***Please distribute this alert to any users within your agency who are responsible for personnel administration and processing human resource transactions.***

**Dynamic PAC/PAL Enhancement for AFSCME Non-Member Status Changes**

* Information regarding a dynamic PAC/PAL action enhancement for AFSCME non-member status changes.

As announced in [PA Alert 2020-07 - Infotype 0014 (Recurring Payments/Deductions) Enhancement for AFSCME Political and Legislative Contributions (PAC/PAL),](https://www.hrm.oa.pa.gov/Alerts-and-Transactions/Documents/Pers%20Admin%20Alerts/PA_Alert_2020_07_IT14_Enhancement_PAC_PAL.docx) users are restricted from creating a PAC/PAL deduction on the infotype 0014 (Recurring Payments/Deductions) for AFSCME non-union members.

Effective May 31, 2020, AFSCME union members who are moved to a “non-member” status in SAP on the infotype 0057 (Membership Fees) will have any existing PAC/PAL deduction on the infotype 0014 (Recurring Payments/Deduction) dynamically delimited or deleted. This enhancement is **ONLY** for AFSCME employees who are changed from a union member to non-member.

On the infoytpe 0057 (Membership Fees), the status option for a non-union member is “2”. Below are the status options available to a user on the infotype 0057 (Membership Fees).

1 – Union Member

2 – Non-Member

When updating the infotype 0057 (Membership Fees) to a non-member status, users must perform a PA30 (Maintain) transaction utilizing the “copy” function in order for the PAC/PAL deduction to delimit dynamically in the background. The existing PAC/PAL deduction will **NOT** dynamically delimit if the record is “created” by a user.

Retroactive changes cannot be made to the infotype 0057 (Membership Fees). Therefore, the PAC/PAL deduction on the infotype 00014 (Recurring Payments/Deductions) will be delimited the day prior to the non-member status update to the infotype 0057 (Membership Fees). Future dated PAC/PAL deductions on the infoytpe 0014 (Recurring Payments/Deductions) will be deleted from the system.

**Questions?**
If you have any questions regarding Dynamic PAC/PAL Enhancement for AFSCME Non-Member Status Changes, please submit an [**HR help desk ticket**](http://oaiss.state.pa.us/HR-Pay_Help_Desk/) using the “personnel administration” category.