



OFFICE OF THE SENIOR VICE PRESIDENT —
BUSINESS AND FINANCE

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Re:	Release:	1553
	Service Request:	80637
	Error Reports	None
	Programs:	PPEDBRTI
	DB2 Programs:	PPDXLAYO, PPEC703, PPLOFCHG, PPLOFFET, PPLOFUPD PPLOFUTL, PPLOFUTW, PPNTLAYO, PPNTTRG, PPOFFET PPOFFHST, PPOFFUPD, PPP050, PPP170, PPP862, USER08, USER12
	CICS Programs:	PPWECON, PPWELOF, PPWHLOF, PPWILOF, PPWIOFF
	Copymembers:	CPWSELOF, CPWSRLOF, CPWSROFF, CPWSXICE, CPWSXIDC
	Include Members:	PPPVLOF1, PPPVLOF2, PPPVLOF1, PPPVZLOF, PPPVZOFF
	DDL Members:	PPPVLOF1, PPPVLOF2, PPPVLOF1, PPPVZLOF, PPPVZOFF TBLOF00C, TBLOF02A, TBOFF00C, TBOFF02A
	Bind Members:	PPP862
	CICS Maps:	PPELOF0, PPHLOF0, PPILOF0, PPIOFF0
	Forms:	UPAY917
	Table Updates:	Data Element Table, Data Element to Screen Table, System Messages Table, History Data Element Table
	Urgency:	Not Urgent (see Timing of Installation)

Service Request 80637

SR80637 addresses the new staff personnel policy governing layoff, reduction in time, and severance pay that includes a provision for a staff severance payment in the event of layoff or involuntary reduction in time. As of July 1, 2003, employees may select severance payment in lieu of preferential rehire and recall.

HR&B anticipates that unions will negotiate bargaining unit specific terms for layoff and severance policies for severance reimbursement upon rehire within a specified period. Therefore, any system enhancements designed to address layoff and severance data should be sufficiently generalized and flexible to accommodate variance in policy and contract implementation. To facilitate the reporting and tracking of staff severance payments and subsequent payback, HR&B requests the following enhancements and modifications:

1. New severance policies and bargaining unit specific layoff articles require the creation of new data elements Staff Severance Amount Paid, Pay Number of Days, Payback Indicator and Payback Amount
2. CICS screens ELOF, ILOF, IOFF and HLOF are modified for input and/or display of layoff new data elements.
3. The service request asks for range/value edits and consistency edits on the new data elements.
4. Batch Entry - existing Layoff Administration Worksheet (UPAY781) does not have available columns and so it is necessary to create an additional form for the severance pay data elements for the ability to enter data in batch.

5. PAN - New data elements will be added to the list of 'Layoff' triggers that generate a PAN (Post Authorization Notification). Both CICS and Web PANs for layoff data should be modified to include the severance data elements.
6. Reporting - Report 862, Layoff Status Report, should be modified to include the four new data elements with a complete rearrangement of the whole report.

Programs

PPEC703

PPEC703 has the logic for layoff set transaction consistency edits. We have added consistency edits for the new PPLOF fields Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback indicator (EDB 0627) and Severance payback amount(EDB 0628).

PPEDBRTI

PPEDBRTI formats PPEDBFET-CHAIN-INDEXES for non-initial request call. Data in the chain indexes allows calling programs to access return array in a sequence which allows initial values in return array to be bypassed.

The new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback indicator (EDB 0627) and Severance payback amount (EDB 0628) are included to the SET NO-REORDER TO TRUE. This will bypass reordering of the new severance layoff data element numbers.

PPLOFCHG

PPLOFCHG sets the XDEC based on what has changed for the layoff row. It compares the current value with the saved value and moves 1 to set XDEC data element number change indicator array for each data element number.

We have added logic for the new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to check to see whether they are changed and sets the XDEC indicator accordingly.

PPLOFFET

PPLOFFET drives the retrieval of EDB data elements by data element number from the layoff array.

We have added logic for the new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to return the calling program with the old & new values for the data element extracted from the saved layoff arrays.

PPLOFUPD

PPLOFUPD drives the update of EDB layoff table rows. This program is called by PPEDBUPD.

We have added logic for the new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to get the data element number from the change record to determine which column is to receive the value from the change record and then posts the changed rows to the PPLOF table.

PPLOFUTL

PPLOFUTL reads all layoff rows from the EDB table PPLOF for an employee and puts them into the layoff array.

We have added logic for the new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to fetch them from the layoff table PPLOF and populate the severance details into the layoff array for an employee.

PPLOFUTW

PPLOFUTW is used to delete, update and insert layoff details into the EDB table PPPLOF for an employee.

We have added logic for the new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to update and insert them into the EDB layoff table PPPLOF for an employee.

PPOFFFET

PPOFFFET is the program used to select the HDB table PPPOFF for an employee.

In this program we have added logic for the new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to select them from the HDB layoff table PPPOFF for an employee.

