



All Affinity Group Call May 1, 2018

- The University of Wisconsin Service Center will*
- *Serve...the people of the University of Wisconsin System*
 - *Collaborate...by being supportive and constructive*
 - *Act with Integrity...always and in all matters*

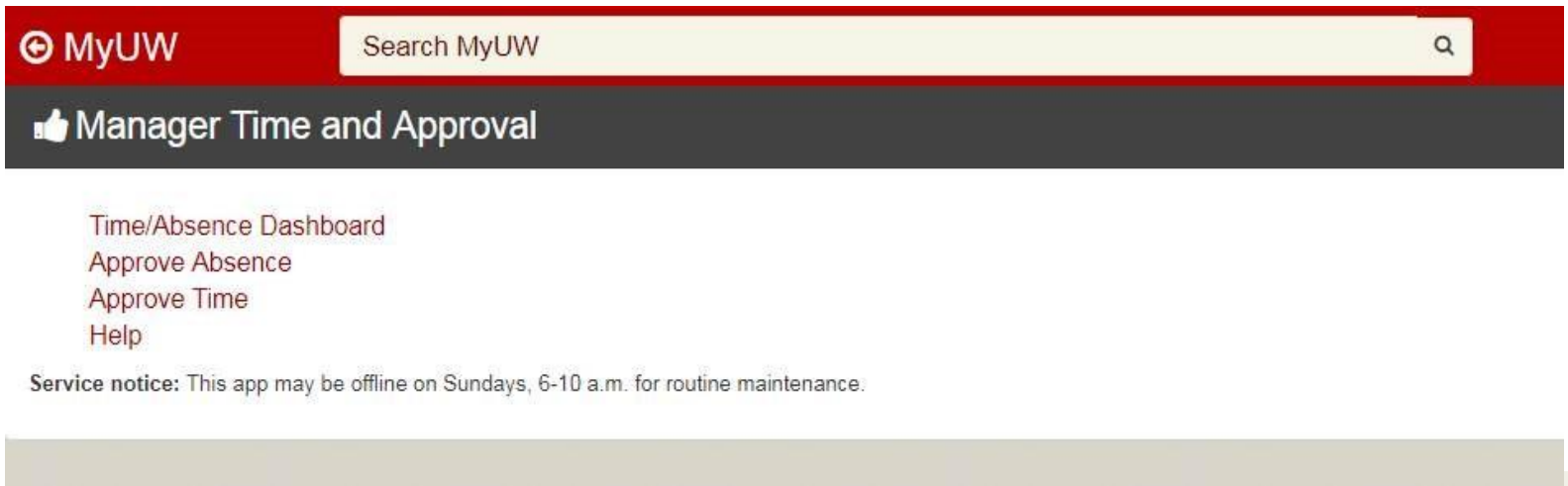
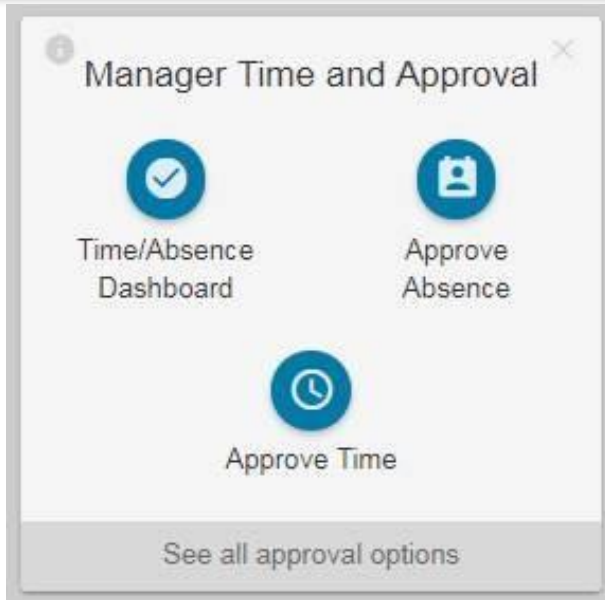
Agenda

