HR/Pay Time and Absence Information

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Related Materials
- Appointment Processing Information (HR/Pay Calendar) - humanresources.ku.edu/calendar/HRPayCalendar.aspx
- Leaves and Holidays - humanresources.ku.edu/policies_procedures/category_details/index.aspx?category=7
- Earnings Codes (Time/Leave Reporting Codes) – www.humanresources.ku.edu/files/documents/earncodes.xls/
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Due Dates
Adhering to the deadlines listed in the Appointment HR/Pay monthly calendars is critical to the correct calculation of the employee’s paycheck which is located at humanresources.ku.edu/calendar/HRPayCalendar.aspx. The payroll period calendars (fiscal, annual) are posted on the Payroll web site (www.payroll.ku.edu). This training document will refer to general deadlines – the Appointment HR/Pay calendar will have the exact deadlines. Variances are due to accelerated pay schedules set by the State of Kansas and are generally due to holidays.

Users of Time & Labor and Absence Management

<table>
<thead>
<tr>
<th>Employee Classification</th>
<th>Type</th>
<th>Time &amp; Labor</th>
<th>Absence Mgmt</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Support Staff</td>
<td>Hourly</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>University Support Staff</td>
<td>Salaried</td>
<td>Possibly but only for ACA</td>
<td>Yes</td>
</tr>
<tr>
<td>Unclassified Professional Staff</td>
<td>Hourly</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Unclassified Professional Staff</td>
<td>Salaried</td>
<td>Possibly but only for ACA</td>
<td>Yes</td>
</tr>
<tr>
<td>Academic Staff</td>
<td>Salaried</td>
<td>Possibly but only for ACA</td>
<td>Yes</td>
</tr>
<tr>
<td>Faculty</td>
<td>Salaried</td>
<td>Possibly but only for ACA</td>
<td>Yes</td>
</tr>
<tr>
<td>Student &amp; Temporaries</td>
<td>Hourly</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Student &amp; Temporaries</td>
<td>Salaried</td>
<td>Possibly but only for ACA</td>
<td>Yes (Only LWOP)</td>
</tr>
</tbody>
</table>

Terminology

<table>
<thead>
<tr>
<th>Term</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>AM</td>
<td>Absence Management – A module in PeopleSoft where leave is earned reported and tracked. Leave taken, entitlements, and balances are stored in AM.</td>
</tr>
<tr>
<td>Absence</td>
<td>Leave request (vacation, sick, compensatory time usage, etc.)</td>
</tr>
<tr>
<td>Balance</td>
<td>Absence Adjustments + Entitlements – Takes = Absence Balance</td>
</tr>
<tr>
<td>Entitlement</td>
<td>Accrual – Earned Leave</td>
</tr>
<tr>
<td>ESS</td>
<td>Employee Self Service</td>
</tr>
<tr>
<td>MSS</td>
<td>Manager Self Service</td>
</tr>
<tr>
<td>T&amp;L or T/L</td>
<td>Time and Labor – A module in PeopleSoft where time or hours worked are reported by a time collection method, processed and stored.</td>
</tr>
<tr>
<td>Takes</td>
<td>Absence usage</td>
</tr>
<tr>
<td>TCD</td>
<td>Time Collection Device – a physical device outside PeopleSoft used to clock-in/out via proximity cards or biometrics.</td>
</tr>
<tr>
<td>Term</td>
<td>Description</td>
</tr>
<tr>
<td>----------------------</td>
<td>---------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Time Admin</td>
<td>Process, which uses time submitted to create payable time, which is to be approved by supervisors. Until that job is run on newly entered time, supervisors cannot view or approve the employees’ payable time. This job process stream also includes Absence Request process.</td>
</tr>
<tr>
<td>Time Collection Method</td>
<td>Ways to report hours worked or absence via Time Collection Device, timesheet, or web clock.</td>
</tr>
<tr>
<td>Time Reviewer</td>
<td>Departmental, Area or Business Service Center Staff Member with job responsibilities to assist with the completion of worked time and absence approvals.</td>
</tr>
<tr>
<td>TRC</td>
<td>Time Reporting Code – a code used to determine the type of hours worked or leave taken (e.g., REG, CME, SCK, etc.) used for time and absence reporting</td>
</tr>
<tr>
<td>Workflow</td>
<td>System process that routes approval or notifications via electronic system determined by fields or roles and may use email for notifications.</td>
</tr>
<tr>
<td>Worklist</td>
<td>A page in the PeopleSoft system of items awaiting action – a To Do list or items sent via workflow. Action items such as approve timesheet or absence are located here.</td>
</tr>
<tr>
<td>Workweek</td>
<td>The university workweek is Sunday through Saturday night.</td>
</tr>
</tbody>
</table>