PPOFFHST

PPOFFHST receives table of data elements from the calling program and they are updated into the table PPPOFF.

We have added logic for the new data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to process them like other data elements of the HDB table PPPOFF. Also their respective change indicators are initialized to spaces.

PPOFFUPD

PPOFFUPD is used to delete, update and insert layoff details into the HDB table PPPOFF for an employee.

In this program we have added logic for the data elements Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) and their respective change indicators to be deleted, and/or updated and/or inserted into the HDB layoff table PPPOFF.

PPP050

PPP050 is the first step in the data base manager. It reads card file maintenance cards, fetches data element records from the dictionary and passes them to PPVREDIT for editing. It also does batch balancing and key changes. We increased the num of transaction types to 144 and max set of transaction types to 14 for 'LX' card type addition.

PPP170

PPP170 is the generalized report print program. We have added the new data elements Staff severance amount paid (EDB 0625), Staff Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to the list of non-reporting data element numbers.

PPWECON

PPWECON is the conedit error correction detail screen processor program and in this program we have added logic for the new data elements Staff severance amount paid (EDB 0625), Staff Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628). To add these data elements to PPPLOF table, we need 'LX' card type in the PPPDET table because there is not enough space in 'LF' card type.

We use the existing 'LF' card type data elements 0462, 0474, 0475 & 0476 for 'LX' card type as well and that will cause duplicates in the program PPWECON. To avoid this duplicate condition to happen we are adding edits for 'LX' card type for the above data element numbers so that it selects PPPDET only when current card type is 'LF'.

USER08

We are adding data elements Staff severance amount paid (EDB 0625), Staff Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to layoff array layout.

USER12

We are adding data elements Staff severance amount paid (EDB 0625), Staff Severance pay number of days (EDB 0626), Severance payback ind (EDB 0627) and Severance payback amount (EDB 0628) to the layoff array layout.

CICS Programs

PPWELOF

The processing logic is added to this program for the addition of four new data elements to the ELOF Entry/Update Layoff Data screen as part of a more general redesign of this screen.

PPWILOF

The processing logic is added for the addition of the four new data elements to the ILOF Inquiry Layoff Data screen as part of a redesign of this screen.

PPWIOFF

The processing logic is added to add four new data elements to the IOFF History Inquiry Layoff Data screen.

PPWHLOF

The processing logic is added for the addition of four new data elements to the HLOF Layoff Data History Screen.

PAN Programs

PPNTLAYO & PPNTTRG

The logic is added to add the new data elements to the list of 'Layoff' triggers that generate a PAN (Post Authorization Notification). Changes to severance data element values will be flagged using the methods currently in place for CICS (asterisks) PAN and Web PAN (color-coding).

IDOC Program

PPDXLAYO

The logic is added to add the three severance payment data elements, 'Staff Severance Amount Paid', 'Staff Severance Pay Number of Days', and 'Staff Severance Payback Amount' to the IDOC Layoff Separation Document in the "LAYOFF INFORMATION" section.

Report Program

PPP862

Report 862, Layoff Status Report, has been modified to include the four new data elements ('Staff Severance Amount Paid', 'Staff Severance Pay Number of Days', 'Staff Severance Payback Indicator', 'Staff Severance Payback Amount'). The new report is a complete rearrangement of the previous layoff report. Also in this program we have changed the call to the program PPMSSUT2 to the program PPMMSGUT2. Program PPMMSGUT2 calls PPMSSG2 program which in turn calls program PPCTTUTL.

CICS Maps

CICS Map -- ELOF

The 4 new data elements are added to the ELOF Entry/Update Layoff Data screen as part of a more general redesign of this screen. Users will be able to enter & update multiple sets of severance data with the four new data elements.

CICS Map -- ILOF

ILOF CICS screen is accessed by the EDB On-line Inquiry program PPWILOF. The four new data elements will be added to the ILOF Inquiry Layoff Data screen as part of a redesign of this screen.

CICS Map -- IOFF

IOFF CICS screen is accessed by the HDB On-line Inquiry program PPWIOFF. The four new data elements will be added to the IOFF History Inquiry Layoff Data screen, with an online help link provided for each element.

CICS Map -- HLOF

HLOF CICS screen is accessed by the HDB On-line Inquiry program PPWHLOF. The four new data elements will be added to the HLOF Layoff Data History Screen.

PAN Changes

CICS PAN

The new data elements will be added to the list of 'Layoff' triggers that generate a PAN. Changes to severance data element values will be flagged using the methods currently in place for CICS (asterisks) PAN.

WEB PAN

The new data elements will be added to the list of 'Layoff' triggers that generate a PAN. Changes to severance data element values will be flagged using the methods currently in place for Web PAN (color-coding).

Copylib Changes

CPWSELOF

This copy member is used to store the layoff array table. The maximum number of entries in this array is 10. This array is now added at the end with new fields Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback indicator (EDB 0627) and Severance payback amount (EDB 0628).

