

# Banner Human Resources

## Release Notes

*Release 8.1.2*  
*February 2009*



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**Revision History Log**

<b>Publication Date</b>	<b>Summary</b>
February 2009	New version that supports Banner 8.1.2 software.

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**Section 4    Miscellaneous Enhancements**



The release notes provides an overview of the enhancements made to the Family Leave Medical Act (FMLA) functionality in Banner Human Resources for U.S. institutions, identifies changes to the online help of Banner Human Resources, documents technical updates, associated problem resolutions, and RPE resolved in Banner Human Resources 8.1.2.

## System Requirements

The following product releases must be installed to upgrade to Banner Human Resources 8.1.2.

- Minimum Banner General 8.0
- Minimum Position Control 8.0
- Minimum Banner Human Resources 8.0

## Documentation Support

The following documents have been released for Banner Human Resources 8.1.2.

### What Changed?

The following table provides a list of all changes made to *existing* documentation for Banner Human Resources 8.1.2.

Manual/Help	Chapters	Topics
Banner Human Resources Online Help	N/A	Installation Rules Form (PTRINST)
	N/A	Earnings Code Rules Form (PTREARN)
	N/A	Beneficiary Relationship Rules Form (PTRBREL)
	N/A	FMLA Status Validation Form (PTVFMST)

Manual/Help	Chapters	Topics
	N/A	FMLA Leave Reason Validation Form (PTVFREA)
Banner Human Resources Online Help	N/A	Employee FMLA Status Inquiry Form (PEIFMLA)
	N/A	Employee FMLA Information Form (PEAFMLA)

# FMLA Data Capture and Tracking - Functional



This section documents the functional changes made to capture FMLA information in Banner.

## Overview

Release 8.1.2 has enhanced FMLA functionality in Banner Human Resources in accordance to the the National Defense Authorization Act for Fiscal Year 2008 (NDAA).

The National Defense Authorization Act for Fiscal Year 2008 (NDAA) amended the FMLA law of 1993. It made provision for a "spouse, son, daughter, parent, or next of kin" to take up to 26 work weeks of leave to care for a "member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness."

Accordingly, the following changes have been made in Banner Human Resources:

- The Faculty Action Tracking Form (PEAFMLA) has been subject to the following changes:
  - Employee maximums and appropriate date fields have been modified to allow for FMLA leave extensions for up to 26 weeks in a 12 month period.
  - PEAFMLA has been modified to capture accurate balances and improve form usability.
  - A new Leave History Record window has been added to the form.
  - The Comments window has been modified to accommodate multiple comments per FMLA record.
- The Employee FMLA Status Inquiry Form (PEIFMLA) has been modified to display leave balances for extended FMLA leave.
- Two new fields, **Service Year Type** and **Institution Year MM and DD** have been added to the COBRA or FMLA window of the Installation Rules Form (PTRINST). These fields provide institutions with two new options to define the type of service year they wish to follow, and the month and day of the institution's 12-month FMLA year respectively.

- The following RPEs have also been resolved as a result of the above changes: CMS-RPE32284, CMS-RPE40314, and CMS-RPE32452.

## Summary of Form Changes

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The following forms have been modified for the FMLA enhancement.

### Employee FMLA Information Form (PEAFMLA)

The Employee FMLA Information Form (PEAFMLA) has been updated in the following aspects:

- Fields have been modified in the Key block of the form. Existing fields, **Year**, **Year Begin** and **Year End** Dates have been removed. The **Year**, **Year Begin** and **Year End** dates will now be automatically calculated in the Leave Usage window based on the period of time of the event and the usage associated with the Earnings Begin Date entered.
- Additional information has been added to the Key block to assist in the qualification of FMLA leave. The primary **Employee Class** has been added and is displayed from the Employee record. Further, a new function allows you to quickly view the total number eligible work hours, based upon the **Hours Query Date** field.
- The form has been modified to track military leave information in the Leave Event blocks.
- Additional fields have been added to record the Leave Duration planned by the employee.
- A new Leave History block, corresponding new tab, and relevant fields have been added to indicate changes to the Leave Event record.
- The Comments window has been modified to enable entry of multiple comments for a single record. It also captures the User ID, Date, and Time entered for each comment.
- In the Leave Usage window, a new *Import Payroll History* option has been added to the Options menu that allows you to load usage hours from the employee's Pay History records. The Import Payroll History function works in conjunction with the new **FMLA Usage Hours** indicator on the Earnings Code Rules Form (PTREARN) where you can specify which Earn codes are acceptable for FMLA usage.
- All database tables associated with the form have been modified to accommodate for the above changes. For more details, refer to the Technical section on [page 13](#) of the release notes.