**Time Reporting**

1. No time and leave reporting is to be kept outside the HR/Pay system. Adjustments by the department or employee are to be reported in the system on the actual day.

2. Reporting time worked or leave taken in an incorrect payroll period or knowingly reporting inaccurate time worked or not reporting leave used is a falsification of federal and state auditable records and represents misconduct. These actions create inaccurate reporting at the state and federal levels as well.

3. Each employee should enter and report his/her own time.

**Time Collection**

1. Only hourly employees (Non-Exempt) will use one of the time collection methods available to report hours worked for pay.
2. Employees who are eligible for “Premium Pay” (Shift Differential, Call-in/Call-Back, and Standby) will be required to use one of the “Clock” methods to report hours worked for pay.
3. Student Hourly and Temporary Employees will be required to use one of the “Clock” methods.
4. Salaried Employees who are not benefits eligible may be required to report hours worked only for tracking hours for the Affordable Care Act (ACA) but these hours are not used for pay. See additional information on ACA:
Clock Methods
1. Employee Self Service (ESS) Web Clock (all clock method employees are assigned the web clock)
2. Time Collection Device (TCD)
3. Clock/Punch times are inserted in the Punch Timesheet
4. Additional Materials: How to Modify Punch Timesheet (hrpay.ku.edu)
5. Employees cannot modify their punch timesheet. Supervisors or Time Reviewers may modify if necessary.
6. Time Administration process will round the punches to .25-hour increments.
7. The State of Kansas requires that we report time worked and leave taken in .25-hour increments.
8. Time Rounding Chart (hrpay.ku.edu)

Web Clock

![Web Clock Image]

Time Collection Device (TCD)
- Proximity Card Use or some departments use Biometrics
**Elapsed Timesheet** (also called the “regular” timesheet)

1. Employee inputs daily total hours worked per TRC in the Employee Self Service (ESS) Elapsed Timesheet.
2. It is recommended that timesheets be completed at the end of each workweek.
3. Additional Materials: [How to Enter Hours Worked into the Elapsed Timesheet](hrpay.ku.edu)
4. Employees should report their own hours on the timesheet. Supervisors or Time Reviewers may modify if the employee is unable to do so.
5. Changes may be made after the timesheet has been approved, the new data will be reprocessed.
6. Employees are to report time worked in .25-hour increments as required by the State.

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**Timesheet Availability Elapsed and Punch**

1. Timesheets remain open after the payroll period closes in order to make corrections to previously processed periods.
2. It is required to report hours on the actual day they were worked regardless of schedule or limits.
3. If hours need to be reported in the past and the timesheet is not available, please contact hrpay@ku.edu (this should be very rare).
4. Timesheets are also available in the future but it is not a good business practice to report hours worked before the date occurs.

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**Monitor Exceptions**

1. If Time Admin cannot create payable time to be approved it will create an exception which can be viewed by Supervisors and Time Reviewers. Manager Self Service> Time Management> Approve Time and Exceptions> Exceptions

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**Time Reporting Codes (TRC)**

1. TRC are used to designate the type of work performed and map to payroll earnings codes such as REG for regular, SF1, SF9 for Shift, Call Back, and Standby. The Time Admin process uses the TRC, applies system rules, and creates payable time for approval. The rules will calculate compensatory time, overtime, shift, and minimum call back then converts the hours and TRC to Payable time.

