Job Aid for Involuntary Separation

Description

- This job aid is intended to guide you through the online process for a PAF – involuntary separation transaction that is initiated by an Approved Submitter.
- Involuntary Separations and Layoffs can only be requested by HR Business Partners except if it is a FACULTY Contract Expiration or End of Limited Term, which can be processed by contacting TSS with the details of the request. Otherwise, for Involuntary Terms, please get in touch with your Business Partner to discuss these requests.

Key Steps/Activities to be performed

1. The Approved Submitter logs into PeopleSoft and clicks on the submit request tile from their landing page.
2. Submitter selects the Separation – Involuntary link that will begin the transaction which opens a window to allow the submitter to search for an employee.

3. You can search for the employee by name, employee id, position number or department.

4. Based on the search criteria, a list of employees will appear that the submitter has security access to. In the example below, the search was for “Smith” and returned 83 rows.

5. After selecting Smith from the list, the submitter will fill in the information below.
a. Transaction Date – This is the first day the person will not come to work. (Note: It is not the last day worked) If you are late in submitting the transaction, please contact TSS.

b. Reason – The administrator will be provided with a drop-down list of action reason to choose from. In our example we have chosen “Job Abandonment” When completed the user will click on the NEXT button.

6. The Submitter will have a chance to review the changes that were made and add comments that they can reference in the future and will be included in the workflow transaction. After reviewing the transaction, the submitter will click on the submit button.

7. After the transaction is submitted, the submitter will receive a message that the transaction was submitted for approval. They can also view the approval workflow chain with a pending status.
All required approvals will appear in the Approval Chain. Upon completion of the Approval Chain, certain roles will be notified. The required approvals and the notified roles will vary based on the type of employee as shown below.

<table>
<thead>
<tr>
<th>Employee Type</th>
<th>Faculty</th>
<th>Staff</th>
<th>Student</th>
<th>Temp</th>
<th>POI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Approvers</td>
<td>HRBP</td>
<td>HRBP</td>
<td>none</td>
<td>none</td>
<td>none</td>
</tr>
<tr>
<td></td>
<td>TSS Tier 2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Notified</td>
<td>OFA</td>
<td>Budget Center</td>
<td>Employee’s Supervisor(s)</td>
<td>Employee’s Supervisor(s)</td>
<td>Employee’s Supervisor(s)</td>
</tr>
<tr>
<td></td>
<td>Budget Center</td>
<td>Employee’s Supervisor(s)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

8. The approver will receive an email that a transaction is waiting to be approved and they will also see the transaction in the pending approvals tile.
9. The approver should then select the transaction from the list. They can review the changes and comments before denying or approving the transaction.

Once the final approver has approved the transaction, the employees job record will be updated with the involuntary separation action.