

Human Capital Management: Step-by-Step Guide

My Leave for Supervisors (Approving Time and Assigning Proxies)

This guide describes tasks that supervisors can perform in My Leave, the university’s time-keeping system. Supervisors are responsible for approving employee timesheets and leave requests. Timesheets should be approved in a timely manner to ensure specified payroll activity deadlines and campus-specific payroll deadlines are met. Supervisors who are unable to approve requests due to absence can assign a proxy to manage approvals on their behalf for a defined period of time.

As a user of My Leave, you should already have set your preferences as described in [My Leave Basics: Setting Preferences and Entering Time Step-by-Step Guide](#).

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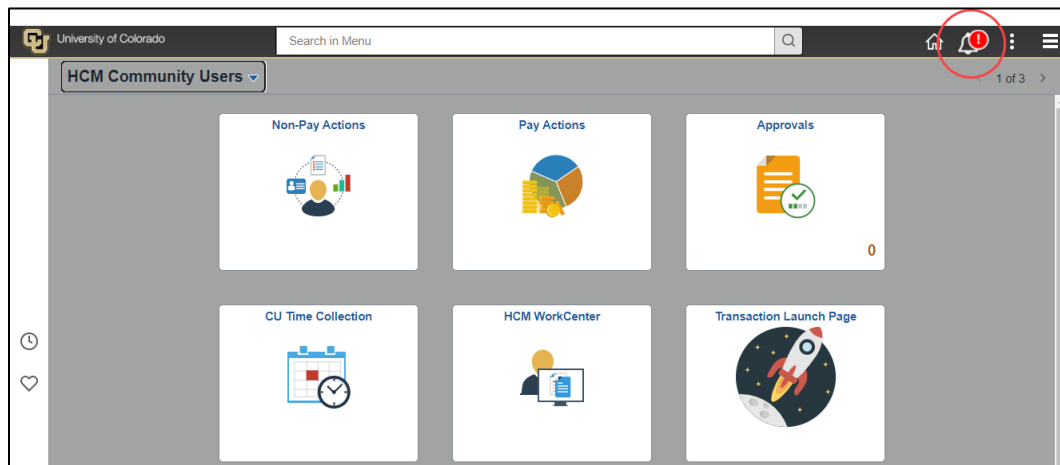
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Approving Time and Leave Requests

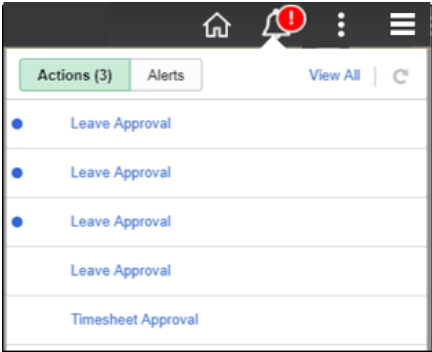
While you can approve time and assign proxies through the portal (CU Resources Home> Manager), this guide describes how to perform these tasks through HCM.

To access pending approvals,

1. From the portal, click the **HCM** tile.
2. Click the **Notifications** icon located at the top of the page.



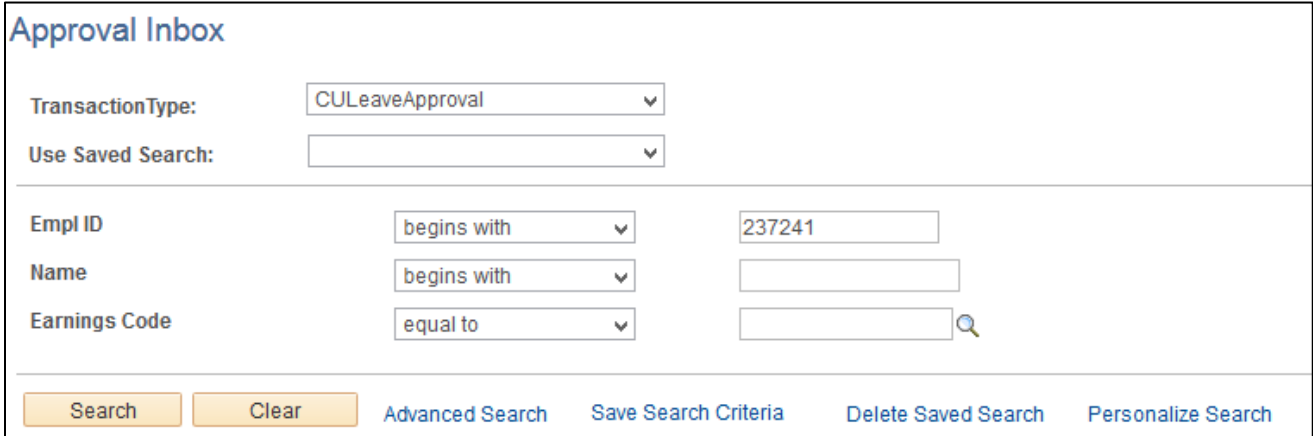
The Notifications menu displays pending actions.