2. If an employee works over (includes holiday credit) the Fair Labor Standards Act limit of 40 hours per week, Time Admin process will create the compensatory time. It is KU policy to earn compensatory time. If the department or after employee request (after securing budgetary and HR approval) is going to pay out...
the compensatory time after the payroll period it is earned, the employee should submit a **Comp Time Payout** Absence Request.

Additional Materials:  [hrpay.ku.edu](http://hrpay.ku.edu)  
**How to Enter Comp Time Payouts**  
**How to Report Worked Time on the Holiday**  
**Inclement Weather Time Reporting Guidelines**  
**General Questions and Answers Regarding Time and Labor and Absence Management**  
**How to Report ACA (Affordable Care Act) Hours when required for Salaried (Exempt) Employees – Employee & Supervisor Roles**  
**Reporting Leave without Pay for Regular Hourly (Non-Exempt) Employees**  
**Manager Self Service – General Guidelines for Time & Absence**  
**Student Employee Eligibility Requirement and Appointment Limits**  

**Student Hours Limitations**  
1. Students may work in more than one student position and student pay group at any given time as long as the maximum hours allowed are not exceeded for any given week.

2. Per university policy and in accordance with I.R.S. regulations, the University has limit on working hours and enrollment requirements for student employees. The limit is a cumulative total of all hours worked by the student per week, regardless of departments or state agency. The student and the department employing the student share in the responsibility for scheduling and monitoring time worked. Additional materials:  
[Student Employee Eligibility Requirement and Appointment Limits](http://hrpay.ku.edu/files/documents/Leave_Reporting_Admin.pdf)  

3. University process prohibits student employees from working more than a total of 40 hours a week at any time. If the worked time exceeds 40 hours, the Time Admin process will pay the hours over 40 at his/her overtime rate.

**Absence Management**  
All leave eligible employees are to report leave taken by submitting an Absence Request through Absence Management. In addition, salaried temporary and regular employees will use Absence Management to request leave without pay.

1. Absences are to be reported on the actual day they were taken.

2. Absence Take Rules  
   a. The State of Kansas requires that time worked and leave taken are reported in .25 hour increments for hourly employees.
   b. In addition, exempts are required to take leave only in ½ or full day increments, and leave without pay in full day increments unless [FMLA (Family Medical Leave Act)](http://hrpay.ku.edu/files/documents/Leave_Reporting_Admin.pdf) is approved.
   c. [Discretionary Day](http://hrpay.ku.edu/files/documents/Leave_Reporting_Admin.pdf) is only to be used in one full workday.
   d. Exempt Employee leave example:  
      Example: An eligible exempt employee works 30 standard hours a week, six (6) hours a day; if he/she is on vacation for one full day – he/she will request 6 hours of leave; if he/she were on vacation for ½ a day – request three (3) hours of leave. If this same employee took less than three (3) hours off on a workday, no absence request is submitted as this is less than ½ day. If this same employee were gone five (5) hours, he/she would request (3) hours of leave as this was equal or more than ½ day but not a full day.

3. All employees are expected to report leave taken including salaried administrators. Further documentation on this topic is available at [www.hreo.ku.edu/files/documents/Leave_Reporting_Admin.pdf](http://www.hreo.ku.edu/files/documents/Leave_Reporting_Admin.pdf).
4. The policy for pay reductions of a salaried employee is located at documents.ku.edu/policies/Human_Resources/ExemptSalaryReductions.htm.

Entitlements (Accruals)

1. Sick leave accruals for exempt eligible faculty and staff are based on appointment FTE (full time equivalency) / Standard Hours and paid status.
2. Vacation accruals for exempt fiscal year faculty and staff are based on appointment FTE/Standard Hours and paid status. Academic year appointments are not eligible to earn vacation leave per the Kansas Board of Regents policy.
3. Sick and Vacation for non-exempt (hourly) staff are based on the hours in paid status.
4. Leave entitlements are not accrued until the payroll period has ended. An employee cannot use leave before it is earned.
5. Exempt (salaried) employees do not receive compensatory time or overtime pay for working over 40 hours.
7. Regular and holiday compensatory time are not available to use until the following payroll period after it is earned.
8. The employee should call their supervisor at the beginning of the work day when using sick leave or notify their department in advance of planned medical leave and report the hours used.

