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New HCM query can help you validate FAMLI leave pay and personal leave usage to address any leave usage to address any discrepancies [1]

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CU's FAMLI coverage offers partial wage replacement for eligible absences, and many employees choose to supplement their FAMLI benefit with sick or vacation leave to make their salary whole.

In some cases, the combined FAMLI wage benefit and personal leave calculations can vary from the employee's regular salary. When this amount is lower than the employee's regular salary, they can elect to use additional personal leave to make up the difference.

A new HCM query, **CUES_HCM_FAMLI_BY_DEPT**, is available to pull details on FAMLI benefits applied to employees and any corresponding personal leave. Query results can help department liaisons determine how much additional personal leave is needed to make a paycheck whole.

You can access this query in HCM:

- Log into the **employee portal** [3].
- Open the **CU Resources** dropdown menu and click **Business Tools**.
- Select the **HCM** tile and choose **HCM Community Users** from the drop-down menu.
- Click the **HCM WorkCenter** tile.
- Select the **Resources tab** and under Query Manager scroll down and select **Click here for ALL**.
- Scroll through List of ALL HCM Queries to select **Paycheck Summary for CU FAMLI** (CUES_HCM_FAMLI_BY_DEPT).

Amending employee leave usage with FAMLI

Employees receiving FAMLI wage replacement benefit will be informed via email to review their pay stub and contact their department HR liaison if their paycheck is short and they would like to designate more personal leave to reach full salary replacement.

See the **FAMLI Supplemental Leave Query** [4] guide for instructions on using the query.

FAMLI [5], [6], Sick Leave [7], Parental Leave [8]
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