on how employees can enroll an overaged disabled child in UCPath
    - Workforce Administration (WFA110: WFA Overview):
        - Job Aid: HR Primary Job Derivation Logic Workflow
            - New job aid on how UCPath determines the HR Primary Job for employees with multiple appointments
    - Basics and Navigation (NAV310: AWE Overview and Approvals):
        - Simulation: The following simulation is updated to reflect changes to the Document Type field. Field values now match the user's security role:
            - Approve ePerformance Document - Manager
    - ePerformance (EPR250: Supervisor and Manager ePerformance Activities):
        - Simulations: The following simulations are updated to reflect changes to the Document Type field. Field values now match the user's security role:
            - View Approval Statuses and Comments
            - View Current Documents (Supervisor/Manager)
    - ePerformance (EPR310: HR Administrator Activities):
        - Simulations: The following simulations are updated to reflect changes to the Document Type field. Field values now match the user's security role:
            - Approve ePerformance Document – Administrator
                - This job aid is also located under the following course: NAV310: AWE Overview and Approvals
            - Create ePerformance Documents and View Results
            - View ePerformance Documents