Earnings and Leave Codes (being expanded to include TRC)

Following is a descriptive summary of the codes used for reporting time worked, leave used and other payment earnings codes. Additional details may be found on the Time and Leave Reporting Codes and Earnings Codes located at www.humanresources.ku.edu/files/documents/earncodes.xls.

1. Time Reporting Codes (TRC) may rollup to the Regular Earnings Code
2. All time worked and leave is processed in .25-hour increments per the State of Kansas.
3. Discretionary Day can only be used for “a” workday and cannot be split regardless if exempt or non-exempt.
4. For eligible exempt employees all vacation leave, sick leave, holiday compensatory time taken and shared leave are recorded in half or full day increments. All other exempt absences are to be requested in .25-hour increments.
5. Exempt employees can only record leave without pay in full day increments.

Additional Regular Hours – Nonexempt

1. When an hourly employee is in pay status for over 40 hours but has not reached the FLSA limit (40 hours total = physically worked hours + earned holiday credit hours), the employee will be paid the hours up to the FLSA limit at their normal hourly rate. The university workweek is Sunday through Saturday night.

2. An employee is not eligible for the 1.5 Compensatory accrual until the FLSA (Fair Labor Standards Act) threshold has been reached in the workweek. If the employee has sick, vacation or other leave usage during the week in which they work additional hours, they may not be eligible for compensatory time for the extra work hours.
3. Payment of additional hours will create a paycheck that exceeds 40 hours of pay for a workweek.

4. See the Nonexempt Staff Guidelines for Working Extra Hours for additional information at www.humanresources.ku.edu/files/documents/NE_extrahours.pdf.

Earnings Code: REG for nonexempt employees

**Administrative Leave**
1. Usage is only authorized by the Director of HR and will generally be keyed by HR/Pay Staff based on documentation.

2. Leave with pay for emergency or other situations that create dangerous or unsafe work conditions or for other circumstances that necessitate the closing of an office or building and which are authorized by HR.

Earnings Code: ADM-nonexempt employees TRC: ADMEX

ADE-exempt employees TRC: ADMHR

**Call Back Pay**
1. Regular nonexempt university support and unclassified professional staff may be eligible.

2. Designation is in advance based on job duties and responsibilities. Contact HR for designations.

3. Minimum time may be compensated when a designated employee is called to work outside their work schedule.

Earnings Code: CBP–report actual time called back in

CBN–used to bring reported time up to the minimum hours if not met by CBP code

TRC: CBP1, CBP2, CBP3, CB4 etc. to report actual time called back in

Minimum hours are generated by Time Admin rule and processing

**Compensatory (Comp) Time and Overtime Pay**
1. Compensatory Time and Overtime pay are only allowed for nonexempt employees.

2. The 40 hours FLSA (Fair Labor Standards Act) threshold totals the regular hours physically worked and KUL includes Holiday Credit (HDC).

3. If a student employee or other temporary employee exceeds the 40 hours per week, he/she must be paid overtime. Approval should be granted by the HR Director in advance. Student employees do not earn comp time.

4. If an employee exceeds the 40 hours in a workweek and has leave usage, they may be paid the additional hours as regular hours instead of earning compensatory time or overtime pay for all or part of the hours total over 40.

5. Compensatory time may be at a rate of hour for hour or 1.5 hour for each hour worked. Comp time earned at 1.5 is the most used of the codes and is calculated by system rules; the hour for hour is used to compensate designated emergency/essential hourly employees who worked during inclement weather by uses of a TRC (CM1).
6. Approval to work over the regularly scheduled hours is to be approved in advance by the supervisor. If the additional work hours were not approved in advance, the department must still compensate the employee.

7. Only employees in regular nonexempt positions are eligible for regular compensatory time.

8. If an employee has a compensatory time balance greater than 90 hours, any hours over 90 will be paid by the system rules during the on cycle payroll calculation process when the overage is earned. For very special circumstances, a department may request approval from the Director of HR to establish a compensatory time balance cap that differs from the 90 hours. HR/Pay will code these individuals to allow this higher compensatory balance. Departments with employees covered under a Memorandum of Agreement must adhere to the provisions of the agreement and no exceptions can be made.