Note: If a proxy has been assigned, only the proxy will receive the timesheet and leave requests, not the supervisor. The proxy can access approval requests through the Notifications icon in HCM.

To approve requests in My Leave:

1. Select the **Leave Approval** request or **Timesheet Approval** request you would like to review, approve, or deny. Your Approval Inbox appears.



2. To view all requests, click **Search**. You can also search for a specific employee by entering the Empl ID before clicking Search.

3. Click the **Empl ID** of an employee whose timesheet you want to review.

Approval Inbox

TransactionType:

Use Saved Search:

Empl ID:

Name:

Pay Period End Date:

[Advanced Search](#) [Save Search Criteria](#) [Delete Saved Search](#) [Personalize Search](#)

Timesheet Details Personalize | Find | View All | First 1-4 of 4 Last

Select Flag	Name	Empl ID	Empl Record	Pay Period End Date	Start Datetime	End Datetime	Status
<input type="checkbox"/>			0	08/31/2018	07/01/18 12:00AM	07/31/18 12:00AM	Requested
<input type="checkbox"/>			1	01/31/2017	12/01/16 12:00AM	12/31/16 12:00AM	Requested
<input type="checkbox"/>			1	02/28/2017	01/01/17 12:00AM	01/31/17 12:00AM	Requested
<input type="checkbox"/>			0	08/31/2018	07/01/18 12:00AM	07/31/18 12:00AM	Requested

The timesheet displays.

4. Review the hours listed on the timesheet by week. The timesheet totals are listed on the bottom of the timesheet.

Pay Period Ending: 07/01/18 - 07/31/18 leave to be reported for 08/31/18 Job 0, UOT-OT Elig Essential Services Employee:

- Job: 0, Department: 51000 -- Time Worked from 07/01/2018 through 07/31/2018. Based on standard hours per week of 40
Requested on 08/27/2018 13:59

07/01/2018 through 07/07/2018

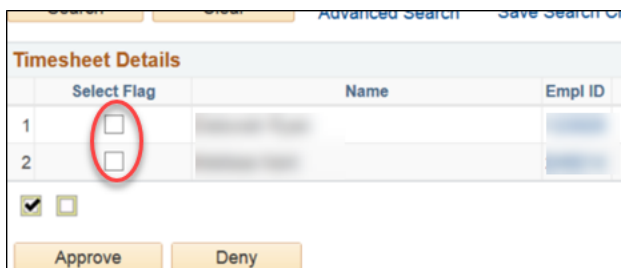
Week 1	Sun	Mon	Tue	Wed	Thu	Fri	Sat		Sub Total	Adjust	Total
	07/01	07/02	07/03	07/04	07/05	07/06	07/07				
Time In		07:30			07:30	07:30					
Time Out		12:30			12:30	12:30					
Time In		13:30	07:30		13:00	13:30					
Time Out		16:30	12:30		16:00	16:30					
Time In			13:30								
Time Out			15:00								
Regular Earnings Salary	0	8	6.5	0	8	8	0		30.5	0	30.5
Administrative Leave	0	0	1.5	0	0	0	0		1.5	0	1.5
Holiday	0	0	0	8	0	0	0		8	0	8
Total	0	8	8.0	8	8	8	0		40.0	0	40.0

Note: Time being sent to CU Time for payroll processing is indicated with a Y in the Send to HRMS column. If your employee has a DK1, which is a dock, and the Totals section contains a Y to Send to HRMS, your employee will be docked pay. For more information about reading timesheet balances, refer to [My Leave Basics: Setting Preferences and Entering Time Step-by-Step Guide](#).