- PD: Time and Absence MSS Dashboard Demo
PeopleSoft Update Manager (PUM)
- AG: HRS Planned Outage
- TAM: PUM 25 Careers Site Outage Messages
- HR: 2019 Organizational Department Updates
UW Relationship Page
- PY: Calendar Review

Time and Absence MSS Dashboard

- **What:** A dashboard tool to evaluate and approve pending time and absences for employees
- **When:** Monday, May 7th
- **How does it work?**
 - New security role automatically provisioned
 - TL Security Page Approvers and Back up Approvers
 - Dashboard is for managers/supervisors
 - Payroll coordinators continue to use current HRS pages
 - A new dashboard icon will be available within the Manager Time and Approval tile in the UW portal
 - Support resources will be available on the Time and Absence Help page ([link](#))

Time and Absence MSS Dashboard



Dashboard & Pagelets

- The Time and Absence MSS (Manager Self Service) Dashboard provides a one-stop shop for Managers to review and approve time/absence requests
- A Dashboard is a collection of pagelets (small pages) displaying information dependent on the Manager's TL group IDs and security level
- Functionality of approving time and absence remains primarily the same
- Dashboard provides efficiency
- Begin Demo

- Managers/Supervisors
 - Help page
 - KB# 81452
- Brief Overview video:
 - Great tool for current MSS users

<https://uwservice.wisconsin.edu/docs/pd/mss-dashboard/index.html>

Questions?



PeopleSoft Update Manager (PUM)

- Oracle releases quarterly updates through PUM
- This PUM only technical changes
- Overview of changes
- All existing resources (i.e., tip sheets, KBs, etc.) will be updated

TL – PUM Changes

- Employees hired or rehired (not transfers) in the middle of a pay period will no longer have a greyed out timesheet

Select Another Timesheet

*View By

*Date

Scheduled Hours 0.00 Reported Hours 0.00

[Previous Period](#) [Next Period](#)

[Next Employee](#)

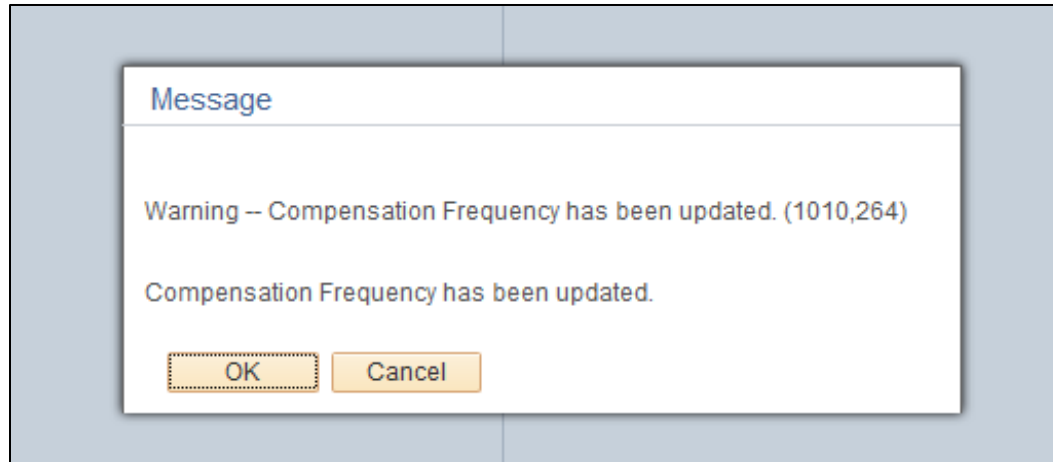
is not a registered time reporter until 04/19/2018.

