Service Request 100490
Add CFRA LOA Type

Technical Specification

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## Version History

<table>
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<th>Version #</th>
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1 Introduction

Leaves of absence related to the California Family Rights Act (CFRA) need to be accounted for in PPS.

1.1 Service Request 100490

Service Request 100490 asks for modifications to PPS to support a new leave of absence type for CFRA.

2 Background

The University of California’s Family Medical Leave policy encompasses the legal requirements of the Federal Family Medical Leave Act (FMLA), Pregnancy Disability Leave (PDL), and CFRA, as well as UC’s policies that extend beyond these legal requirements. FMLA leaves are identified in PPS with leave type 15 for an unpaid leave and leave type 16 for a paid leave; PDLs are identified in PPS with leave type 04 for both paid and unpaid leaves. CFRA leaves should have a new leave type so they can be tracked separately from the other family medical leaves.

3 Overview of System Modifications

3.1 EDB Maintenance

The CFRA leave type needs to be valid as a paid or unpaid leave. It also needs to be a valid leave plan for employees participating in the UC Benefits Contribution (UCI) plan, where selected employer contributions are continued automatically when an employee is on an unpaid leave.

3.2 Compute

Employees with an unpaid CFRA leave should not have their health FSA enrollments terminated.

4 Design Considerations

4.1 Assumptions and Dependencies

- No changes are specifically required for Web EDB Update, but it must be tested.
- The new CFRA leave type value can be passed as-is to other systems such as Corporate Personnel (CPS) and At Your Service Online (AYSO).
- PPP645, which was intended to report employees who were separated or on selected leaves who also had medical, dental, vision, or legal plan changes during Open Enrollment, has been of limited usefulness for the last 15 years, so will not be modified.
- LOA type values appear in copy file CPWSW88S and program PPP620, but are not referenced, so will not be modified.
- R1512 can be used as a guide for the EDB maintenance modifications.
- UPAY573 modifications will need to be addressed by the non-ITS office or person responsible for the form.
5 Testing Considerations

Testing should address EDB maintenance (batch, CICS (ELVE, EUCI), Web) and the batch compute. Testing should also ensure that the new leave type code is passed in the CPS interface (PPP711), SLIS interface (PPP715), union roster (PPP770), and displayed on the Personnel Status report (PPP620) and employee documents (IDOC) and PANs.

6 Mainframe Design

6.1 EDB Maintenance

6.1.1 COBOL Programs

6.1.1.1 PPEA007

PPEA007 performs edits and maintenance for a leave of absence (action code 07 or 08). Modifications: add leave type 19 as both a paid and unpaid leave type.

6.1.1.2 PPEC129

PPEA007 performs consistency edits and maintenance on leave of absence data. Modifications: add leave type 19 as both a paid and unpaid leave type.

6.1.1.3 PPEC715

PPEC715 performs consistency edits and maintenance on the University Contribution Indicator transaction sets. Modifications: add leave type 19 as a valid leave type.

6.1.2 CICS Help Updates

- EDB0139 – add 19 as CFRA Family and Medical Leave

6.1.3 Control Table Updates

6.1.3.1 CTL Database

Transactions to update the appropriate tables will be provided.

6.1.3.1.1 Data Element Table

EDB0139: add 19 to the range of values

6.1.3.1.2 Code Translation Table

EDB0139: add 19 as a translated value:

- length 24: CFRA Family & Medical Lv
- length 41: CFRA Family and Medical Leave

6.1.4 Data Dictionary Updates

A modified Data Dictionary entry will be required for the following:

- EDB0139: Leave of Absence Type Code – add 19 as a valid value; also add 18 as a valid value (from R1512)
6.2 Compute

6.2.1 COBOL Programs

6.2.1.1 PPNETDTK

PPNETDTK is called by net pay calculation programs to determine the deductions to be taken. Modifications: add 19 as a leave of absence type (along with the existing value of 15) to exclude from health FSA termination.

7 Unit Testing Requirements

7.1 All Processes

See Section 5 (Testing Considerations).