***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 SEIU Healthcare (BU P4, P7) (DOC, PSP, L&I, DMVA, DHS and DOH Only)**

* Information regarding updates to SAP to reflect 7/1/2019 through 6/30/2023 time contract changes for SEIU Healthcare
* **REVISED Alert (12.04.2020):** This revision notifies users that full time evaluation configuration has been updated and employees have been retroed back to 1/04/2020.

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

**Shift Differential**

Effective at the beginning of the 2020 leave calendar year there are two pay rates for shift differential.

* A work shift consisting of 7.5 or 8.0 hours which begins at or after 8:00 p.m. and before 6:00 a.m. will be paid a shift differential of $1.15 per hour.
  + Continue to use the premium types listed below:

|  |  |  |
| --- | --- | --- |
| **Premium** | **Wage Type & Text** | **Mandated Wage Type & Text** |
| S1 | 2480 - SDiff 1.0 | 2680 - SDiff 1.0-Mandated |
| S4 | 2482 - SDiff 1.5 | 2682 - SDiff 1.5-Mandated |
| S9 | 2483 - SDiff 2.0 | 2683 - SDiff 2.0-Mandated |
| S8 | 2484 - SDiff 2.5 | 2684 - SDiff 2.5-Mandated |
| SH | 2492 - SDiff .50 | 2692 - SDiff .50-Mandated |
| SQ | 2491 - SDiff .25 | 2691 - SDiff .25-Mandated |

* A work shift consisting of 7.5 or 8.0 hours which begins at or after 12:00 noon and before 8:00 p.m. will be paid a shift differential of $1.25 per hour.
  + Use the premium types listed below:

|  |  |  |
| --- | --- | --- |
| **Premium** | **Wage Type & Text** | **Mandated Wage Type & Text** |
| P3 | 2481 - SDiff 1.0 Prem | 2681 - SDiff 1.0 Prem-Mandated |
| P5 | 2487 - SDiff 1.5 Prem | 2687 - SDiff 1.5 Prem-Mandated |
| P6 | 2488 - SDiff 2.0 Prem | 2688 - SDiff 2.0 Prem-Mandated |
| P7 | 2489 - SDiff 2.5 Prem | 2689 - SDiff 2.5 Prem-Mandated |

Shift differential pays automatically, if applicable, based on the employee’s work schedule. However, users will need to code overtime with the appropriate shift differential premium when manually coding overtime.

Also effective in January 2020, when an employee works overtime either before or after the employee’s full shift, shift differential at the appropriate rate will be paid for all hours worked as defined in shaded bullets above. This means that even if the scheduled work shift is not eligible for shift differential, overtime connected to that scheduled work shift could be eligible for shift differential. Reference the attached [SEIU Healthcare/OPEIU Shift Differential Timekeeper Guide](https://www.hrm.oa.pa.gov/Alerts-and-Transactions/Documents/Time%20Alerts/SEIU_Healthcare_-_OPEIU_Shift%20Differential%20Timekeeper%20Guide%20_v4.pdf) for scenario examples.

FTE and Overtime – SAP full time evaluation configuration was updated on November 22, 2020 to generate shift differential for overtime connected to a work shift that is not eligible for shift differential. Time evaluation was retroed for SEIU Healthcare employees in full time evaluation to generate shift differential payment for overtime based upon the new contract language. For shift differential pay rate discrepancies, please submit a HR help desk ticket.

Reminders:

* The beginning of the scheduled work shift defines the rate of shift differential to be paid.
* Shift differential that is auto generated based upon the employee’s scheduled work shift pays at the rate in effect on the last day of the pay period.
* If the shift differential is manually entered, the shift differential pays at the rate in effect on the date of the record.
* Shift differential associated with a mandated overtime assignment must be manually coded.
* Reference the attached [SEIU Healthcare/OPEIU Shift Differential Timekeeper Guide](https://www.hrm.oa.pa.gov/Alerts-and-Transactions/Documents/Time%20Alerts/SEIU_Healthcare_-_OPEIU_Shift%20Differential%20Timekeeper%20Guide%20_v4.pdf) for scenario examples.

**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.