From 04/15/2018 to 04/28/2018 [?](#)

Add Comments	Day	Date	Reported Status	In	Out	In	Out	Punch Total	Time Reporting Code	Quantity	Sched Hrs
<input type="button" value="🗨"/>	Sun	4/15	New								0.00
<input type="button" value="🗨"/>	Mon	4/16	New								0.00
<input type="button" value="🗨"/>	Tue	4/17	New								0.00
<input type="button" value="🗨"/>	Wed	4/18	New								0.00
<input type="button" value="🗨"/>	Thu	4/19	New	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text" value="v"/>	<input type="text"/>	0.00
<input type="button" value="🗨"/>	Fri	4/20	New	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text" value="v"/>	<input type="text"/>	0.00
<input type="button" value="🗨"/>	Sat	4/21	New	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text" value="v"/>	<input type="text"/>	0.00
<input type="button" value="🗨"/>	Sun	4/22	New	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text" value="v"/>	<input type="text"/>	0.00
<input type="button" value="🗨"/>	Mon	4/23	New	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text" value="v"/>	<input type="text"/>	0.00
<input type="button" value="🗨"/>	Tue	4/24	New	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		<input type="text" value="v"/>	<input type="text"/>	0.00

HR - PUM Changes

- New warning messages:



- Updates to position that results in a compensation frequency change
 - No change to how system handles these updates, but the warning will now appear
- Continue with best practice - verify compensation tab for accuracy

AM – PUM Changes

Absence EE Self Service Req ✕

Cancel Absence

Instructions

Enter Start Date and Absence Name. Then complete the rest of the form before submitting or save for later your request.
Note that Banked Leave conversion takes must be entered between 12/1 and 12/31. Please enter the take on an unscheduled work day such as the weekend. Cash Pay is paid on the last check of the year if completed by 12/08/2018. Entry for cash pay after that date will be paid in January.

Absence Detail ?

Start Date 04/30/2018 [View Monthly Schedule](#)

End Date 04/30/2018

Filter by Type All



- Current instructions are incorrect, no instructions will appear
- Steps to cancel an absence remain unchanged, see KBs 17773 or 17883

PY – PUM Changes

- Direct Deposit Info
 - Only verifies current row of information
 - no more warning message about past effective date prior to start date

The screenshot displays a web-based payroll system interface. At the top, a breadcrumb trail reads: Favorites > Main Menu > Payroll for North America > Employee Pay Data USA > Request Direct Deposit. Below this, the main header shows 'PATTY PAYROLL' on the left and 'Person ID 00000000' on the right. The primary section is titled 'Deposit Information' and includes a search bar with 'Find | View All' and navigation controls for 'First', '1 of 2', and 'Last'. The form contains two fields: '*Effective Date:' with a date input '03/16/2017' and a calendar icon, and '*Status:' with a dropdown menu set to 'Inactive'. To the right of these fields are expand/collapse buttons '+ -'. Below the 'Deposit Information' section is a 'Distribution Information' section, which also has a search bar and navigation controls for 'First', '1 of 1', and 'Last', along with expand/collapse buttons '+ -'.

BN – PUM Changes

- Alternate Medicare Number field
– Leave blank

Benefits Personal Data

Person ID

ETF Member ID:

Coordination of Benefits

My spouse/domestic partner is also a State of WI employee

Benefits Personal Data - Date Sensitive Find | View All First 1 of 1 Last

*Effective Date 04/06/2018

Medicare Number

Medicare A Indicator:

Medicare B Indicator:

Alternate Medicare Number

Medicare Reason A:

Medicare Reason B:

HIPAA Medicare Elig Reason




FN – PUM Changes

- No changes to Finance

TAM - PUM Changes


- Job Opening information
 - Forward applicant
 - Send correspondence
 - Applicant notes


Forward Applicant


Forward Applicant Personalize | View All |  First  1 of 1  Last

ID	Applicant Name	Job Opening
258046	Tory Toot	13920 - Groundskeeper

Recipient Information

*To  [Find](#)

Cc  [Find](#)

Bcc  [Find](#)

Sender Information

TAM - PUM Changes

- Save and Submit without attachments
 - Continue to add attachments

Message

Job Opening attachments have not been added. (20008,28)

Attachments may be required documents to provide approvers with necessary information to determine whether the recruitment should be continued. Click Cancel to return and add attachments, or Ok to save and submit the Job Opening.

