This release addresses the following Service Request:

**Service Request 100271**

Service Request 100271 asks for the addition of a new Description of Service code that will be used to record “equivalent” hours for by agreement pay in the compute without generating pay or updating hour balances on the EDB.

Service Request 100271 provides the following background information:

Under the Employer Shared Responsibility provisions of the Affordable Care Act, employers must offer benefits to substantially all full-time employees, where full-time means working on average at least 30 hours per week. In order to comply, employers must associate hours with any position not paid on an hourly basis (i.e., paid by agreement). A wide variety of UC employees receive by agreement pay, including for example, University Extension faculty, Coaches, and some Students. Because UC has adopted an IRS safe harbor based on averaging hours over a 12 month period, it will be necessary to provide a capability to record “equivalent” hours on the PAR for employees in these positions.

Note: At this time, no instruction has been given to the business to begin using this DOS code, although this is expected in the next few months. This release provides an opportunity for locations to engage in local regression testing, and to assess and mitigate downstream impacts related to data warehouse, financials, and other systems. In addition, locations can explore the addition of by agreement hours to local time and attendance processes.

**Cobol Programs**

**PPEC052**

PPEC052 performs Description of Service consistency edits for a distribution. It has been modified to issue message 08-102 (THIS DOS CODE SHOULD NOT BE ESTABLISHED ON THE EDB) when a distribution is setup with a by agreement hours DOS code.
PPGRSERN
PPGRSERN is called by gross pay calculation programs to calculate earnings. It has been modified to allow the processing of pay transactions for by agreement hours DOS codes where the percent of time is specified.

PPGRSPAR
PPGRSPAR is called by gross pay calculation programs to build the Payroll Audit file. It has been modified to prevent the hours for by agreement DOS codes from being added to non-worked hours. The program has also been modified to set the derived percent to zero for by agreement hours DOS codes.

PPGRSTIM
PPGRSTIM is called by gross pay calculation programs to process the time input on transactions. It has been modified so that BYH hours are reported correctly in the time hours and percent column of the PPP3901 report.

PPORCNCL
PPORCNCL processes cancellations for ORCA processing. Prior to this release, all earnings where the DOS Calculation Routine is ‘04’ (No dollars) are bypassed during the creation of C2 records. The program has been modified so that earnings for by agreement hours DOS codes are not bypassed when the C2 records are created for the cancellation transaction.

PPORRVSL
PPORRVSL processes reversals for ORCA processing. Prior to this release, all earnings where the DOS Calculation Routine is ‘04’ (No dollars) are bypassed during the creation of O2 records. The program has been modified so that earnings for by agreement hours DOS codes are not bypassed when the O2 records are created for the reversal transaction.

PPP520
PPP520 creates the Expense Distribution Work file (EDW) as an intermediate step of expense distribution. It has been modified so that by agreement hours DOS codes are bypassed during the processing of PAR account distributions. This will prevent warning messages for by agreement hours DOS code activity from appearing in the PPP5203 report.

Copy Members

CPWSDOSC
CPWSDOSC defines several DOS constants. A new category was defined for by agreement hours DOS codes.

Table Updates

Description of Service Table
New DOS code, BYH, has been added and will used to record “equivalent” hours for by agreement pay in the compute.

Installation Instructions

Copylib Member Installation

Install the following modified copy member:

<table>
<thead>
<tr>
<th>Copylib Members</th>
<th>Installed?</th>
</tr>
</thead>
<tbody>
<tr>
<td>CPWSDOSC</td>
<td></td>
</tr>
</tbody>
</table>

COBOL Program Preparation

At UCOP, all COBOL programs pass through the DB2 pre-compiler, whether or not the program contains embedded SQL, to resolve INCLUDE references. Your site may have different requirements.

"DUAL" programs must be compiled twice and linked into batch and online libraries ("LOADLIB" and "OLOADLIB" respectively). "CICS" programs must be CICS pre-compiled and compiled once and linked into OLOADLIB. "BATCH" programs must be compiled once and linked into the batch LOADLIB only.
Install, compile, and link the following program:

<table>
<thead>
<tr>
<th>PROGRAM</th>
<th>DB2?</th>
<th>Compile Type</th>
<th>Package Bind?</th>
<th>Done?</th>
</tr>
</thead>
<tbody>
<tr>
<td>PPEC052</td>
<td>Yes</td>
<td>Dual</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>PPGRSERN</td>
<td>Yes</td>
<td>Batch</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>PPGRSPAR</td>
<td>Yes</td>
<td>Batch</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>PPRGSTM</td>
<td>No</td>
<td>Batch</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>PPRCNCL</td>
<td>Yes</td>
<td>CICS</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>PPORRVSL</td>
<td>Yes</td>
<td>CICS</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>PPP520</td>
<td>Yes</td>
<td>Batch</td>
<td>Yes</td>
<td></td>
</tr>
</tbody>
</table>

Control Table Updates

Execute PPP004 to update the following DB2 CTL table with release transactions.

- Description of Service Table (10) - Use the transactions in CARDLIB (DOSPROD)

Test Plan

1. Using EAPP, enter a new distribution (using DOS code BYH) for an employee. Verify that message 08-102, “THIS DOS CODE SHOULD NOT BE ESTABLISHED ON THE EDB”, is issued.

2. Using ETAP or ETLR, enter pay transactions to record “equivalent” hours (using BYH DOS code) for by agreement earnings. Enter various combinations of the following:
   a. AP, LX, RX transactions
   b. Specify number of hours or percent of time
   c. Specify hourly rate (rate type A) or pay period amount rate (rate type H)

   Run a compute to process the pay transactions. Verify that the transactions show up on the PPP4401 report.

3. Run expense distribution to process the PAR from the compute containing BYH earnings. Verify that BYH earnings do not appear in the Distribution of Payroll Expense report (PPP5302). Verify that the Error and Warning Messages report (PPP5203) does not have warning messages for message number 052-040 (PAR, DESCRIPTION OF SERVICE CODE NOT FOUND ON DOS TABLE).

4. Using CNCL, enter an ORCA Cancellation Transaction to reverse previous earnings with BYH activity. Verify that the CANCELLATION/OVERPAYMENT/REVERSAL reports (PPORAUDT1) show the correct reversal of all earnings (including the BYH).

5. Using RVSL, enter an ORCA Reversal Transaction to reverse previous earnings with BYH activity. Verify that the CANCELLATION/OVERPAYMENT/REVERSAL reports (PPORAUDT1) show the correct reversal of all earnings (including the BYH).

6. Using RLSE, release the CNCL and RVSL transactions. Run PPRCABEY to unload the abeyance transactions. Run a compute to process the abeyance transactions. Verify that the CNCL/RVSL transactions show up in the PAR report (PPP4401) and the correct amount/hours are reversed.

7. Additional regression testing in the compute and expense distribution processes is recommended.

Timing of Installation

The timing of this release is not urgent.

As usual, campuses are encouraged to install this release in as timely a fashion as possible.

Functional questions should be addressed to Kenneth.Smith@ucop.edu or call (510) 287-3837.

If there are any questions, please send electronic mail to Alex.Tayag@ucop.edu, or call (510) 987-9094.

Alex Tayag