- For detailed field descriptions, refer to the online help of Banner Human Resources 8.1.2.

### **Employee FMLA Status Inquiry Form (PEIFMLA)**

The Employee FMLA Status Inquiry Form (PEIFMLA) has been modified as follows:

- Tab navigation has been added to the form. Two new tabs to access a list of Leave Events and Comments have been added for the relevant windows.
- Two new fields, **Status** and **Comments Exist**, have been added to the Leave Record Event window of the form.
- The underlying table of the comments window, PERCFML, has been modified. For more details, refer to the Technical section on [page 13](#) of the release notes.
- For detailed field descriptions, refer to the online help of Banner Human Resources 8.1.2.

### **Earnings Code Rules Form (PTREARN)**

Two new check boxes, **FMLA Eligible Hours** and **FMLA Usage Hours**, have been added to the Main block of PTREARN. The Eligible Hours indicator allows for the specified Earn Code to be included in the 12 month hours calculation displayed in the Key block of PEAFMLA. The Usage Hours will signify which payroll Earn Codes are eligible for classifying FMLA usage during a Leave Event.

For detailed field descriptions, refer to the online help of Banner Human Resources 8.1.2.

### **Installation Rules Form (PTRINST)**

Two new fields, **Service Year Type** and **Institution Year MM and DD**, have been added to the COBRA or FMLA window of the Installation Rules Form (PTRINST). This provides institutions with two additional options to specify their 12-month FMLA period.

For detailed field descriptions, refer to the online help of Banner Human Resources 8.1.2.

### **Beneficiary Relationship Rules Form (PTRBREL)**

A new edit has been added to the PEAFMLA form to signify a **Relationship Code** between the employee and the Military Service member being cared for. Accordingly, an edit has been added to ensure that a Relationship code that is in use cannot be deleted on PTRBREL. If you attempt to delete a Relationship code on PTRBREL, the following message will be displayed: *\*ERROR\* Relationship Code exists on Beneficiary records.*

## FMLA Status Validation Form (PTVFMST)

A new edit has been added to the FMLA Status Validation Form (PTVFMST) to check if a **Status** code on PTVFMST has been used by PEAFMLA. This check is performed when you attempt to delete a record on PTVFMST. If a relationship exists, then the concerned Status code cannot be deleted on PTVFMST, and the following message will be displayed: *\*ERROR\* Status Code exists on FMLA records.*

## FMLA Leave Reason Validation Form (PTVFREA)

A new edit has been added to FMLA Leave Reason Validation Form (PTVFREA) to check if a **Reason** code on PTVFREA has been used by PEAFMLA. This check is performed when you attempt to delete a record on PTVFREA. If a relationship exists, then the concerned Reason code cannot be deleted on PTVFREA, and the following message will be displayed: *\*ERROR\* Reason Code exists on FMLA records.*

# Processing FMLA in Banner

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This section documents how to set up Banner forms to process FMLA requests for employees at your institution.

## FMLA Setup and Payroll Processing

Establish appropriate FMLA validation codes and processing rules for your institution on the following Banner forms.

1. Access the FMLA Status Validation Form (PTVFMST) and specify appropriate FMLA status codes that will be used to indicate the current status of the FMLA request in processing. The codes entered on this validation form will display as values in appropriate pull-down lists of corresponding fields on the PEAFMLA form.
2. Access the FMLA Leave Reason Validation Form (PTVFREA) and enter appropriate leave reason codes and corresponding descriptions to enable you to identify the employee's reason for an FMLA request. The codes entered on this validation form will display as values in appropriate pull-down lists of corresponding fields on the PEAFMLA form.

3. Access the COBRA and FMLA window of the Installation Rules Form (PTRINST) and set up the following rules for FMLA. This is a *one-time* institution-level setup.