9. Compensatory time is paid upon termination from the university and when transferring to another KU department or when changing to exempt (salaried) FLSA status.


11. Compensatory Time is calculated by the Time Admin process. To payout the compensatory time, an employee should submit an Absence Request for Payout of Compensatory Time.

Earnings and TRC Codes (same unless otherwise noted):
CM1-compensatory time earned at the rate of hour for hour (emergency/essential designated employees)
CME-compensatory time earned at the rate of 1.5 hours for each hour worked over the FLSA threshold, system rules will convert time to the 1.5 hours when adding to the leave accruals balance for temporary employees
CTP- (TRC: CMTPO) used to code the payout of compensatory time, generally used when the employee is changing departments, moving from nonexempt to exempt, or upon termination for non student employees
CMT-(TRC: CMTHR) used to report the usage of compensatory time for non-student employees
K-13–used to pay overtime earned for nonexempt student employee
OTP–used to pay overtime earned for nonexempt non-student

**Disaster Leave**
1. Usage is authorized by the Director of HR for employees who are certified as Red Cross disaster relief service. State of Kansas regulations 1-9-24.

2. Documentation will be required in advance of leave usage. Limit of 20 working days in the 12-month period that starts the first day the leave was used.

3. Additional information www.humanresources.ku.edu/benefits_pay/leaves_holidays/disaster.aspx

Earnings Code: DIS–nonexempt employees TRC: DSREX
DSE–exempt employees TRC: DSRHR

**Discretionary Holiday**
1. Benefits eligible university support and unclassified professional staff and fiscal year faculty and academic staff are granted one day each calendar year, if approved by the legislature, to be used at their discretion as a
personal holiday. The policy is located at documents.ku.edu/policies/Human_Resources/DiscretionaryDay.htm

2. The hours of the discretionary day for which an employee is eligible during a calendar year are based on his/her current FTE/standard hours at the time he/she takes the discretionary holiday.

3. A new benefits eligible regular employee is eligible after six (6) months of service for this holiday.

4. The Discretionary Day must be used in one day. It may not be split across multiple days.

5. The Discretionary Day must be used on or before the last day of the final calendar year payroll, period or it is forfeited. If a balance remains upon separation, the balance is forfeited. The balance is not paid out.

6. The balance is displayed as one (1) unit for one day instead of in hours and is created by a system configuration.

Earnings Code: DDY-nonexempt for full day only   TRC: DDYHR
              DDE-exempts for full day only   TRC: DGYEX

**Donation Leave**  
Donation of blood to a KU sponsored blood drive will be considered work time as approved by a supervisor and does not necessitate a request for donor leave nor reporting under the donor leave policy. This time will not count against the 1 ½ hours allowed every 4 months under the Donor Leave Policy.

The Donor Leave Policy is located at www.humanresources.ku.edu/files/documents/benefits/donor_leave.pdf

Earnings Code:  DON-nonexempts   TRC: DNREX
              DNE-exemts   TRC: DNRHR

**Holiday**  
1. The Legislature designates the State paid holidays each year. A listing of holidays is located at www.humanresources.ku.edu/benefits_pay/leaves_holidays/holiday_listing.aspx.

2. See Discretionary Day.

3. Academic year faculty/academic staff, temporary employees (includes students) are not eligible for holiday pay or holiday compensation.

4. An employee is to be in pay status the workday before and after a holiday in order to receive holiday credit unless an exception is approved by the Director of HR.

5. For employees that are part-time, or irregular work schedules or rotating work schedules, please see the Guide to the Eligibility for and Reporting of Holidays located at www.humanresources.ku.edu/files/documents/Holiday_report_guide.pdf for information.


