



The purpose of these Release Notes is to inform OneUSG Connect technical staff and functional users of the scheduled 6.40 release of University System of Georgia (USG) functional application enhancements.

OneUSG Connect **Release 6.40** is currently scheduled for March 10, 2023. For further details about this downtime and upcoming functionality, please see the Release 6.40 UAT Kick- Off Meeting and Functionality Review located [here](#).

## Release HREL 6.40

*\*Final release notes.*

General Information	
<b>Business Processes and Job Aids</b>	Changes to the following Business Processes and Jobs Aids have been included in this release:
<b>Known Issues</b>	Resolutions to the following Known Issues have been included in this release:
<b>Updates to User Experience</b>	To the extent possible, additional Module-specific updates will be documented below.



## Table Changes- Coming Soon

*\*Please note that table items are subject to change.*

Table Name	Type of Change	Comments
PS_BAS_EVENT_CLASS	New column: ENABLE_DEP_PROOF	Oracle delivered change. Configuration to add additional requirements and approvals to dependents is not currently in use.
PS_BEN_DEFN_PLAN	New column: BAS_CMP_TMPL_ID	Oracle delivered change for comparing benefit plans – not currently in use.
PS_DEP_BEN	New columns: BEN_DEP_APPR BEN_APPR_DT	Oracle delivered change. Configuration to add additional requirements and approvals to dependents is not currently in use.
PS_HRS_APPLICANT	New columns: REG_REGION PRONOUN HRS_TRG_UPD_DTTM	Oracle delivered change. Configuration to enable additional pronoun and gender options is not currently in use.
PS_HRS_JOB_OPENING	New column: HRS_TRG_UPD_DTTM	Oracle delivered change – not currently in use.
PS_HRS_RCMNT	New column: HRS_TRG_UPD_DTTM	Oracle delivered change – not currently in use.
PS_JPM_JP_TYP_PIDS	New column: JPM_REQ_ACK	Oracle delivered change to allow acknowledgment framework for Job Profile changes – not currently in use.



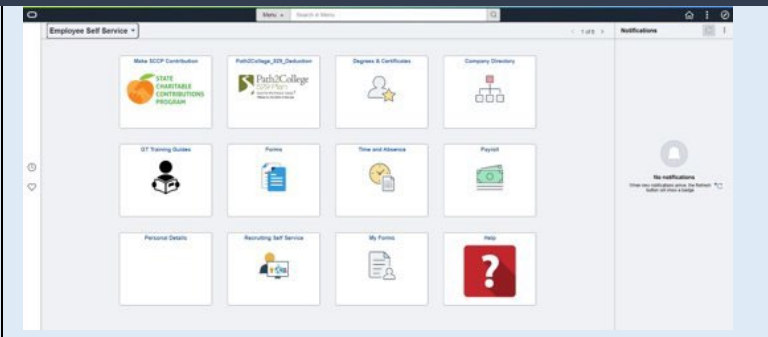
PS_JPM_JP_TYPES	New column: ESIGN_ID	Oracle delivered change to allow acknowledgment framework for Job Profile changes – not currently in use.
PS_LIFE_ADD_TBL	New column: SPEC_RELATION	Oracle delivered change. Configuration to add additional requirements and approvals to dependents is not currently in use.
PS_PERS_DATA_EFFDT	New columns: REG_REGION BIRTH_SEX PRONOUN SEXUAL_ORIENTATION GENDER_IDENTITY	Oracle delivered change. Configuration to enable additional pronoun and gender options is not currently in use.
PS_VNDR_BANK_ACCT	New column: PY_BANKACCCRYPT	Oracle delivered change related to bank account encryption.