3.1. Specify the **Leave Period Indicator** value to identify the Calendar followed by your institution from the pull-down list. Select one of the following values:

*Calendar*

*Fiscal Year*

*Institution*

*Service Year*

*Qualifying Event*

*Rolling Backward*

3.2. At **Units Indicator**, specify the unit of measure for calculating FMLA leave at your institution. Use this field to express FMLA units in terms of *Hours*, *Days*, or *Weeks*.

 **Note**

The **Units Indicator** must be set to *Hours* on PTRINST if you intend to use the Import Payroll History option on the Leave Usage window of PEAFMLA. ■

3.3. At **Service Year Type**, identify how the Service Years are calculated at your institution. Select one of the following values from the pull-down list:

*Adjusted Service*

*Current Hire*

*Original Hire*

*Seniority*

*None*

3.4. At **Institution Year MM and DD**, specify the actual start date and month of the FMLA Year that will be used by your institution. For example, 06/15 to indicate June 15th as the start of the FMLA year.

To process FMLA leave through payroll and to verify qualification time, you must also identify specific earning codes that are to be used for FMLA processing.

4. Access the Earnings Code Rules Form (PTREARN) and check the following check boxes for *each* Earnings code:
  - 4.1. Check the **FMLA Eligible Hours** check box to indicate if the selected earning code will be considered for past hours worked for FMLA qualification. This information will be computed and displayed in PEAFMLA.
  - 4.2. Check the **FMLA Usage Hours** check box for each earn code that you would like to extract from the Pay History of employees for FMLA tracking purposes. All such earn codes will be automatically populated on the Leave Usage Window of PEAFMLA when you select the *Import Payroll History* option from the Options menu.
5. Enter FMLA information on the Employee FMLA Information Form (PEAFMLA). For a detailed description of this application form, refer to the online help of Banner Human Resources.
6. Process and complete payroll following standard procedures as documented in Chapter 6, Payroll Processes, in Release 8.1 of the *Banner Human Resources User Guide*.

## 3

# FMLA Data Capture and Tracking - Technical



This section documents the technical changes made for the FMLA Data Capture and Tracking enhancement.

## New Table

The following table has been created to track FMLA history in Banner.

### Family Medical Leave Act History Table (PERHFML)

Database Column	Null?	Data Type
PERHFML_ID	NOT NULL	NUMBER(19)
PERHFML_PERFMLA_ID	NOT NULL	NUMBER(19)
PERHFML_PIDM	NOT NULL	NUMBER(8)
PERHFML_YEAR_TYPE	NOT NULL	VARCHAR2(1 CHAR)
PERHFML_UNIT_TYPE	NOT NULL	VARCHAR2(1 CHAR)
PERHFML_MAX_UNITS	NOT NULL	NUMBER(6,2)
PERHFML_SPOUSE_IND	NOT NULL	VARCHAR2(1 CHAR)
PERHFML_MILITARY_MEMBER_IND	NOT NULL	VARCHAR2(1 CHAR)
PERHFML_BEGIN_DATE	NOT NULL	DATE
PERHFML_STATUS_CODE	NOT NULL	VARCHAR2(2 CHAR)
PERHFML_STATUS_DATE	NOT NULL	DATE
PERHFML_REQUEST_DATE	NOT NULL	DATE
PERHFML_FREA_CODE	NOT NULL	VARCHAR2(2 CHAR)
PERHFML_BENEFIT_IND	NOT NULL	VARCHAR2(1 CHAR)
PERHFML_MED_CERT_IND	NOT NULL	VARCHAR2(1 CHAR)
PERHFML_MILITARY_DOC_IND	NOT NULL	VARCHAR2(1 CHAR)

