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New HCM query gives on-demand view of weekly FAMLI benefits, supplemental leave [1]

October 18, 2024 by Employee Services [2]

Employee Services has released a new HCM query to help HR partners better understand and manage the University of Colorado's Family and Medical Leave Insurance (FAMLI) [3] benefit.

Currently, employees receive a leave plan letter at the beginning of their approved FAMLI absence period. If their planned leave or base salary rate changes during their leave period, the letter is no longer accurate. This makes calculating and communicating the FAMLI benefit and how much paid leave they need to supplement challenging.

The new HCM query will allow HR partners to better understand and manage the FAMLI leave benefit and supplemental paid leave for their employees. Additionally, a new employee tool will be released in October to share a subset of the same information with employees on FAMLI leave.

New HCM query for HR partners

FAMLI benefits offer partial wage replacement for employees who take leave for a variety of eligible reasons.

Calculating FAMLI benefits and needed supplemental leave can get complex: It can change based on the employee's leave schedule, how much FAMLI benefit they still have available to use within the 12-month limit, other available paid leave, base compensation and many other factors. If an employee is working a reduced schedule or taking leave intermittently, this only adds to the complexity.

HCM users can now run (CUES_HCM_FAMLI_BENEFIT) for one or multiple employees with approved FAMLI leave. The query returns crucial information such as:

- The current weekly FAMLI benefit each employee is receiving in dollars.
- The FAMLI benefit as a percentage of pay.
- The hours of supplemental leave the employee is using each week.
- Their paid leave supplement as a percentage of pay.
- Total supplemental leave hours per week for timekeeping.

Access this HCM query:

1. Log into the **employee portal**.
2. Open the **CU Resources** dropdown menu and click **Business Tools**.
3. Select the **HCM** tile and choose **HCM Community Users** from the drop-down menu.
4. Click the **HCM WorkCenter** tile.
5. Select the **Resources** tab and under **Query Manager** scroll down and select **Click here for ALL**.
6. Scroll through List of ALL HCM Queries to select **CUES_HCM_FAMLI_BENEFIT**.

Now available: New employee self-service portal tile replaces leave plan letters

A new **Weekly FAMLI Benefit** portal tile [4]was released on Oct. 25 that gives clear, up-to-date insights to employees who have been approved for FAMLI leave.

The tile summarizes an employee's weekly FAMLI benefit, and it shows the remaining percentage of their salary an employee can choose to supplement with other paid leave (sick or vacation) to replace their salary. The tile will update automatically when and if an employee's wage replacement benefit or base salary changes.

The new tile aims to clarify how much FAMLI will pay on a weekly basis and how much additional leave an employee may need to use to replace their salary on an hour-for-hour basis.

This tile will only appear for employees approved for FAMLI leave in the CU Leave Benefits page of the employee portal (CU Resources > Benefits & Wellness > CU Leave Benefits).

Questions?

Employee Services hopes these new tools will improve the ease and usability of this crucial employee benefit. If you have questions, contact the Leave Team at leave@cu.edu [5].

FAMLI [6], leave [7], [8], Sick Leave [9], Vacation Leave [10]
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