OK

Cancel

TAM – PUM Changes

- Applicant Disposition History
 - Only most recent of each disposition type appears

Applicant Activity						
Applicant Activity	Notes	Applicant Data	Interested Parties			
Current Status	Interview Schedule/Evaluation	Expenses	History			
Applicant Activity ?						
Job Opening	Job Opening ID	Department	Disposition	Reason	Last Updated	Last Updated By
Adjunct Lecturer/Sr. Lecturer for Special Education (Department of Educational Leadership)	12348	EDUCATIONAL LEADERSHIP	03B Under Review		11/04/2016 4:28PM	TAMMY TAM
Adjunct Lecturer/Sr. Lecturer for Special Education (Department of Educational Leadership)	12348	EDUCATIONAL LEADERSHIP	060 Interview		04/25/2018 10:05AM	RACHEL RECRUITER
Adjunct Lecturer/Sr. Lecturer for Special Education (Department of Educational Leadership)	12348	EDUCATIONAL LEADERSHIP	010 Applied		04/25/2018 10:06AM	RACHEL RECRUITER

TAM – PUM Changes

- Inactivate Online Account
 - Please do not use!

Manage Applicant

Save | Return | Previous | Next | Add

Name Fred Fred
Applicant ID 223427
Applicant Type External Applicant
Status 010 Active

Applicant Activity | Notes | Applicant Data | Interactions

Personal Information | References | Eligibility & Identification

Applicant

*Applicant Type External Applicant
Preferred Contact Email

Applicant Status

*Status Code Active
Status Date 09/03/2016
Status Reason
Registered Online Yes

Inactivate Online Account

TAM – PUM Changes

- My Alerts – Questionnaire Requests
 - No longer includes those in draft status



Questions?



- Request forms found on the Service Center website:
<https://uwservice.wisconsin.edu/administration/human-resources/>
- Requests:
 - Require signatures from authorized approver(s)
 - Submit via your Affinity Group
 - Subject “FY 2019 Organizational Department Changes”
- UWSC will provide listings of Positions, Employees, and POI’s in impacted departments
 - UWSC can assist with large volume of changes via Mass Job Updates
 - Positions
 - Job
 - Request via Affinity Group
 - Subject “Mass Job Update”

Important Factors:

- Institutions will need to update Organizational Department for:
 - Position
 - Job
 - POI data
 - Appointment Level funding on the Funding Data Entry page
- Position, Job Data and Funding entries for Organizational Department changes need to have Effective Dates of:
 - University Staff
 - 06/24/2018 or greater (begin dates of Fiscal Year and new Organizational Departments)
 - FA/AS/LI
 - 07/01/2018 or greater (begin dates of Fiscal Year and new Organizational Departments)
 - POI Relationship
 - 07/01/2018 or greater (begin dates of new Organizational Departments)
- Active C-basis employees
 - Short Work Break Process will run on May 25th, 2018
 - Process and any associated exceptions need to be completed before Institutions can begin entering their Organizational Department changes.

High Level Dates and Responsibilities Timeline:

- **Institutions – Now through May 18th, 2018**
 - Submit Organizational Department change requests via email to your AG
- **UW Service Center – Now through May 18th, 2018**
 - Make configuration changes for Organizational Departments
- **Institutions – May 28th, 2018 through June 15th, 2018**
 - Enter Position, Job, POI Organizational Department, and Funding Data Entry changes
- **UW Service Center - June 18th, 2018 through June 22nd, 2018**
 - Identify positions, employees, POI's, still residing in Organizational Departments being inactivated, and notify Institutions to make updates
- **Institutions - June 18th, 2018 through June 22nd, 2018**
 - Final changes made on Position, Job Data, POIs, and Funding Data Entry before the Service Center can inactivate Organizational Departments.
- **UW Service Center - July 2nd, 2018 through July 13th, 2018**
 - Inactivate Organizational Departments identified by Institution

Questions?



