Chapter 6: Rehire Guidelines for Entering Graduate Student Data

You must process a “Rehire” (using the RHIR bundle) if there is a one day break in service (Monday – Friday) or the individual has been Separated. If appropriate you may process a GSR w/out salary appointment to cover a break in service (see Chap 8) instead of processing a rehire.

Before processing a rehire, determine if any student information has changed since the student was last employed (i.e. name, address, academic department, tax withholding, change in bank account, etc.).

If the student was previously set up for direct deposit, and has changed his/her bank account, the student must complete a new Wage Disposition form. The completed form should be sent to the Payroll Office with a note attached stating that there is a bank/account change. Make sure to call Payroll if you are mailing the form only a few days before the payroll compute. A student may also enroll in Direct Deposit or change their account information at: http://ucnet.universityofcalifornia.edu/

Contact the Graduate Division to change the student’s academic department (Home Dept) if needed.

Name Change
(If applicable)

1. On the EEID screen, enter the EMP ID number.
2. Type the new name in the appropriate fields: (First, middle, last)
3. Press “enter” to view the new name format on the first line of the “Result” field.
4. When the new format is correct, press “FS” to update and complete the action.
5. The EMP ID will not change.

Address Change
(If applicable)

If the student has a change of address, enter the new address on the EADR screen. The Office of the President uses this address to mail student FICA (DCP) information. In addition, for inactive employees, the Payroll Office uses this address for mailing the W-2 form, Statement of Earnings for tax purposes.

If you are hiring a student outside of your own department, you must contact the Academic Home Department to obtain pre-approval from the
graduate coordinator. You may use the “Home Department Codes and Contacts List” at:

Refer to the “Graduate Student Rehire Data Collection Worksheet” in this chapter for additional information when processing a rehire.

Example: June 15 you input employment with a July 1 begin date. The Employment Status will indicate “I” (inactive) or “S” (separated) until July 1 when the system will automatically change the code from “I” or “S” to “A” (active) status.

The “Separation Date” and “Last Day on Pay” fields located on the ESEP screen will remain populated with dates until the employee record changes from “I” or “S” to “A” (active). The automatic re-derivation of the Retirement and FICA eligibility codes (IGEN screen) will also not occur until the employee record changes from “I” or “S” to “A” (active).

Oath Signature Date
Complete the oath information for U.S. citizens. The oath must be signed on or before the first day of service by U.S. citizens. Leave the field blank for permanent residents and international students.

For students appointed as a Graduate Student Researchers, Readers, Tutors or Associates (in lieu of TA), the first day of service is the same as the appointment/distribution begin date.

When using a 10/01 start date for a Teaching Assistant or Associate (teaching a course), the oath must be signed on or before the first day of the quarter. These titles have a pay period begin and end date (what you input to PPS) versus a service period dates (the quarter begin and quarter end dates).

I-9 Signature Date
Employees must complete and sign Section 1 of Form I-9 no later than the first day of employment, but not before accepting a job offer. Employers or their authorized representative must complete and sign Section 2 within 3 business days of the employee’s first day of employment.

BELI
Please review the BELI code the student was assigned at the time of separation using Employee History. If it was previously listed as “5,” continue to use “5” when rehiring and note that a BELI Form does not need to be completed. If the code had been updated to “4,” this may reflect that the student became eligible for Core benefits under the ACA benefits.
eligibility rules. See Chapter 21 of this manual for details regarding Affordable Care Act (ACA) Employer Shared Responsibility Requirements.

College Code
Enter “00” for graduate students.

Student Status
Change the student status to “4” (graduate) if it is listed as “1” (non-student) or “3” (undergraduate).

Required Documents for Rehires
See Appendix B
Graduate Student Rehire Data Collection Worksheets
For completion of mandatory fields.

### EEID

<table>
<thead>
<tr>
<th>Field</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Security Number</td>
<td>__________</td>
</tr>
<tr>
<td>First Name</td>
<td>__________</td>
</tr>
<tr>
<td>Middle</td>
<td>__________</td>
</tr>
<tr>
<td>Last Name</td>
<td>__________</td>
</tr>
<tr>
<td>Suffix</td>
<td>__________</td>
</tr>
<tr>
<td>Date of Birth</td>
<td>__________</td>
</tr>
</tbody>
</table>

(Press Enter to look for errors before proceeding to the next screen)

### ESEP

Delete data from all fields except the Separation Date and the Check Disposition, which needs to be “3”. If Separation Date does not appear, add previous separate date and Reason code “AK” to retroactively separate the student.