Earnings and TRC Codes (same unless otherwise noted)

HCC–holiday comp time hour for hour
HCP-holiday comp time 1.5 for hour worked
HCT (TRC: HCTHR) – usage of holiday compensation for nonexempt
HCE (TRC: HCTEX) – usage of holiday compensation for exempts in 1/2 or full day increments
HDC (TRC: HOLHR) – holiday credit 1.0 – nonexempt
HDE (TRC: HOLEX) – holiday credit 1.0 – exempt
HDP – holiday pay 1.5 – nonexempt and exempt
HTP (TRC: HCTPO) – holiday comp time payout

**Hours Worked**
1. Recording only actual hours spent working.

2. Earnings and TRC Codes (same unless otherwise noted)

Earnings Code: REG–nonexempt non student employee
SP1–nonexempt student employee

**Jury/Witness Service**
1. Employees appointed to regular positions shall be granted leave with pay for required jury duty or for a required appearance before, and at the direction of, the Civil Service Board, the Kansas Commission on Civil Rights, the United States Equal Employment Opportunity Commission, or a court.

2. Please see the policy located at [documents.ku.edu/policies/Human_Resources/JuryWitnessService.htm](http://documents.ku.edu/policies/Human_Resources/JuryWitnessService.htm) for details.

Earnings Code: JRY-Nonexempt TRC: JRYHR
JRE-Exempt TRC: JRYEX

**Medical and Leaves**

**Family Medical Leave Act (FMLA)**
1. Leave due to a medical condition of a regular eligible employee who is personally or has a family member experiencing a serious, extreme or life threatening illness or injury covered under the Federal Family Medical Leave Act (FMLA). HR (864-4946 hrdept@ku.edu) must be contacted immediately to determine if the employee is covered by this federal law and for prior approval of this leave designation.

2. The FMLA leave designation is not based on the employee's leave balances or lack thereof. This is only for benefits eligible employees who meet the requirements found at [www.humanresources.ku.edu/policies_procedures/category_details/index.aspx?category=43](http://www.humanresources.ku.edu/policies_procedures/category_details/index.aspx?category=43). FMLA does not provide additional paid leave.

**Non-Medical and Voluntary Leave Without Pay Program**
1. The department may approve non-medical leave of less than 30 days unless the regular employee wants to participate in the Voluntary Leave Without Pay program. Reporting may be handled through the Absence Management or Time and Labor modules.

2. The Voluntary Leave Without Pay program requires advanced approval. The duration of the leave without pay must be greater than two (2) consecutive payroll periods. This leave program assists with keeping the regular employee’s benefits covered. Information regarding this voluntary leave program is found at [www.humanresources.ku.edu/benefits_pay/leaves_holidays/voluntary_leave.aspx](http://www.humanresources.ku.edu/benefits_pay/leaves_holidays/voluntary_leave.aspx).
3. Any other leave without pay for more than 30 days must be approved in advance by HR for university support staff and through regular administrative channels for unclassified professional staff employees. The Provost/Vice Provost offices must approve leave without pay for faculty and academic staff for over 30 days. An employee should be encouraged to contact HR Benefits directly regarding the impact to their benefits during the leave. A final approval letter or payroll transaction form is used to place the employee on leave without pay in the HR/Pay system in Job Data.

4. For reporting of a leave of absence for a Graduate Student Employee (GTA, GRA, GA), leave must have the prior approval of the appropriate administrative office(s) and the Graduate School and may negatively affect the eligibility for GTA/GRA insurance. Reporting is handled through the Absence Management module.

5. In addition, a leave of absence for a Graduate Teaching Assistant (GTA) must adhere to the guidelines as set in the Memorandum of Agreement located at www.humanresources.ku.edu/files/documents/gta_moa.pdf.

Earnings Code: LWP-exempt employees (leave without pay deducts from the gross pay)
TRC: LWPEX

Leave Without Pay Reporting for Regular Nonexempts (Hourly) Employees

6. Leave without pay for nonexempt (hourly) regular employees is handled in the Timesheet and not in Absence Management. This time does not subtract from pay as it does for exempts but it is required to be recorded for compliance with the Affordable Care Act (ACA). Temporary hourly employees do not report leave without pay. If the regular non-exempt employee uses a clock method to report time, the supervisor or timereviewer will need to enter the leave without pay.

Additional Information is located at hrpay.ku.edu/documents/ACA/How_to_report_Non_Exempt_LWOP_Hours.pdf.