Database Column	Null?	Data Type
PERHFML_DURATION_TYPE	NOT NULL	VARCHAR2(2 CHAR)
PERHFML_ACTIVITY_DATE	NOT NULL	DATE
PERHFML_USER_ID	NOT NULL	VARCHAR2(30 CHAR)
PERHFML_SPOUSE_PIDM		NUMBER(8)
PERHFML_END_DATE		DATE
PERHFML_ELIGIBLE_DATE		DATE
PERHFML_APPROVAL_DATE		DATE
PERHFML_APPROVE_PIDM		NUMBER(8)
PERHFML_MED_RECEIVED_DATE		DATE
PERHFML_FT_PT_TYPE		VARCHAR2(2 CHAR)
PERHFML_SCHEDULE_RETURN_DATE		DATE
PERHFML_RETURN_FT_PT_TYPE		VARCHAR2(2 CHAR)
PERHFML_ACTUAL_RETURN_DATE		DATE
PERHFML_MILITARY_MEMBER_NAME		VARCHAR2(230 CHAR)
PERHFML_TYPE_CARE		VARCHAR2(200 CHAR)
PERHFML_MILITARY_DOC_DATE		DATE
PERHFML_DURATION_NOTE		VARCHAR2(200 CHAR)
PERHFML_BREL_CODE		VARCHAR2(1 CHAR)
PERHFML_UNPAID_STATUS_DATE		DATE
PERHFML_DATA_ORIGIN		VARCHAR2(30 CHAR)

# Converted Tables

The structure of the following existing Banner tables have been modified. The tables now consist of the following columns.

## Family Medical Leave Act Base Table (PERBFML)

Database Column	Null?	Data Type
PERBFML_ID	NOT NULL	NUMBER(19)
PERBFML_PIDM	NOT NULL	NUMBER(8)
PERBFML_YEAR_TYPE	NOT NULL	VARCHAR2(1 CHAR)
PERBFML_UNIT_TYPE	NOT NULL	VARCHAR2(1 CHAR)
PERBFML_MAX_UNITS	NOT NULL	NUMBER(6,2)
PERBFML_SPOUSE_IND	NOT NULL	VARCHAR2(1 CHAR)
PERBFML_MILITARY_MEMBER_IND	NOT NULL	VARCHAR2(1 CHAR)
PERBFML_ACTIVITY_DATE	NOT NULL	DATE
PERBFML_USER_ID	NOT NULL	VARCHAR2(30 CHAR)
PERBFML_SPOUSE_PIDM		NUMBER(8)
PERBFML_DATA_ORIGIN		VARCHAR2(30 CHAR)

## Family Medical Leave Act Comments Table (PERCFML)

Database Column	Null?	Data Type
PERCFML_ID	NOT NULL	NUMBER(19)
PERCFML_PERFMLA_ID	NOT NULL	NUMBER(19)
PERCFML_ACTIVITY_DATE	NOT NULL	DATE
PERCFML_USER_ID	NOT NULL	VARCHAR2(30 CHAR)
PERCFML_COMMENT		VARCHAR2(4000 CHAR)
PERCFML_DATA_ORIGIN		VARCHAR2(30 CHAR)

## Family Medical Leave Act Earnings Table (PEREFML)

Database Column	Null?	Data Type
PEREFML_ID	NOT NULL	NUMBER(19)
PEREFML_PERFMLA_ID	NOT NULL	NUMBER(19)
PEREFML_EARN_CODE	NOT NULL	VARCHAR2(3 CHAR)
PEREFML_EARN_BEGIN_DATE	NOT NULL	DATE
PEREFML_CLAIM_UNITS	NOT NULL	NUMBER(6,2)
PEREFML_PAY_HISTORY_IND	NOT NULL	VARCHAR2(1 CHAR)
PEREFML_ACTIVITY_DATE	NOT NULL	DATE
PEREFML_USER_ID	NOT NULL	VARCHAR2(30 CHAR)
PEREFML_EARN_END_DATE		DATE
PEREFML_DATA_ORIGIN		VARCHAR2(30 CHAR)

## Family Medical Leave Act Usage Table (PERFMLA)

Database Column	Null?	Data Type
PERFMLA_ID	NOT NULL	NUMBER(19)
PERFMLA_PERBFML_ID	NOT NULL	NUMBER(19)
PERFMLA_BEGIN_DATE	NOT NULL	DATE
PERFMLA_STATUS_CODE	NOT NULL	VARCHAR2(2 CHAR)
PERFMLA_STATUS_DATE	NOT NULL	DATE
PERFMLA_REQUEST_DATE	NOT NULL	DATE
PERFMLA_FREAA_CODE	NOT NULL	VARCHAR2(2 CHAR)
PERFMLA_BENEFIT_IND	NOT NULL	VARCHAR2(1 CHAR)
PERFMLA_MED_CERT_IND	NOT NULL	VARCHAR2(1 CHAR)
PERFMLA_MILITARY_DOC_IND	NOT NULL	VARCHAR2(1 CHAR)
PERFMLA_DURATION_TYPE	NOT NULL	VARCHAR2(2 CHAR)
PERFMLA_ACTIVITY_DATE	NOT NULL	DATE
PERFMLA_USER_ID	NOT NULL	VARCHAR2(30 CHAR)