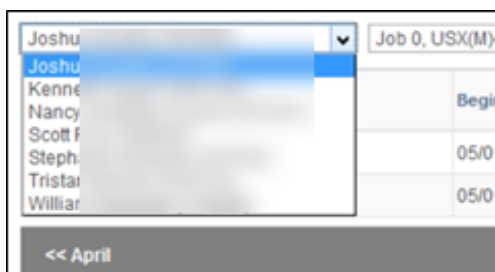
Totals						
Send To HRMS	Earn Code	Description	Hours	Rate	Total	
N	RGS	Regular Earnings Salary	144.25	1	144.250	
Y	ADM	Administrative Leave	1.5	1	1.500	
N	HOL	Holiday	8	1	8.000	
Y	OTM	Overtime	0.25	1	0.250	
Y	VAC	Vacation Leave	16	1	16.000	
Y	FSK	Family Sick Leave	4.75	1	4.750	
Y	SCK	Sick Leave	1.5	1	1.500	
		TOTAL:	176.25		176.250	

Speed Types						
Speed Type	Send To HRMS	Earn Code	Description	Hours	Rate	Total
	Y	ADM	Administrative Leave	1.5	1	1.500
	Y	OTM	Overtime	0.25	1	0.250
	Y	VAC	Vacation Leave	16	1	16.000
	Y	FSK	Family Sick Leave	4.75	1	4.750
	Y	SCK	Sick Leave	1.5	1	1.500

- Once you have reviewed the timesheets, select the checkbox by the employee’s name and then select **Approve** or **Deny**.



You also have the ability in My Leave to review all of your employees. If you would like to review all of your employees, you can view the employee’s calendar by selecting the employee from the drop-down list on your Calendar tab in My Leave and move from employee to employee.



Warning: An employee may go back to a previous month to record time or make corrections. If they are adding sick or vacation time to a previous pay period, the system displays a warning message. If the employee continues to enter a change to a previous month, the leave request flows through the approval process. If approved, the department payroll administrator must be notified so they can enter adjustments manually to the system. My Leave does not send changes to previous pay periods to payroll to be recorded.

Note: HCM sends email notifications to supervisors for the actions they can take in the system. You can select which notifications you want to receive on the My Leave Preferences page. To access your My Leave Preferences, click the **Preferences** button from your My Leave calendar. Refer to [My Leave Basics: Setting Preferences and Entering Time Step-by-Step Guide](#) for more information.

MyLeave Email Triggers	As Employee	As Supervisor
Alter Event	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Timesheet Cancel / Rebuild	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Designate Change	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Leave Approve / Deny	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Leave Request Delete	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Preferences Change	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Leave Request	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Timesheet Submit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Timesheet Auto-generated	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Timesheet Approve / Deny	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Save & Return Close

Changes to FLSA Status: Exempt to Non-Exempt

My Leave is not effective dated, so a change to FLSA status will carry over to previous months. If you have an employee whose FLSA status has changed from exempt to non-exempt, work with your department payroll liaison to ensure that all time worked is being reported correctly. If the employee reports only exception time, they will be docked for hours not worked.

Assigning a Proxy to Perform Your Approvals

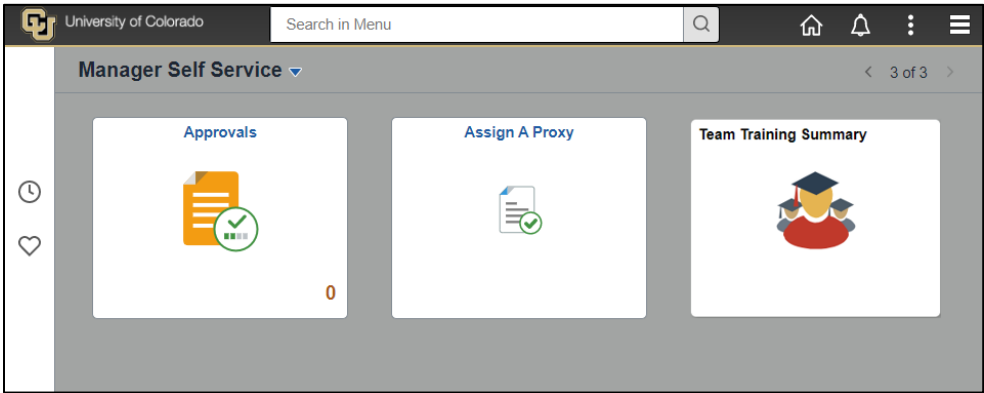
A proxy is someone you designate to manage your approvals on your behalf, such as when you are out of the office for a period of time and will not be available to approve your employees' My Leave requests. A proxy can be assigned to a specific transaction type or to all. Supervisors must set up their own proxies.

This guide begins with steps for adding one proxy for all transactions, and then shows how to add one or several different proxies to individual transactions.