Earnings Code: LWN –nonexempt employees
TRC: LWPN-nonexempt employee
LWPNF- nonexempt employee when the unpaid time is covered under FMLA (Family Medical Leave Act designation requires approval from Human Resources)

Military Leave
1. Used to record the State of Kansas allocation of days per year for active duty or attendance at reserve and National Guard annual training. This is not to be used for monthly drills.

2. Additional information is located at documents.ku.edu/policies/Human_Resources/MilitaryLeave.htm

Earnings Code: MIL-nonexempt employees
MIE-exempt employees
TRC: MILEX
TRC: MILHR

Sick Leave
1. Regular university support and unclassified professional staff, faculty and academic staff accrue sick leave according to the chart located at www.humanresources.ku.edu/benefits_pay/leaves_holidays/sick_chart.aspx.

2. Sick leave does not have a maximum limitation. Sick leave may be used for personal or family illness. The family sick leave is not earned or recorded separately but rather is deducted from the employee’s accrued
sick leave balance. Family sick leave is reported under the same TRC code as personal use of sick leave but will have a different reason code. Additional information is located at documents.ku.edu/policies/Human_Resources/SickLeave.htm

3. Medical documentation may be requested by the department or HR for frequent or continual use of sick leave. Generally, after three (3) consecutive days of absence the departmental contact should notify HR to determine if the absence falls under the Family Medical Leave Act (FMLA).

4. Upon retirement, a portion of the sick leave is paid out based on the years of service and the remaining balance according to the chart located at: www.humanresources.ku.edu/benefits_pay/leaves_holidays/sick_chart.aspx.

5. Sick leave is forfeited upon a non-retirement termination, but may be reinstated if the employee returns within one year to a regular position at a State of Kansas agency. Upon a retirement eligible termination, all balances unpaid are forfeited.

Earnings Code:  
SCK-nonexempt employees  TRC: SCKHR  
SCE-exempt employees in ½ or full day increments TRC: SCKEX

**Shared Leave**

1. The Shared Leave Program allows eligible university support and unclassified professional staff, fiscal year faculty and academic staff to donate sick and/or vacation leave and eligible academic year faculty/academic staff to donate sick leave to another qualified faculty/staff member who is personally or has a family member experiencing a serious, extreme or life threatening illness or injury covered under the Federal Family Medical Leave Act (FMLA).

2. Employees who need additional leave for a serious, extreme or life threatening illness or injury personally or for a family member must apply and be approved in advance.


4. Departmental staff are provided documentation for donation and allocation of shared leave.

5. Employee usage of the allocated shared leave hours is handled by HR; departmental staff will not enter the hours for shared leave. Hours donated are also transferred by HR (HR/Pay). Departmental time reviewers or supervisors will not do any entry for the shared leave part of the reporting but should be sure the employee reports time worked.

Earnings Code:  
SHL-entered by HR/Pay for nonexempt employees TRC: SHLHR  
SHE-entered by HR/Pay for exempt employees TRC: SHLEX

**Shift Differential**

1. Nonexempt regular university support and unclassified professional staff, whose regular designated work schedule begins before 6 a.m. or ends after 6 p.m., are eligible for an additional rate or percentage per hour. (K.A.R. 1-5-28) or other times as specified for those covered under the 1290 PE Memorandum of Agreement.

2. Employee will use a time collection method to record time worked.

3. The shift designation is not transferable to those temporarily covering a shift-designated schedule for vacations or other leave. It is only for employees whose regular schedule is designated.
4. Shift differential is not paid when the designated employee is not working. Shift is not paid for days off.

5. Coding is maintained on the Position Data, Description Page under the Job Information Section field “Regular Shift”. Changes are requested by the submission of a payroll form or updated position description. Other changes may be made upon HR review of a position. The Time and Labor workgroup will also be changed.

6. The rate or percentage may be set by the State of Kansas or by the Director of HR or by a Memorandum of Agreement.

7. The Time Admin rules will generate the shift TRC and hours based on the HR/Pay data and the clock times on the timesheet.

Earnings Code and TRC: SF1, SF9 - nonexempt if designated.

