

**August 2001  
HRIS Follow-up Task Report**

Return completed document to [Judy.Thai@ucop.edu](mailto:Judy.Thai@ucop.edu) by August 30, 2001

ITEM #: 9	Enhance the data for management of layoff (21.4)
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Team #: 3	Reported by: Maria Olegario and Mabel Lai
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Definition Statement:

21.4 Maintain layoff data

- a) Seniority points - existing field in PPPLSC (regular hours)
- b) Position on layoff list - existing field in PPPLOF (layoff title code, regular hours per layoff unit)
- c) Subject to layoff - new entry field
- d) Rehire/recall eligibility - new entry field or can be implied if rehire/recall period exists
- e) Rehire/recall period - existing fields in PPPLOF (rehire/recall begin and end dates)
- f) Rehire/recall contact history - new entry field
- g) Layoff unit - existing field in PPPLOF (layoff unit code)

Layoff functionality exists, but not used by the campuses, because of policy issues in defining layoff units. Data for seniority (regular hours in PPPLSC?) not readily available in system; structure for layoff units not there.

Re-engineering Required? Y/N: Y based on functionality changes in defining layoff units

Size/Scope (person months)	Small < 1 month	Medium 1-3 months	Large 3-6 months	Extra Large > 6 months	Super Size > 1 Year
Requirements Definition & Development		X			
Programming		X			
Campus Implementation		X			

Comments/Risk Factors:

Not a risk but front-end work at the campus will be needed to establish the layoff units and employees within those units.