Current State: Navigation: Workforce Development > Faculty Events > Calculate Tenure > Create Tenure Data (4th Tab)

- Currently, the Faculty Relationship page is utilized to track joint governance (Joint Executive and Joint Department). Additionally, the page tracks affiliations.

Future State: New Navigation: Workforce Development > Faculty Events > Calculate Tenure > UW Relationships

- Proposed enhancements include tracking the following actions/review types:

Faculty
Post Tenure Reviews
• Mandatory
• Deferred
• Completed
Assistant Professor Check-Ins
Governance (Currently Stored on Page)
• Joint Executive
• Joint Department
• Affiliations

Academic Staff
Governance
• Joint Executive
• Joint Department
• Affiliations

Faculty / Academic Examples

UW Relationships

FRANK FACULTY Person ID 00987654

Faculty Personalize | Find | View All | 1-3 of 3 | Last

*Department	Description	*Type	*Action / Relationship	Begin Date	End Date
1 A076400	CALS/ FOREST & WILDLIFE ECOL	Asst Prof Check		07/01/2011	06/30/2014
2 A076400	CALS/ FOREST & WILDLIFE ECOL	Post Tenure		07/01/2016	06/30/2019
3 A403900	MSN/ENV ST/ACADEMIC PROGS	Governance	Affiliate	03/03/2017	06/30/2020

Academic Staff Personalize | Find | View All | 1-3 of 3 | Last

*Department	Description	*Type	*Action / Relationship	Begin Date	End Date
1	CALS/ FOREST & WILDLIFE ECOL				
2	CALS/ FOREST & WILDLIFE ECOL				
3	MSN/ENV ST/ACADEMIC PROGS				

Save Return to Search Notify

UW Relationships

AMY ACADEMIC Person ID 00998877

Faculty Personalize | Find | View All | 1-3 of 3 | Last

*Department	Description	*Type	*Action / Relationship	Begin Date	End Date
1	CALS/ FOREST & WILDLIFE ECOL				
2	CALS/ FOREST & WILDLIFE ECOL				
3	MSN/ENV ST/ACADEMIC PROGS				

Academic Staff Personalize | Find | View All | First | 1-3 of 3 | Last

*Department	Description	*Type	*Action / Relationship	Begin Date	End Date
1 A076400	CALS/ FOREST & WILDLIFE ECOL	Governance	Jnt Dept	07/01/2011	06/30/2014
2 A076400	CALS/ FOREST & WILDLIFE ECOL	Governance	Jnt Dept	07/01/2016	06/30/2019
3 A403900	MSN/ENV ST/ACADEMIC PROGS	Governance	Affiliate	03/03/2017	06/30/2020

Save Return to Search Notify

Navigation

The screenshot shows a navigation menu for a web application. The breadcrumb trail at the top reads: **Main Menu > Workforce Administration > Job Information > Job Data**. The left sidebar contains a search menu with a search box and a 'Search' button. The main menu is a tree structure of folders and items. The 'Job Data' folder is expanded, showing a list of items. The 'Calculate Tenure' item is highlighted, and its sub-menu is open, showing a list of actions. Two red arrows point to specific items in the sub-menu: one pointing to 'Create Tenure Data' with the text 'Remove UW Rel Tab from Create Tenure Data', and another pointing to 'UW Relationships' with the text 'Add New Navigation'.