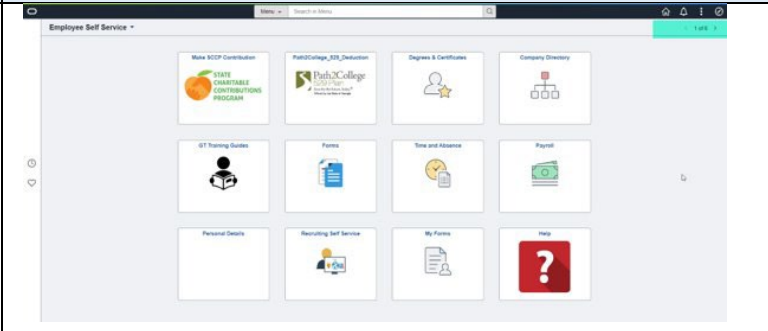
### User Experience Changes

#### Modifications to User Experience Changes

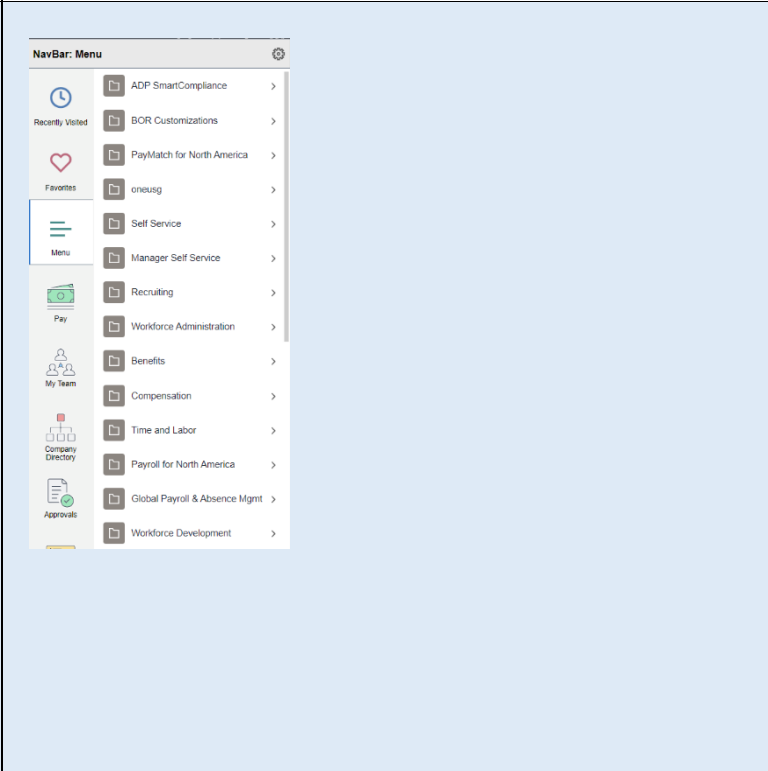
**New Look on Landing Page**



**Landing Page Notifications Can Be Hidden**



**New NavBar Icons and Navigator Becomes Menu**





## Notifications are now presented via panel instead of Bell

The screenshots illustrate the new notification panel in the OneUSG Connect Employee Self Service interface. The first two screenshots show the main dashboard with a notification panel on the right side, listing various actions and alerts. The third screenshot shows a 'Request Reporting Change' form with fields for effective date, position title, and approval status. The fourth screenshot shows the dashboard again, highlighting the notification panel. The fifth screenshot shows a 'View All Notifications' list with the following data:

Notification Name	Category Type	Message State	Message	Last Update Date/Time	Priority
Adjust Leave Balances	Action	Unread	Request to Adjust Leave Balance for [redacted] is awaiting your approval.	02/07/23 12:52:10PM	Default
Extended Absence	Alert	Dismissed	Extended Absence Request for [redacted] is awaiting for your approval.	02/07/23 9:59:01AM	Default
Extended Absence	Alert	Dismissed	Extended Absence Request for [redacted] is awaiting for your approval.	02/07/23 10:53:14AM	Default
Extended Absence	Alert	Dismissed	Extended Absence Request for [redacted] is awaiting for your approval.	02/07/23 11:31:12AM	Default
Extended Absence	Alert	Dismissed	Extended Absence Request for [redacted] is awaiting for your approval.	02/07/23 11:31:36AM	Default
Extended Absence	Alert	Dismissed	Extended Absence Request for [redacted] is awaiting for your approval.	02/07/23 4:05:00PM	Default
Person photo	Action	Unread	Profile for [redacted] has been submitted for review.	02/03/23 2:13:12PM	Default

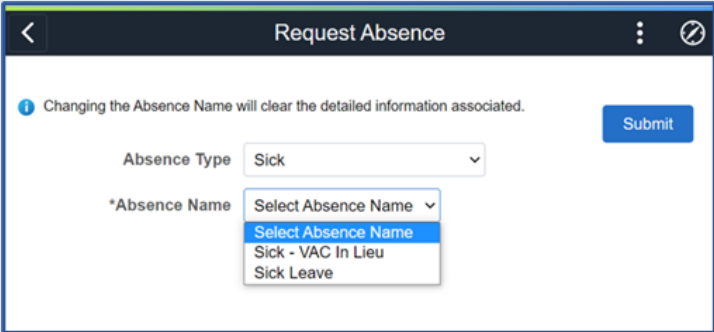
## Module Specific Information Absence Management

