

Deltek Costpoint Enterprise Hot Fix Readme

Release Date: March 30, 2020

Apply Families First Coronavirus Response Act (H.R.6201) Paid Family Leave Total Limit

In accordance with the Families First Coronavirus Response Act (H.R.6201), this Costpoint update provides changes that will allow you to apply the dollar limits set by the *Emergency Paid Sick Leave Act* and *Emergency Family and Medical Leave Expansion Act* sections of the Families First Coronavirus Response Act (H.R.6201) legislation.

Description

The U.S. government recently signed the H.R. 6201: Families First Coronavirus Response Act into law. Here is a summary of the new legislation:

- **Emergency Paid Sick Leave:** This legislation mandates covered employers to provide paid leave for employees affected by the coronavirus if those employees are unable to work or telework. An eligible employee is allowed two weeks (80 hours) of paid sick time at the employee's full regular rate of pay, subject to dollar caps; this is reduced to two-thirds pay if the leave is due to caring for others (for example, a sick or quarantined family member or a child whose school is closed or whose childcare provider is unavailable due to the coronavirus).
- **Emergency Family and Medical Leave Expansion:** An employee is eligible for ten additional weeks of FMLA leave, but only for those who must stay at home to care for a child whose school is closed. These 10 weeks will be paid at two-thirds the employee's regular rate of pay, subject to a \$200 maximum payable amount per day and a \$10,000 maximum total amount payable to an employee for public health emergency leave.

Emergency Paid Sick Leave and Emergency FMLA Expansion

Costpoint's existing Paid Family Leave functionality already supports the ability to accrue and track paid leave and adjust a salaried employee's timesheet so that the total labor cost for Paid Sick Leave is based on an average hourly compensation rate. However, the Families First Coronavirus Response Act imposes a daily dollar cap that will require employers to manually adjust the average hourly compensation rate if it would cause the daily labor cost for an employee's paid sick leave or paid FMLA to exceed the cap. The **Average Hourly Compensation Rate** field already exists in the Paid Family Leave subtask of the Manage Employee Leave screen, but it is not currently editable. This enhancement will enable the **Average Hourly Compensation Rate** field, allowing you to edit the rate, if necessary.

Attention: To set up Paid Family Leave in Costpoint for compliance with the Families First Coronavirus Response Act, refer to KB Article #100864.

Application Updates

Manage Employee Leave

The update will allow you to override the **Average Hourly Compensation Rate** value on the Paid Family Leave subtask of the Manage Employee Leave screen if it is necessary in order to be compliant with the Families First Coronavirus Response Act dollar caps. The Paid Family Leave functionality on the Apply Timesheet Adjustments in Batch Mode screen will generate adjusting timesheet lines if the Coronavirus Paid Sick Leave or Paid FMLA labor cost does not reflect the employee's **Average Hourly Compensation Rate**.

Attention: To set up Paid Family Leave in Costpoint for compliance with the Families First Coronavirus Response Act, refer to KB Article #100864.

Appendix: For Additional Information

Deltek Support Center

The Deltek Support Center is a support Web site for Deltek customers who purchase an Ongoing Support Plan (OSP).

The following are some of the many options that the Deltek Support Center provides:

- Search for product documentation, such as release notes, install guides, technical information, online help topics, and white papers
- Ask questions, exchange ideas, and share knowledge with other Deltek customers through the Deltek Support Center Community
- Access Cloud-specific documents and forums
- Download the latest versions of your Deltek products
- Search Deltek's knowledge base
- Submit a support case and check on its progress
- Transfer requested files to a Customer Care analyst
- Subscribe to Deltek communications about your products and services
- Receive alerts of new Deltek releases and hot fixes
- Initiate a Chat to submit a question to a Customer Care analyst online

Attention: For more information regarding Deltek Support Center, refer to the online help available from the Web site.

Access Deltek Support Center

To access the Deltek Support Center:

1. Go to <https://deltek.custhelp.com>.
2. Enter your Deltek Support Center **Username** and **Password**.
3. Click **Login**.

Note: If you forget your username or password, you can click the **Need Help?** button on the login screen for help.

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