<table>
<thead>
<tr>
<th>Field</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Day on Pay</td>
<td>_____</td>
</tr>
<tr>
<td>Separation Date</td>
<td>_____ Reason: __________ Destination: __________</td>
</tr>
<tr>
<td>Future Destination Code</td>
<td>__________ Intercampus transfer: __________</td>
</tr>
<tr>
<td>Terminal Trip Bonus Time Paid</td>
<td>__________</td>
</tr>
<tr>
<td>Terminal Vacation Leave Paid</td>
<td>__________</td>
</tr>
<tr>
<td>Terminal Sick Leave Balance</td>
<td>__________</td>
</tr>
<tr>
<td>Check Disposition</td>
<td>_____ (3)</td>
</tr>
</tbody>
</table>

Press Enter to look for errors before proceeding to next screen.

### EPD1

<table>
<thead>
<tr>
<th>Field</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sex</td>
<td>_____ (M or F)</td>
</tr>
<tr>
<td>Hispanic</td>
<td>__________</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>__________ Asian: __________ Black/African American: __________</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>__________ White: __________</td>
</tr>
<tr>
<td>Primary Ethnic/Race</td>
<td>_____ (see Demographic Data Codes)</td>
</tr>
<tr>
<td>Disable Status</td>
<td>_____ (see Demographic Data Codes)</td>
</tr>
<tr>
<td>Veteran Status Codes – Vietnam</td>
<td>__________ War/Campaign: __________ Oth Status: __________ Serv Medal: __________</td>
</tr>
<tr>
<td>Recently Separated Veteran Date</td>
<td>__________</td>
</tr>
<tr>
<td>Citizenship</td>
<td>__________ (C=Citizen, R=Resident Alien, N=Non-Resident Alien, A=Canada, Mexico, S. Korea, S=India)</td>
</tr>
<tr>
<td>Student Status</td>
<td>_____ No. of Reg. Units: __________</td>
</tr>
<tr>
<td>(4=Grad)</td>
<td>(Leave blank)</td>
</tr>
</tbody>
</table>
**EPD2**

Oath Signature Date: ____________  For TAs and Assoc., the Oath must be signed by the first day of the quarter.

I-9 Date: ____________

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**EADR**

Permanent Address Line 1: _____

Line 2: _____

City: _____  State: _____  Zip: _____

Home Phone: _____

Location Release Codes – Perm Address: _____  Home Phone: _____  Spouse Name: _____

(Blank=No, do not release information, Y=Yes, release information, N=Now, do not release information)

EE Org/Union Disclosures – Perm Address: _____  Home Phone: _____

(Blank=No, do not release information, Y=Yes, release information, N=Now, do not release information)

Mail Code: _____  This is where paycheck and W-2 are sent, if not sent electronically.

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**ETAX**

Refer to payroll instructions for a non-resident alien and student's completed W-4 Form.

**Federal**

Marital Status: _____ (M)arried or (S)ingle

Personal Allowances: _____

**California**

Marital Status: _____ (M)arried or (S)ingle or (H)ead of Household

Personal Allowances: _____

Itemized Deductions: _____

Addl Fed Tax Withholding: _____  (leave blank)

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**EALN**

For non-US citizens only. Refer to payroll instructions.

Country of Residence: _____  U.S. Date of Entry: _____

Visa Type: _____  Work Permit End Date: _____  (F-1: see line 5 on I-20; J-1: see line 3 of DS-2019)

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**EAPC**

Appointment

Type: _____  Bas: _____  Pd Ovr: _____  Appt Begin: _____  Appt End: _____  Dur: _____  Dept: _____

(5, Academic)  (11=GSR or 9=ASE) (12=GSR or 9=ASE)

Title: _____  %Full: _____  F/V: _____  Ann/HR Rate: _____  Rt: _____  Sch: _____  Time: _____  LV: _____

(Rate: A=annual, H=hourly, B=by agreement)  (Schedule: MO or BW)  (Time: N or A=timesheet)  (Leave: N)

Distribution


(Sub: 0=TA, Assoc, GSR; Sub 2=Reader, Tutor)  (GSR only)
EPER

Assigned BELI: 5  Effective Date: _____
Date of Hire: _____  Original Hire Date: _____
Employee Relations Code: _____ (E)
Home Department: ______ Must be student’s Academic Home Department
Employee Relations Unit: _____ 99=GSR, BX=ASE (System will auto-populate if ERC is “E”)
Timekeeper Code: _____
College Code: ____ (00)

Demographic Data Codes
See Appendix C