### Modifications to Existing Processes



<p><b>Medical/Non-FMLA Extended Leave</b></p>	<p>The current version of this production process does not include a "Forecasting" option. With this release, the process has been enhanced to include the ability to forecast. The forecast results should follow the standard SICK Leave Cascade (1. Sick, 2. Comp Time, 3. Deferred HOL, 4. Annual Leave/VAC, 5. Unscheduled HOL).</p>
<p><b>Sick – Vac in Lieu</b></p> <p><b>(Formerly referred to as VAC in Lieu of Sick)</b></p> <p>Fluid Home &gt; Employee Self Service &gt; Time and Absence &gt; Request Absence</p> <ul style="list-style-type: none"> <li>• <b>Sick – Vac in Lieu</b></li> </ul> <p>NAV &gt; Employee Self Service &gt; Time Management &gt; Report Time &gt; Request Absence</p> <ul style="list-style-type: none"> <li>• <b>Sick – Vac in Lieu</b></li> </ul> <p>Fluid Home &gt; Employee Self Service &gt; Time and Absence &gt; Extended Absence Request</p> <ul style="list-style-type: none"> <li>• <b>FMLA Continuous Vacation</b></li> <li>• <b>FMLA Intermittent Vacation</b></li> <li>• <b>Medical/Non FMLA Vacation</b></li> </ul> <p>NAV &gt; GP &amp; ABS Mgmt &gt; Payee Data &gt; Maintain Absences &gt; Absence Event</p> <ul style="list-style-type: none"> <li>• <b>EA – FMLA VIL</b></li> <li>• <b>EA – MED/NON FMVIL</b></li> <li>• <b>FMLA INTERM VIL</b></li> </ul> <p><b>CURRENT PRODUCTION SICK LEAVE CASCADE:</b></p> <ol style="list-style-type: none"> <li>1) Sick Leave</li> <li>2) Comp Time</li> <li>3) Deferred Holiday</li> <li>4) Annual Leave/Vacation</li> <li>5) Unscheduled HOL</li> </ol> <p><b>CURRENT PRODUCTION VACATION CASCADE:</b></p> <ol style="list-style-type: none"> <li>1) Comp Time</li> <li>2) Deferred Holiday</li> <li>3) Annual Leave/Vacation</li> <li>4) Unscheduled Holiday</li> </ol>	<p><b>Issue:</b> Institutions requested that employees be provided additional Absence options to allow them (employees) to better manage Vacation and Sick leave balances, which will also allow them the ability to better manage year-end excess Vacation hour forfeitures.</p> <p><b>Solution:</b> This release enhancement provides employee options for qualified Sick event (Regular or Extended) requests to leverage new VAC In Lieu of Sick (VIL) options.</p> <ol style="list-style-type: none"> <li>1. The new VIL options are only available to Vacation eligible employees.</li> <li>2. Allows supervisors/practitioners to appropriately document and track sick leave requests. Sick Leave is tracked as 'Sick Leave' even though the requested hours are taken from the employee's Annual Leave/VAC balance. Employees will be responsible for requesting the appropriate absence take.</li> <li>3. Qualified sick requests will reduce our annual vacation liability and help reduce forfeitures at end of each CY while also helping institutions manage resource annual/vac leave time drain in December.</li> </ol> <p>The hours taken when Vac in Lieu requests are made will follow the <b>"VIL" Cascade Order</b> and deduct from employee balances in the following order:</p> <ol style="list-style-type: none"> <li><b>1) Comp-Time</b></li> <li><b>2) Deferred HOL</b></li> <li><b>3) Annual Leave/Vacation</b></li> <li><b>4) Unscheduled HOL</b></li> <li><b>5) Sick Leave</b></li> </ol> <p><b>Other Important Highlights</b></p> <ul style="list-style-type: none"> <li>• Use of Comp time before VAC supports current policy HRAP workweek and overtime which requires the use of comp time hours before annual leave hours are used. This practice will continue to reduce FY end comp liability payouts.</li> </ul>