Search Menu:

- Home
- Self Service
- Manager Self Service
- Recruiting
- Workforce Administration
- Fusion Integration
- Benefits
- Compensation
- Stock
- Time and Labor
- Payroll for North America
- Global Payroll & Absence Mgmt
- Payroll Interface
- Workforce Development
 - Profile Management
 - Performance Management
 - Faculty Events
 - Calculate Tenure
 - Create Tenure Data
 - Perform Tenure Calculations
 - Review Processing Messages
 - Review Tenure Run Results
 - Review Tenure Calc Summary
 - Review Rank/Status History
 - Review Related Jobs
 - Governance Tracking
 - UW Relationships
 - Tenure Reports
 - Track Events
 - Manage Cases
 - Qualify Academic Teach
 - Load Teaching Data CA
 - Manage DETYA Informa
 - Define Faculty Events D
 - Career Planning
 - Employee Review Histo
- Organizational Develop
- Administer Training
- Workforce Monitoring
- Pension
- Set Up HCM
- Enterprise Components
- UW Absence Management Reports
- UW Benefits Reports
- UW Financial Reports
- UW HR Reports

Conversion of Existing Data (1 of 2)

Current State

Person ID

Post Tenure Review Date

*Department	Description	*Faculty Relationship	Begin Date	End Date
1 A195000	ENGR/INDUSTRIAL & SYSTEMS ENGR	Affiliate	09/19/2008	05/26/2020
2 A532000	SMPH/FAMILY MED/FAMILY MED	Jnt Dept	05/01/2006	06/30/2018
3 A539700	SMPH/SURGERY/SURGERY ADMIN	Jnt Dept	10/01/2009	06/30/2015

Future State

Empl ID

*Department	Description	*Type	Action/Relationship	Begin Date	*End Date
1 A195000	ENGR/INDUSTRIAL & SYSTEMS ENGR	Governance	Affiliate	09/19/2008	05/26/2020
2 A532000	SMPH/FAMILY MED/FAMILY MED	Governance	Jnt Dept	05/01/2006	06/30/2018
3 A539700	SMPH/SURGERY/SURGERY ADMIN	Governance	Jnt Dept	10/01/2009	06/30/2015

*Department	Description	*Type	*Action/Relationship	Begin Date	*End Date
1					

- * 82 employees do not have an End Date populated in today's current state.
 - Moving forward, the End Date is now a required field. 01/01/9999 will be used for Conversion where there is not an End Date populated.
 - This population will be sent out via AG's after Conversion for future cleanup/review.

Conversion of Existing Data (2 of 2)

Current State

Favorites > Main Menu > Workforce Development > Faculty Events > Calculate Tenure > Create Tenure Data

Tenure Data | Prior Experience/Credits | Service History | Uw Faculty Rel

Empl ID [REDACTED]

*Tenure Status: Tenure Home Rank: 003 Professor

Track Start Date: 08/23/1993 Change Date: Change Reason:

Tenure Target Date: 08/23/1993 *Tenure Home: A486700 L&S/PHYSICS/PHYSICS Grant Tenure: Y

Service Calc Group: Mandatory Review Dt: Granted Date: 08/23/1993

Override Calculation Committed FTE: 1.000000 Notes:

Probation (Number of Years)

Total Required: 7.000000 Time Accrued: 0.000000 Current As Of Date: 04/09/2011

Extended By: 0.000000 Time To Accrue: 7.000000 Terminal Year

Other Tenure Departments List

Department	Description	Grant	Rank	Rank Description	Tenure Status	Begin Date	FTE	End Date
1 A486700	L&S/PHYSICS/PHYSICS	Y			Tenure	08/23/1993	1.000000	

Extensions

*Extension Reason Code	Approval Date	Length of Extension (In Years)
1		

Favorites > Main Menu > Workforce Development > Faculty Events > Calculate Tenure > Create Tenure Data

Tenure Data | Prior Experience/Credits | Service History | **Uw Faculty Rel**

Person ID [REDACTED]

Post Tenure Review Date: 05/15/2009

Faculty Relationships

*Department	Description	*Faculty Relationship	Begin Date	End Date
1				

Future State

Favorites > Main Menu > Workforce Development > Faculty Events > Calculate Tenure > UW Relationships

