HRFE/PARIS ISSUES ADDRESSED IN 16.0 RELEASE

1552: ERV: UIN search - UIN not found message verbiage

1549: SEP, EGC: OBBBA: new "Comp Time leave buckets"
As part of the One Big Beautiful Bill Act (OBBBA) project we have created two new Comp Time leave codes; CMPD (Comp Time Earned – Double) and CMPS (Comp Time Earned – Straight) and changing the description for CMPT to “Comp Time Earned - 1.5”. The only changes to the Comp Time earn codes for earning and using this time is the leave code that is associated with it. In addition, we will be creating two new payout earn codes (PCD and PCS) that are associated with these new leave codes.

When an employee is separating or moving to an exempt job then the employee is to be paid out their Comp Time. Therefore these new Leave Codes needed to be added to the Payout screen for Separations and Employee Group Change transactions.

1548: ERV, PFV: OBBBA new fields: FLSA Indicator and FLSA Work Period
As part of the One Big Beautiful Bill Act (OBBBA) project we have created two new fields in the HR Front End (HRFE) application: FLSA Indicator and Work Period.

What is changing:
Two new fields (FLSA Indicator and FLSA Work Period) will be added to the Employee General Information tab:

Why is this change necessary:
When a payroll processes for a non-exempt employee, it will look at these work periods, earn codes, and hours reported to determine the amount of worked hours and non-worked hours. Then it calculates the qualified overtime premium credit that the employee will receive as cash OVF earnings IF the person/unit didn’t fully compensate the person properly (per FLSA regulations) using one or more of the overtime earn codes in BANNER. It is also used for the calculation of overtime premium credit the person will see on their earning statements and W2. These two fields are part of the required configuration to calculate a non-exempt employee’s qualified overtime credit:

1. FLSA Indicator – This field will default to C (Cash) for all non-exempt employee e-classes and retirees (TR). This should remain C (Cash) for employees that have the FLSA Work Period field populated.
2. FLSA Work Period – This field will default to a work period code for all non-exempt employee e-classes and is based on the e-class used in PEAEMPL. However, if you have employees that normally work more than 7.5 hours a day (37.5 hour a week person) or 8 hours in a day (40 hour a week person), then their FLSA Work Period should be reviewed and selected accordingly, based on the number of hours the person is normally expected to work in a day. The OBBBA working group has created the Work Period Job Aid that provides the available options for the FLSA Work Period field.

It is highly recommended that e-class changes be made prior to changing these fields; a new e-class will default the FLSA Indicator and FLSA Work Period values that correspond to it, overriding any previously proposed changes. If your transaction involves an employee group change (EGC), once the EGC prompt occurs, college and Central HR offices should review the work period at that point, especially if a custom work period is needed.

Other Information:
These two new fields will be editable on New Hire (NEW) and Employee Data (EMP) transactions (by the home unit & college) per the following rules and will follow the established routing that each campus already has in place. Those rules are:
1. The FLSA CASH indicator is only editable for HA (Academic Hourly) and TR (retiree) e-classes.
2. The FLSA Work Period is only editable for all non-exempt e-classes PLUS retirees (TR).