	<ul style="list-style-type: none"> <li>Supervisors and leave administrators are encouraged to manage comp time hours throughout the year to avoid end of year vacation leave forfeiting of leave or employees needing to take off at the end of year to avoid losing their annual/vacation leave impacting the ability to manage business operations.</li> <li>If managed appropriately, this option provides more flexibility to our employees while potentially reducing annual/vacation leave payouts at termination and allowing TRS retirement employees to accumulate sick leave to apply to time worked</li> </ul>
<p><b>Sick – Vac in Lieu (Regular Absence)</b></p>	<p>1. A new <b>REGULAR SICK Absence, VAC In Lieu of Sick (VIL)</b> is being added with this release.</p> 
<p><b>FMLA Continuous Vacation</b></p> <p><u>ESS</u></p> <ul style="list-style-type: none"> <li><b>FMLA Continuous Vacation</b></li> </ul> <p><u>ADMIN</u></p> <ul style="list-style-type: none"> <li><b>EA – FMLA VIL</b></li> </ul>	<p>2. A new <b>EXTENDED Absence, FMLA Continuous VAC in Lieu (VIL)</b> option is being added with this release. This new 'VIL' event option will function the same as its non-VIL counterpart with one exception, the event will follow the VIL cascade.</p>
<p><b>FMLA Intermittent Vacation</b></p> <p><u>ESS</u></p> <ul style="list-style-type: none"> <li><b>FMLA Intermittent Vacation</b></li> </ul> <p><u>ADMIN</u></p> <ul style="list-style-type: none"> <li><b>FMLA INTERM VIL</b></li> </ul>	<p>3. A new <b>EXTENDED Absence, FMLA Intermittent VAC in Lieu of Sick (VIL)</b> option is being added with this release. This new 'VIL' event option will function the same as its non-VIL counterpart with one exception, the event will follow the VIL cascade.</p>
<p><b>Medical/Non FMLA Vacation</b></p> <p><u>ESS</u></p> <ul style="list-style-type: none"> <li><b>Medical/Non FMLA Vacation</b></li> </ul> <p><u>ADMIN</u></p> <ul style="list-style-type: none"> <li><b>EA – MED/NON FMVIL</b></li> </ul>	<p>4. A new <b>EXTENDED Absence, Medical Non-FMLA VAC in Lieu of Sick (VIL)</b> option is being added with this release. This new 'VIL' event option will function the same as its non-VIL counterpart with one exception, the event will follow the VIL cascade.</p>



### Reports/Queries


### Page Changes


## Benefits

### Modifications to Existing Processes


### Reports/Queries


### Page Changes


## Commitment Accounting

### Modifications to Existing Processes


### Reports/Queries


### Page Changes






**Common Remitter**

**Modifications to Existing Processes**


**Reports/Queries**


**Page Changes**


**Direct Hire**

**Modifications to Existing Processes**


**Reports/Queries**


**Page Changes**




**ePerformance**

**Modifications to Existing Processes**


**Reports/Queries**


**Page Changes**


**Human Resources**

**Modifications to Existing Processes**


**Reports/Queries**


**Page Changes**


**Job Profile Management**

**Modifications to Existing Processes**

<b>Add/Change Position transactions</b>	Will now correctly add/change Job Summary and Background Check Package on Non-Person Profiles.
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	*Deletions of Background Check Package will still need to be made manually

### Reports/Queries

	n/a

### Page Changes

	n/a

## Onboarding

### Modifications to Existing Processes


### Reports/Queries


### Page Changes


## Payroll

### Modifications to Existing Processes


### Reports/Queries

<b>BOR_PY_AYP_RETRO_CHANGES</b>	Nav > Reporting Tools > Query > Query Manager/Viewer  Issue: Academic Year Pay loads pay data to Additional Pay and is not captured in delivered Retro Pay Trigger
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	<p>functionality. This query can be used for any retroactive or late job data actions.</p> <p>Resolution: This query has been configured in OneUSG Connect to identify effective dated job data rows that impact employee compensation but is entered (Action Date) after the employee is paid for the month that includes that effective date. The query prompts on:          Effective Date &lt;=          Action Date From:          Action Date To:          Pay Group:</p> <p>An XREF table is referenced by the query, see Page Changes for details.</p> <p>This query also satisfies the requirements for CHG00561.</p>

### Page Changes

<b>BORAYPRETR XREF Table</b>	<p>BOR Customizations &gt; Process XREF &gt; BORAYPRETR</p> <p>This XREF table was created to support the BOR_AYP_PY_RETRO_CHANGES query. The query references this page to determine which Action-Action/Reason combinations to return in the data results.</p>
<b>Arizona Withholding Requirement</b>	<ul style="list-style-type: none"> <li>-The Arizona Department of Revenue has issued a 2023 revision of Form A-4 (Employee's Arizona Withholding Election) and requires that ALL employees complete a new Form A-4 for tax year 2023</li> <li>-The new authorized withholding percentages are: 0.5%, 1.0%, 1.5%, 2.0%, 2.5%, 3.0%, and 3.5%</li> <li>-Beginning 01 January 2023, an employer must withhold Arizona tax at a rate of 2.0% of taxable wages from an employee who does not complete and submit Arizona Form A-4</li> </ul>

## Recruiting

### Modifications to Existing Processes

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### Reports/Queries


### Page Changes


## Security

### Modifications to Existing Processes


### Reports/Queries


### Page Changes


## Self Service

### Modifications to Existing Processes


### Reports/Queries




### Page Changes


### Time and Labor

### Modifications to Existing Processes


### Reports/Queries


### Page Changes


Other Notes	
<b>Next Scheduled Release</b>	Release 6.42 - July 14, 2023 Release 6.44 – October 20, 2023
<b>More Information and Support</b>	For business impact emergency issues, contact OneUSG Connect at <a href="mailto:oneusgsupport@usg.edu">oneusgsupport@usg.edu</a> .