CPWSRLOF

This copy member has the same layout as the EDB layoff table PPPLOF. This copybook is now added at the end with new fields Staff severance amount paid (EDB 0625), Severance pay number of days (EDB 0626), Severance payback indicator (EDB 0627) and Severance payback amount (EDB 0628).

CPWSROFF

This copy member has the same layout as HDB layoff table PPPOFF. This copybook now has 8 new fields added at the end and they are severance amount paid (EDB 0625), severance amount paid Change Flag, severance pay number of days (EDB 0626), severance pay number of days Change Flag, severance payback ind (EDB 0627), severance payback ind Change Flag, severance payback amount (EDB 0628) and severance payback amount Change Flag.

CPWSXICE

The new will be added to the Float-Table-Data so that EDB Fetch/Update Complex can reference them.
The maximum value for the Float-Table-Entries will be changed from 102 to 106.

CPWSXIDC

The max num of card types is changed from 143 to 144 because of a new card type 'LX' added for the new fields.
The following 8 data elements with the card type 'LX' are added to the set transaction elements.

- Layoff Notice Date (EDB 0462)
- Layoff Title Code (EDB 0474)
- Layoff Department Code (EDB 0475)
- Layoff A/D/C Code (EDB 0476)
- Staff severance amount paid (EDB 0625)
- Severance pay number of days (EDB 0626)
- Severance payback indicator (EDB 0627) and
- Severance payback amount (EDB 0628).

The max num of set transaction elements is changed from 87 to 95 to reflect 8 more 'LX' card type data elements..

Include and DDL Member Changes

EDB Layoff Table (PPPLOF):

The following members need changes to add the new severance fields to PPPLOF table.

The DDL changes needed are in PPPVLOF1, PPPVLOF2, PPPVZLOF, TBLOF00C and TBLOF02A.
The include member changes are in PPPVLOF1, PPPVLOF2, PPPVZLOF.

HDB Layoff Table (PPPOFF):

The following members need changes to add the new severance fields and its change flags to the PPPOFF table.

The DDL changes needed are in PPPVOFF1, PPPVZOFF, TBOFF00C and TBOFF02A.
The include member changes are in PPPVOFF1, PPPVZOFF.

Bind Member Changes

PPP862

This bind member contains the statements to bind the Plan for program PPP862.

Table Updates

System Messages Table (PPPMSG)

See the UPAY554 facsimile form issued as document msgprod.pdf with this release for the message text.

The following Error Messages will be added to the System Messages table.

A08084260115157INDICATE THE SEVERANCE PAY NUMBER OF DAYS

A08084270115157INDICATE THE SEVERANCE AMOUNT PAID

A08084280115157SEVERANCE PAYBACK IND IS NOT Y; NO PAYBACK REQUIRED

Data Element to Screens Table (PPPDES)

See the UPAY815 facsimile form issued as document desprod.pdf with this release for the element to screens text.

The 4 new data elements needs to be added to the on-line CICS screen 'Data Elements to Screen' (EDES). This is done by adding '0625', '0626', '0627' and '0628' data elements to the PPPDES table.

A39 EDB0625ELOFN

A39 EDB0626ELOFN

A39 EDB0627ELOFN

A39 EDB0628ELOFN

Data Element Table (PPPDET)

See the UPAY553 facsimile form issued as document detprod.pdf with this release for the element text. The new card type 'LX' has the same keys of its associated card type 'LF'. There are 3 key fields in the 'LF' card type and we also need the A/D/C code from 'LF' card type. So we will be adding these 8 'LX' card type and 4 new severance elements without card type to data element table.

History Data Element Table (PPPHDE)

The 4 new data elements needs to be added to the History Data Element table so that the new severance data elements are added to the History Processing in the PPP742 program. This is done by adding '0625', '0626', '0627' and '0628' data elements to the PPPHDE table. The data for these new fields will look like EDB data element table.

Forms

UPAY917 is the new form, which is the layout for the layoff administrative worksheet to add the 4 new staff severance pay elements. This new form will have 4 more existing data elements added as below:

The following 8 data elements with the card type 'LX' are added to the set transaction elements.

- Layoff Notice Date (EDB 0462)
- Layoff Title Code (EDB 0474)
- Layoff Department Code (EDB 0475)
- Layoff A/D/C Code (EDB 0476)
- Staff severance amount paid (EDB 0625)
- Severance pay number of days (EDB 0626)
- Severance payback indicator (EDB 0627) and
- Severance payback amount (EDB 0628).

A sample version of this form has been sent with the release.

Test Plan

An installation Test Plan is provided with this release.

Installation Instructions

Installation Instructions are provided as a separate document with this release.

Timing of Installation

The installation of this release is **Not Urgent**.

As usual, campuses are encouraged to install this release in as timely a fashion as possible and in the normal numeric sequence.

If there are any questions, please send electronic mail to Baskar.Chitravel@ucop.edu, or call (510) 987-0692.

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