Database Column	Null?	Data Type
PERFMLA_END_DATE	NOT NULL	DATE
PERFMLA_ELIGIBLE_DATE		DATE
PERFMLA_APPROVAL_DATE		DATE
PERFMLA_APPROVE_PIDM		NUMBER(8)
PERFMLA_MED_RECEIVED_DATE		DATE
PERFMLA_FT_PT_TYPE		VARCHAR2(2 CHAR)
PERFMLA_SCHEDULE_RETURN_DATE		DATE
PERFMLA_RETURN_FT_PT_TYPE		VARCHAR2(2 CHAR)
PERFMLA_ACTUAL_RETURN_DATE		DATE
PERFMLA_MILITARY_MEMBER_NAME		VARCHAR2(230 CHAR)
PERFMLA_TYPE_CARE		VARCHAR2(200 CHAR)
PERFMLA_MILITARY_DOC_DATE		DATE
PERFMLA_DURATION_NOTE		VARCHAR2(200 CHAR)
PERFMLA_BREL_CODE		VARCHAR2(1 CHAR)
PERFMLA_UNPAID_STATUS_DATE		DATE
PERFMLA_DATA_ORIGIN		VARCHAR2(30 CHAR)

## Changed Tables

New columns have been added to the following tables.

### Earnings Code Rule Table (PTREARN)

Database Column	Null?	Data Type
PTREARN_FMLA_ELIGIBLE_HRS_IND	NOT NULL	VARCHAR2(1 CHAR)
PTREARN_FMLA_ELIGIBLE_HRS_IND	NOT NULL	VARCHAR2(1 CHAR)

## Payroll Institution Rule Table (PTRINST)

Database Column	Null?	Data Type
PTRINST_FMLA_SERVICE_YEAR_TYPE		VARCHAR2(1 CHAR)
PTRINST_FMLA_INST_YEAR_MONTHS		NUMBER(2)
PTRINST_FMLA_INST_YEAR_DAYS		NUMBER(2)

## New Conversion Scripts

The following conversion scripts have been delivered for the FMLA enhancement.

All of the conversion scripts are run during the gostage process of the upgrade. Prior to an individual conversion script running, each of the FMLA tables are renamed to a `_temp` table.

For example, `perfm1a` is rename to `perfm1a_temp`. The new structure is created and then populated via the conversion script from the `_temp` table(s). The `activity_date` value in the new table is actually the `activity_date` data from the original table. The `user_id` value in the new table contains the value `PAYROLL_CONVERT` because the original tables did not have `user_id`.

The only exception to that is `percfm1_user_id`. If a `user_id` can be retrieved base on `percfm1_comment_pidm` then that value will be stored in `percfm1_user_id`.

The `_temp` tables are dropped at the end of the upgrade. Prior to that, the upgrade has instructions to export the `_temp` tables into a `dmp` file. This being done only to provide a way to import and review the contents of the original tables should there be an unexpected need in the future.

### **perbfml\_070208\_conv.sql**

This script populates the modified `PERBFML` table structure with data in `PERBFML_TEMP`.

### **percfm1\_070208\_conv.sql**

This conversion script populates the modified `PERCFML` table structure with data in `PERCFML_TEMP` and the modified `PERBFML` and `PERFMLA` structures.

### **perefm1\_070208\_conv.sql**

This conversion script populates the modified `PEREFML` table structure with data in `PEREFML_TEMP` and the modified `PERBFML` and `PERFMLA` structures.

### **perfmla\_070208\_conv.sql**

This conversion script populates the modified `PERFMLA` table structure with data in `PERFMLA_TEMP` and the modified `PERBFML` structure.

### **perhfml\_070208\_conv.sql**

This conversion script populates the new `PERHFML` table with data in the modified `PERBFML` and `PERFMLA` structures.

