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

**SAP Updated to Reflect 7/1/2020 through 6/30/2021 Time Contract Changes for Game FOP Lodge 114 Act 111 (K8) (Game Commission Only)**

* Information regarding updates to SAP to reflect 7/1/2020 through 6/30/2021 time contract changes for Game FOP 114 Act 111

SAP configuration involving absences has been updated with the contract changes for Game FOP Lodge 114 Act 111 for the contract period of 7/1/2020 through 6/30/2021. Following is an explanation of the changes.

**Sick**

* Grandchildren and stepparent have been added to the definition of immediate family for the purposes of sick family leave.
* 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.