***Please distribute this alert to any users within your agency who are responsible for time and attendance activity in SAP.***

**SAP Updated to Reflect 7/1/2019 through 6/30/2023 Time Contract Changes for PDA (DOC, L&I, DMVA, PSP, DHS, and DOH Only)**

* Information regarding updates to SAP to reflect 7/1/2019 through 6/30/2023 time contract changes for PDA (BU T4, T5)

SAP configuration involving absences, quota and accrual has been updated with the contract changes for PDA for the contract period of 7/1/2019 through 6/30/2023. Following is an explanation of the changes.

**Sick**

Effective 7/1/2019, grandchildren and stepparent have been added to the definition of immediate family for the purposes of sick family leave.

Effective 7/1/2019, niece and nephew have been added to the definition of immediate family for the purpose of the three-day sick bereavement leave benefit.

Effective at the start of the 2021 leave calendar year, employees will no longer be able to use sick family or sick bereavement for domestic partner relationships. Domestic partner relationships will be ineligible for FMLA leave.

**Questions?**
If you have any questions regarding this alert, please submit an [**HR help desk ticket**](http://oaiss.state.pa.us/HR-Pay_Help_Desk/) in the time category.  You may also call for time support at 877.242.6007, Option 2.