**Stand-by Compensation**

1. Nonexempt regular university support and unclassified professional staff whose position duties and responsibilities require availability outside their work hours due to an emergency. (K.A.R. 1-5-26)

2. Stand-by assignments shall be limited to work situations where a probability of an emergency recall of a nonexempt employee exists.

3. HR makes the determination of eligibility or as specified for those covered under the [1290 PE Memorandum of Agreement](#).

4. It is at the discretion of HR whether the ability to contact the employee qualifies as eligibility for stand-by compensation.

5. An employee on stand-by is compensated at a minimum, the state rate of $1 per hour for each hour the employee serves on stand-by. Some university departments pay $2 per hour as approved or requested by HR or as indicated in the [1290 PE Memorandum of Agreement](#).

6. Employees on stand-by who are called in to work shall be compensated for the actual hours worked at the appropriate rate of pay and are not paid stand-by compensation for the hours actually worked unless covered by the [1290 PE Memorandum of Agreement](#).

7. Stand-by compensation does not count toward the FLSA threshold limit.

8. If an employee is restricted to a particular location (building not city) as designated by the employer or to the employer’s premises in order to remain personally available this time is considered hours worked and the employee is compensated at his/her regular rate instead of stand-by compensation.

9. If an employee on stand-by is not available when called and does not present reasonable justification for failure to report when called, he/she shall lose compensation for that stand-by period and may be subject to disciplinary action.

10. The Time Admin rules process will generate the Standby based on the HR/Pay Timesheet and Workgroup data and either the clock times or quantity hours on the timesheet.

Earnings Code and TRC: ST1, ST2 -nonexempt if designated
Vacation Leave
1. Regular university support and unclassified professional staff and fiscal year (FY) faculty and academic staff accrue vacation according to the chart located at www.humanresources.ku.edu/benefits_pay/leaves_holidays/vacation.aspx; Additional information about the use of vacation leave is located at documents.ku.edu/policies/Human_Resources/VacationLeave.htm. Academic year faculty/academic staff do not earn vacation leave.

2. USS employees balances are reduced to the maximum vacation leave allowed on the final payroll period of the fiscal year. Up to 40 hours over the maximum, vacation is transferred to sick leave and all other overage vacation hours are lost.

3. UPS and FY faculty/academic staff vacation hours are not allowed to exceed the maximum allowed (304 hours).

4. UPS and FY faculty and academic staff are only eligible to earn a maximum of 2 vacation days per month and 22 days per fiscal year. UPS and FY faculty do not earn vacation leave whenever there is a third check in a month. Employees appointed for the full fiscal year will likely not earn leave the last 2 or 3 payroll periods of the fiscal year as they have met the maximum eligible accrual.

5. Academic year (AY) faculty/academic staff and temporary employees (includes students) do not earn or accrue vacation leave.

6. Upon termination, eligible employees will be paid for their unused vacation hours up to the maximum allowed. The vacation leave payout will be paid on a separate payroll check.

7. See the vacation leave charts for maximums located at www.humanresources.ku.edu/benefits_pay/leaves_holidays/vacation_chart.aspx

8. All balances remaining after the payout are forfeited.

9. If the employee is retirement eligible, the vacation leave payout is charged to a central state fund. If the employee is not retirement eligible, the payout is charged to a central university fund. An employer fringe is assessed on all paychecks to finance both central payout funds. The university policy is located at documents.ku.edu/policies/comptroller/Comptroller-Payroll-Vacation_Leave_Payout_Policy.htm.

Earnings Code: VAC-nonexempt employees TRC: VACTN
VAE-exempt employees in ½ or full day increments TRC: VACTE

Voting
1. Voting polls are usually open before 8:00 a.m. and after 5:00 p.m. to allow voting before or after the normal workday. The University allows up to a maximum of 2 hours of paid time in situations where travel time may affect an employee’s ability to cast his/her vote.

2. Staff should request time off in advance from their supervisors if travel time to the polls is required.

3. Regular nonexempt employees only.

4. Policy is located at: documents.ku.edu/policies/Human_Resources/Voting.htm

TRC: VTN: Voting – nonexempt