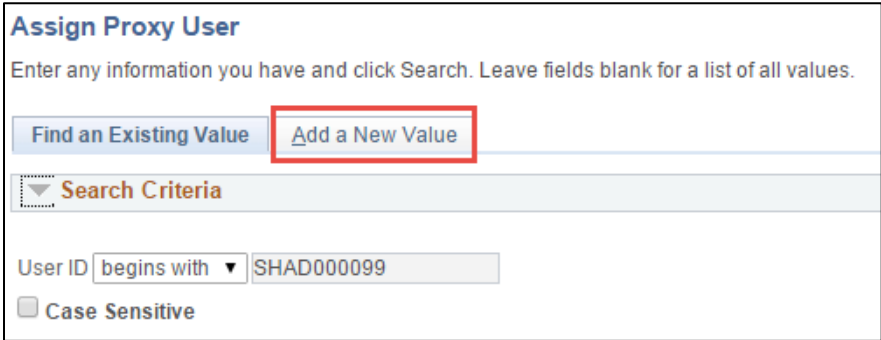
Note: If a proxy has been established, only the proxy will receive the timesheet and leave requests, not the supervisor.

To assign a proxy:

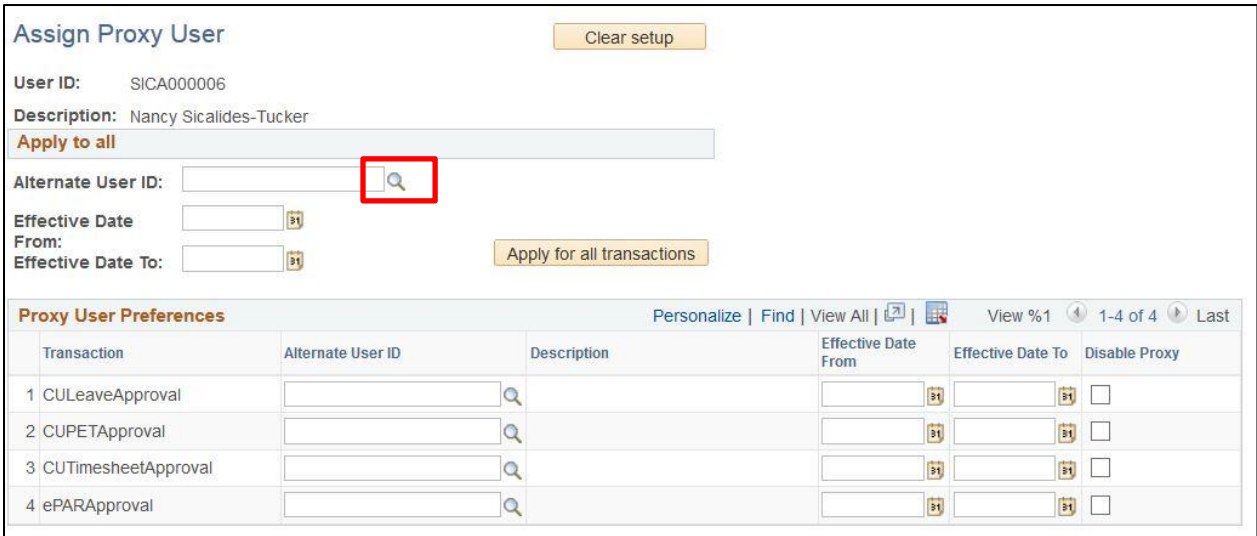
- 1. From the portal, click the **HCM** tile.
- 2. Click the **Employee Self Service** drop-down and select **Manager Self Service**. The Manager Self Service dashboard appears:



- 3. Click the **Assign a Proxy** tile. The Proxy page appears.
- 4. If the proxy is being established for the first time, click the **Add a New Value** tab. You must know the User ID of the proxy.



- 5. Select the lookup (magnifying glass) next to **Alternate User ID**.



- 6. Search for the employee who will be the proxy.

Note: The User ID is different from an employee ID. If you do not know the User ID of the employee you want as the proxy, select **contains** from the Description dropdown list, type the proxy's last name and press **Enter**. A selection list will appear from which you can select the employee.

7. Click the person's name.

8. Select the timeframe you want the proxy to perform approvals.

Note: The timeframe selected for Effective From/To dates will give the proxy visibility to approve My Leave requests from when the request is submitted, not the effective dates of the actual leave. Once the Effective Date To is reached, the proxy no longer receives approval notifications. However, the proxy continues to have visibility to any My Leave requests still pending approval, if the leave requests were submitted within their assigned proxy Effective From/To dates.

9. Click **Apply for all transactions**. The system updates the Proxy User Preferences with your selected proxy and timeframes.