UW Relationships

Empl ID [REDACTED]

Faculty

*Department	Description	*Type	Action/Relationship	Begin Date	*End Date
1 A486700	L&S/PHYSICS/PHYSICS	PostTenure	Completed		05/15/2009

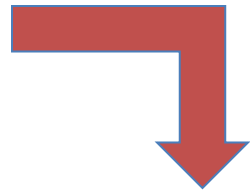
Academic Staff

*Department	Description	*Type	*Action/Relationship	Begin Date	*End Date
1					

Security Roles with Access to UW Relationships Page

Role Name	Role Description
UW_SSC_HR_SERVICE_CENTER	HR Service Center (Super User)
UW_UNV_HR_ADMINISTRATOR	HR Administrator (Update HR)
UW_UNV_HR_FACULTY_RELTN_UP D	HR Faculty Relationships Update
UW_UNV_HR_TENURE_UPD	HR Tenure Update
UW_UNV_HR_TENURE_VIEW	HR Tenure View

EPM (UW_HR_FACREL_VW)



UW Relationships

Empl ID

Faculty

*Department	Description	*Type	Action/Relationship	Begin Date	*End Date
A486700	L&S/PHYSICS /PHYSICS	PostTenure	Completed	05/15/2009	
Y601000	HRS SERVICE CENTER	Asst Prof		11/01/1942	11/15/1943
Y601000	HRS SERVICE CENTER	PostTenure	Deferred	11/01/1902	12/31/1904
Y601000	HRS SERVICE CENTER	PostTenure	Completed	10/10/1901	10/11/1901
Y601000	HRS SERVICE CENTER	Governance	Affiliate	01/01/1900	01/02/1900

Academic Staff

*Department	Description	*Type	Action/Relationship	Begin Date	*End Date
A020500	G SERV/OFFICE OF VICE PROVOST	Governance	Jnt Exec	05/05/2005	06/05/2007
A020500	G SERV/OFFICE OF VICE PROVOST	Governance	Jnt Dept	04/04/2001	05/05/2002
A101000	INTL DIV/ADMINISTRATION	Governance	Affiliate	01/01/2000	03/03/2000

ID	Name	Tenure Dept ID	Tenr DptID Desc	Facult/Academic	Type	Type Descr	Action/Relation	Action/Rel Desc	FacRel Begin Dt	FacRel End Date
1 00000015	CARLSMITH,DUNCAN L	A486700	L&S/PHYSICS /PHYSICS	F	1	Post Tenure Review Date	1	Completed		05/15/2009
2 00000015	CARLSMITH,DUNCAN L	Y601000	HRS SERVICE CENTER	F	2	Assistant Professor Check-In			11/01/1942	11/15/1943
3 00000015	CARLSMITH,DUNCAN L	Y601000	HRS SERVICE CENTER	F	1	Post Tenure Review Date	2	Deferred	11/01/1902	12/31/1904
4 00000015	CARLSMITH,DUNCAN L	Y601000	HRS SERVICE CENTER	F	1	Post Tenure Review Date	1	Completed	10/10/1901	10/11/1901
5 00000015	CARLSMITH,DUNCAN L	Y601000	HRS SERVICE CENTER	F	3	Governance	5	Affiliate	01/01/1900	01/02/1900
6 00000015	CARLSMITH,DUNCAN L	A020500	G SERV/OFFICE OF VICE PROVOST	A	3	Governance	3	Joint Executive	05/05/2005	06/05/2007
7 00000015	CARLSMITH,DUNCAN L	A020500	G SERV/OFFICE OF VICE PROVOST	A	3	Governance	4	Joint Department	04/04/2001	05/05/2002
8 00000015	CARLSMITH,DUNCAN L	A101000	INTL DIV/ADMINISTRATION	A	3	Governance	5	Affiliate	01/01/2000	03/03/2000

Questions?