## New Database Sequences

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### **hos\_perbfml\_seq.sql**

This script creates a new database sequence that will be used as the primary key for the `PERBFML` table.

### **hos\_percfml\_seq.sql**

This script creates a new database sequence that will be used as the primary key for the `PERCFML` table.

### **hos\_perefml\_seq.sql**

This script creates a new database sequence that will be used as the primary key for the `PEREFML` table.

### **hos\_perfmla\_seq.sql**

This script creates a new database sequence that will be used as the primary key for the `PERFMLA` table.

### **hos\_perhfml\_seq.sql**

This script creates a new database sequence that will be used as the primary key for the `PERHFML` table.

## New Table Scripts

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The following scripts create the new table PERHFML.

### **perhfml\_070208\_01.sql**

This script creates the new table, PERHFML.

### **perhfml\_070208\_02.sql**

This script creates the primary key, PK\_PERHFML, for the PERHFML table.

### **perhfml\_070208\_03.sql**

This script creates the foreign key, FK1\_PERHFML\_INV\_PERFMLA\_KEY, for the PERHFML table.

### **perhfml\_070208\_04.sql**

This script creates column comments for the PERHFML table.

## Changed Table Scripts

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The following scripts modify existing Banner tables for the FMLA enhancement.

### **perbfml\_070208\_01.sql**

This script drops the primary key of the PERBFML table.

### **perbfml\_070208\_02.sql**

This script creates a temporary backup table, PERBFML\_TEMP.

### **perbfml\_070208\_03.sql**

This script creates the PERBFML table.

### **perbfml\_070208\_04.sql**

This script creates the primary key, PK\_PERBFML, for the PERBFML table.

### **perbfml\_070208\_05.sql**

This script creates a unique key, UK1\_PERBFML, for the PERBFML table.

### **perbfml\_070208\_06.sql**

This script creates column comments for the PERBFML table.

### **perbfml\_070208\_07.sql**

This script drops the temporary backup table, PERBFML\_TEMP.

### **percfml\_070208\_01.sql**

This script creates a temporary backup table, PERCFML\_TEMP.

### **percfml\_070208\_02.sql**

This script creates the PERCFML table.

### **percfml\_070208\_03.sql**

This script creates the primary key, PK\_PERCFML, for the PERCFML table.

### **percfml\_070208\_04.sql**

This script creates the foreign key, FK1\_PERCFML\_INV\_PERFMLA\_KEY, for the PERCFML table.

### **percfml\_070208\_05.sql**

This script creates column comments for the PERCFML table.

### **percfml\_070208\_06.sql**

This script drops the temporary backup table, PERCFML\_TEMP.

### **percfml\_070208\_comment.sql**

This script identifies records in the Family Medical Leave Act Comments Table (PERCFML) wherein comments are more than 4000 characters in length.

### **perefml\_070208\_01.sql**

This script drops the primary key of the PEREFML table.

### **perefml\_070208\_02.sql**

This script creates a temporary backup table, PEREFML\_TEMP.

### **perefml\_070208\_03.sql**

This script creates the PEREFML table.

### **perefml\_070208\_04.sql**

This script creates the primary key, PK\_PEREFML, for the PEREFML table.

### **perefml\_070208\_05.sql**

This script creates a unique key, UK1\_PEREFML, for the PEREFML table.

### **perefml\_070208\_06.sql**

This script creates the foreign key, FK1\_PEREFML\_INV\_PERFMLA\_KEY, for the PEREFML table.

### **perefml\_070208\_07.sql**

This script creates column comments for the PEREFML table.

### **perefml\_070208\_08.sql**

This script drops the temporary backup table, PEREFML\_TEMP.

### **perfmla\_070208\_01.sql**

This script drops the foreign keys of the PERFMLA table.

### **perfmla\_070208\_02.sql**

This script drops the primary key of the PERFMLA table.

### **perfmla\_070208\_03.sql**

This script creates a temporary backup table, PERFMLA\_TEMP.

### **perfmla\_070208\_04.sql**

This script creates the PERFMLA table.

### **perfmla\_070208\_05.sql**

This script creates the primary key, PK\_PERFMLA, for the PERFMLA table.

### **perfmla\_070208\_06.sql**

This script creates a unique key, UK1\_PERFMLA, for the PERFMLA table.