Transaction	Alternate User ID	Description	Effective Date From	Effective Date To	Disable Proxy
1 CULeaveApproval	GRUD000010	Grudle, Joshua Adam	01/01/2016	12/31/2016	<input type="checkbox"/>
2 CUPETApproval	GRUD000010	Grudle, Joshua Adam	01/01/2016	12/31/2016	<input type="checkbox"/>
3 CUTimesheetApproval	GRUD000010	Grudle, Joshua Adam	01/01/2016	12/31/2016	<input type="checkbox"/>
4 ePARApproval	GRUD000010	Grudle, Joshua Adam	01/01/2016	12/31/2016	<input type="checkbox"/>

10. Click **Save**.

Note: HCM runs a security process four times a day that picks up the proxy settings; therefore, the person you saved as the proxy may not have immediate access through the portal.

Assigning Multiple Proxies to Approve Individual Transactions

To assign a different proxy to individual transactions:

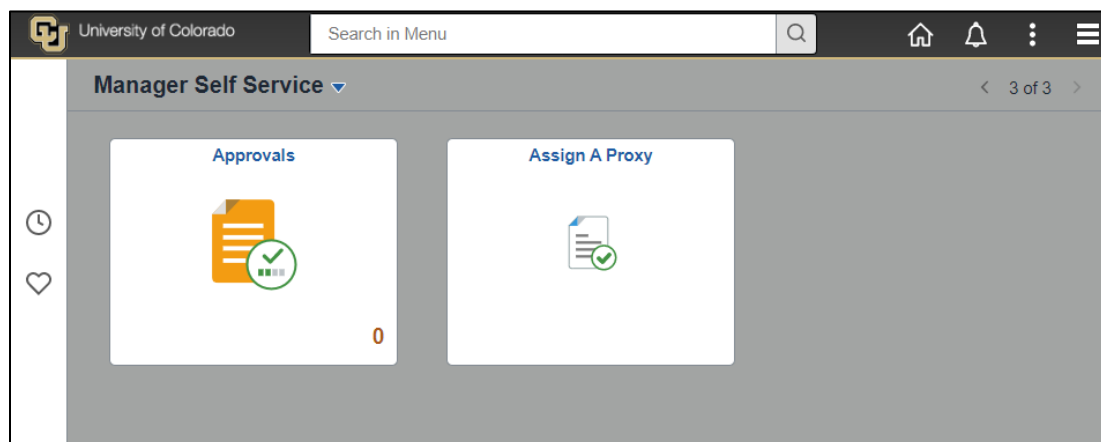
1. Click the lookup next to **Alternate User ID**.
2. Search for the employee who will be the proxy.
3. Click the person's name.
4. Specify the timeframe you want the proxy to perform approvals of the selected transaction.
5. Click **Save**.

Proxy User Preferences						
Transaction	Alternate User ID	Description	Effective Date From	Effective Date To	Disable Proxy	
1 CULeaveApproval	GRUD000010	Grudle, Joshua Adam	01/01/2016	02/29/2016	<input type="checkbox"/>	
2 CUPETApproval	BORR000094	Borrego, Trista Marie	01/01/2016	03/31/2016	<input type="checkbox"/>	
3 CUTimesheetApproval	KENT000144	Kent, Melissa	01/01/2016	04/15/2016	<input type="checkbox"/>	
4 ePARApproval	GRUD000010	Grudle, Joshua Adam	01/01/2016	01/31/2016	<input type="checkbox"/>	

Removing a Proxy Before the Scheduled Effective End Date

To remove a proxy before the end date that was originally set:

1. From the portal, click the **HCM** tile.
2. Click the **Employee Self Service** drop-down and select **Manager Self Service**. The Manager Self Service dashboard appears:



3. Click the **Assign a Proxy** tile. The Proxy User Preferences page appears.

4. For the proxy you no longer want to manage approval, select the **Disable Proxy** box.

Proxy User Preferences						Personalize	Find	View All	View %1	1-4 of 4	Last
Transaction	Alternate User ID	Description	Effective Date From	Effective Date To	Disable Proxy						
1 CULeaveApproval	GRUD000010	Grudle, Joshua Adam	01/01/2016	02/29/2016	<input type="checkbox"/>						
2 CUPETApproval	BORR000094	Borrego, Trista Marie	01/01/2016	03/31/2016	<input type="checkbox"/>						
3 CUTimesheetApproval	KENT000144	Kent, Melissa	01/01/2016	04/15/2016	<input type="checkbox"/>						
4 ePARApproval	GRUD000010	Grudle, Joshua Adam	01/01/2016	01/31/2016	<input type="checkbox"/>						

5. Click **Save**.