HRS Planned Outage – Reminder

- HRS Outage Weekend for System maintenance
- May 5th 7:00am – May 6th 10:00am

HRS Outage – Impacts

- No HRS online access or batch jobs running during outage
- Includes no direct HRS time reporting
 - Web Clock users working this weekend will need to record time using the [Missed Punch Form](#).
 - [TL - Timesheet Adjustment \(KB 15612\)](#)
 - [TL - Time Administration \(KB-15565\)](#)
- OIM requests cannot be submitted/granted/approved during outage.
- Candidate Gateway/TAM will not be available during outage
 - No access to Job Openings. Applicants will not be able to apply for jobs No access to Applicant Materials
 - Plan recruitment openings and closings around this outage to allow applicants ample time to apply.

HRS Outage – Impacts

The following self-service features that employees access through the MyUW portals, [UW System institutions](#) and [UW-Madison](#), will be **unavailable** during this outage:

- Online timesheet
- Absence reporting
- Benefits Self Service (eBenefits)
- Updates to personal information
- Access to electronic earnings statements, tax statements (W-2, 1042-S, etc.), leave statements and other HR, Payroll and Benefits documents

The rest of the MyUW portal, with the exception of the HRS System related features and documents, will be available during the HRS outage.

Outage Messages – TAM Applicants

Advance Notice:

- There is currently a pop-up message presented to Applicants using TAM as notice of an extended website outage
- Message is presented once upon visiting the Candidate Gateway and Self Service Careers sites each time they visit with a new web browser
- Must click OK to proceed
- Will be removed from site after the outage

Outage Messages – TAM Applicants

Message Prior to Outage:

Upcoming Outage

The University of Wisconsin System Careers website will be completely unavailable starting at 7 a.m., Saturday, May 5 through mid-day Sunday, May 6, 2018 for a system upgrade.

UW Careers website services will commence mid-day Sunday, May 6, 2018.

Please email any questions or concerns to servicecenter@uwsa.edu or call toll free (888) 298-0141.

OK

Outage Messages – TAM Applicants

During Outage:

- Applicants visiting Candidate Gateway *DURING* the outage will see the following message when navigating to www.careers.wisconsin.edu

Thank you for your interest in employment at the University of Wisconsin System Campuses.

Our system is currently unavailable due to a system upgrade. Our Careers website will be available for use mid-day on Sunday, May 6, 2018. Your interest is very important to us so please try to access this site again on Sunday. We apologize for the inconvenience.

Questions?



PY: Calendar Review

April 2018

Sun	Mon	Tue	Wed	Thu	Fri	Sat
22 [4M] 2nd Batch Prelim Calc	23 [4M] Payroll and Benefit Retro and Payline Load [4M] 4th Batch Prelim Calc	24 [4M] 5th Batch Prelim Calc [4M] FICA Deadline	25 [4M] Final Calc [4M] Confirmation Deadline (Mor)	26 [4A] Pay Date	27	28 [4B] Pay Period End
29 [5A] Pay Period Begin [4B] 1st Batch Prelim Calc	30 [4M] Pay Period End [4B] 2nd Batch Prelim Calc	1 [5M] Pay Period Begin [4B] Payroll and Benefit Retro and Payline Load [4M] Pay Date [4B] 3rd Batch Prelim Calc	2 [4B] 4th Batch Prelim Calc [4B] FICA Deadline	3 [4B] Confirmation Deadline (Eve) [4B] Final Calc	4	5
6	7	8	9	10 [4B] Pay Date	11	12 [5A] Pay Period End
13 [5B] Pay Period Begin [5A] 1st Batch Prelim Calc	14 [5A] 2nd Batch Prelim Calc	15 [5A] 3rd Batch Prelim Calc [5A] Payroll and Benefit Retro and Payline Load	16 [5A] 4th Batch Prelim Calc [5A] FICA Deadline	17 [5A] Final Calc [5A] Confirmation Deadline (Eve)	18 [5M] 1st Batch Prelim Calc	19