### **perfmla\_070208\_07.sql**

This script creates the foreign key, FK1\_PERFMLA\_INV\_PERBFML\_KEY, for the PERFML table.

### **perfmla\_070208\_08.sql**

This script creates column comments for the PERFMLA table.

### **perfmla\_070208\_09.sql**

This script drops the temporary backup table, PERFMLA\_TEMP.

### **ptrearn\_070208\_01.sql**

This script adds two new columns, PTREARN\_FMLA\_ELIGIBLE\_HRS\_IND and PTREARN\_FMLA\_USAGE\_HRS\_IND to the PTREARN table.

### **ptrearn\_070208\_02.sql**

This script sets the values of the two new columns to *N*.

### **ptrearn\_070208\_03.sql**

This script sets the NOT NULL constraint to the two new columns.

### **ptrearn\_070208\_04.sql**

This script adds column comments to the two new columns.

### **ptrinst\_070208\_01.sql**

This script adds three new columns, PTRINST\_FMLA\_SERVICE\_YEAR\_TYPE, PTRINST\_FMLA\_INST\_YEAR\_MONTHS, and PTRINST\_FMLA\_INST\_YEAR\_DAYS to the PTRINST table.

### **ptrinst\_070208\_02.sql**

This script adds column comments to the three new columns.

# New Package

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The following new package has been created for the FMLA enhancement.

## **PHKFMLA**

This package is used by the Employee FMLA Information Form (PEAFMLA) to extract eligible earn code records from the pay history table (PHRHIST) to the Family Medical Leave Act Earning Table (PEREFML) .

`phkfm1a1.sql` is the package body and `phkfm1a.sql` is the package specification.



The following enhancements have been completed with this release.

## Automatically Track FMLA Leave Using Payroll Records

FMLA Leave can now be automatically tracked on the Leave Usage window of PEAFMLA when an employee claims FMLA leave against the predefined earning codes.

A new Import Payroll History option has been added to the Options menu, of the Leave Usage window, that allows you to load usage hours from the employee's Pay History records. The Import Payroll History function works in conjunction with the FMLA Usage Hours indicator on the Earnings Code Rules Form (PTREARN) where you can specify which Earn codes are acceptable for FMLA usage. The procedure will determine which hours can be imported during the period of time of the FMLA Leave, from the employee's recorded time in payroll.

This completes CMS-RPE32284.

## Track FMLA History on PEAFMLA

The functionality of PEAFMLA has been enhanced to better track the history of FMLA records. For each change to the Leave Event record, a new history record is established that will track the change made by the user. When the History tab is selected, all changed records are available for display, beginning with the most recent change displayed first.

The form has been modified to now capture more details such as:

- FMLA Leave information, if the employee is claiming time for the care of a family member belonging to the Military, including the Name of the individual, Type of Care, Relationship to the employee, and whether Military documentation has been received
- **Leave Duration** indicator and a **Duration Note** has been added to record the anticipated length of the leave
- Enhanced Comments records to allow for tracking of multiple comments and the date in which it was recorded for the event

For more details refer to the online help of Banner Human Resources 8.1.2. This completes CMS-RPE40314.

## New Key Block Fields added to PEAFMLA

The Key block of PEAFMLA has been updated in the following aspects:

- Existing fields, **Year**, **Year Begin** and **Year End** Dates have been removed and the appropriate time period will be recorded based upon the Leave Period indicator.  
The **Year**, **Year Begin**, and **Year End** dates will now be automatically calculated in the Leave Usage window based on the period of time of the event and the usage associated with the Earnings Begin Date entered.
- The primary **Employee Class** has been added and is displayed from the Employee record to assist the user during qualification of FMLA leave.
- A new function in the Key block of the form also allows you to quickly view the total number eligible work hours, based upon the **Hours Query Date** field. This function will compute the number of work hours for the past 12 month period, allowing further information for FMLA qualification. In order to utilize this function, a new field on the Earn Code Rule Form (PTREARN), must be enabled for all Earn Codes that qualify for the calculation of Work Time. The new indicator, **FMLA Eligible Hours**, must be set before the form can display the calculated 12 month work hours.

For more details refer to the online help of Banner Human Resources 8.1.2. This completes CMS-RPE32452.