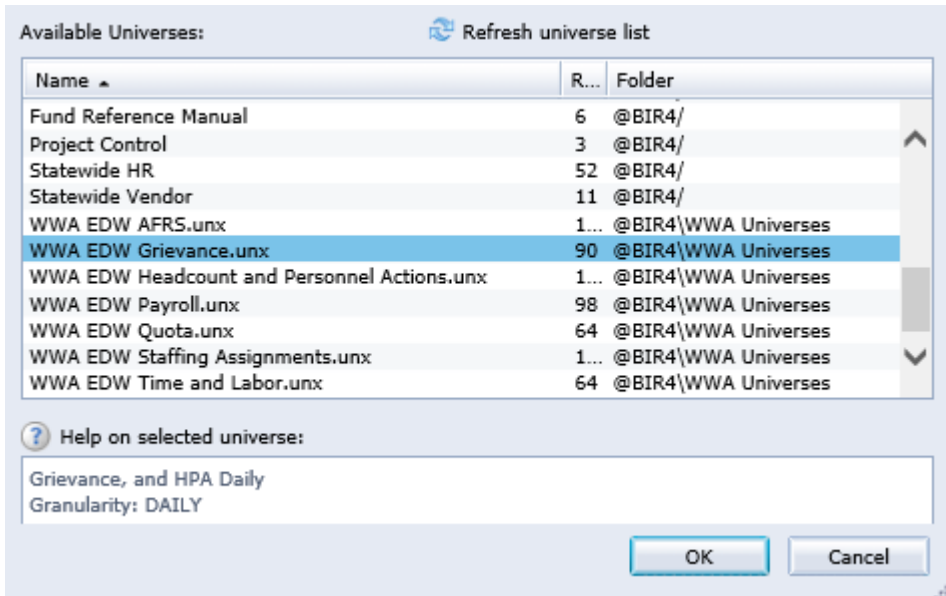


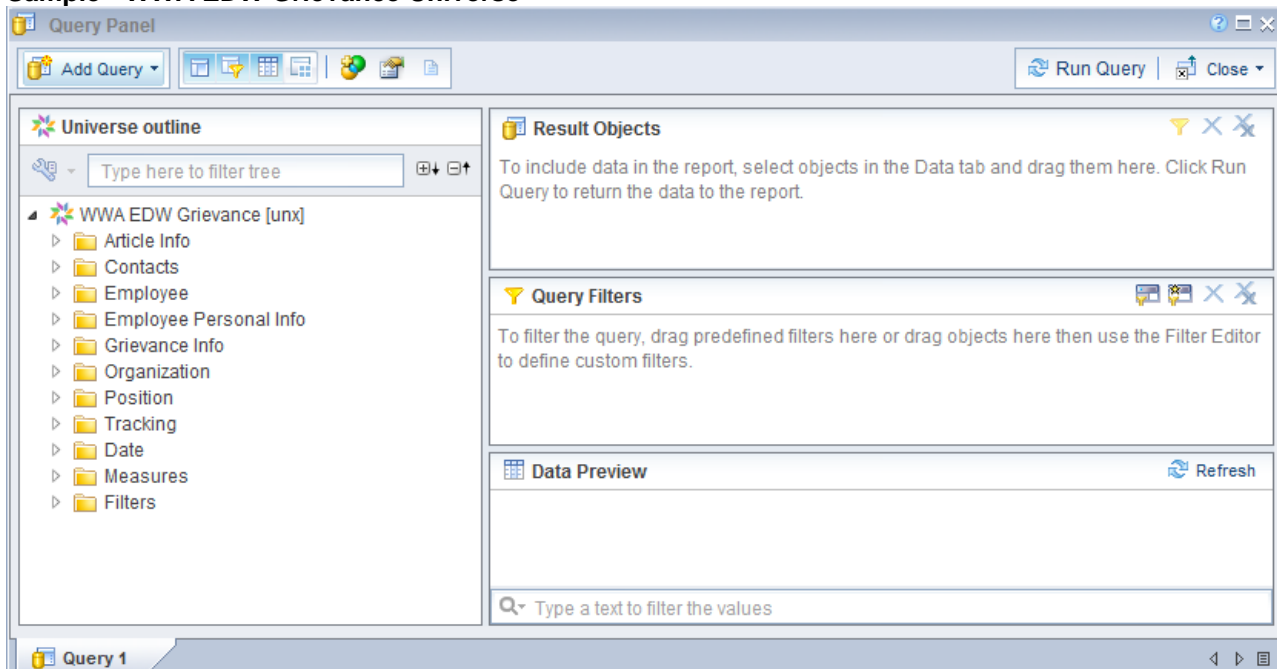
Grievance Universe

Grievance universe provides information about grievances recorded and tracked in HRMS.

- ✓ **Universe Name** WWA EDW Grievance.unx
- ✓ **Granularity** Daily
- ✓ **Data Load** Monday – Friday, by 6 a.m.
 - Data will not be loaded during HRMS Payroll Processing (Payroll day 3) or during State Holidays.
- ✓ **Facts/Measures** Number of grievances, with headcount measures.



Sample - WWA EDW Grievance Universe



Grievance Universe

Measure

- ✓ Distinct Grievance Count

Headcount Measures

- ✓ Age (Years)
- ✓ Distinct Employee Count
- ✓ Present Appointment (Years)
- ✓ Salary - Annual
- ✓ Salary - Monthly
- ✓ Salary - Unit Amount
- ✓ Service Years (Anniversary)
- ✓ Service Years (Seniority)

Pre-defined Filters

Date Filters

- ✓ Current Calendar Year Month
- ✓ Last Calendar Day of Month Values
- ✓ Last Calendar Day of Quarter Values
- ✓ Last Calendar Day of Year Values
- ✓ Last Day of Fiscal Month Values
- ✓ Last Day of Fiscal Quarter Values
- ✓ Last Day of Fiscal Year Values
- ✓ Previous Calendar Year Month
- ✓ Previous Calendar Year Month Day

Other Filters

- ✓ None

Things to Know

Agency Level Authorization

- ✓ All grievance data is restricted to agency level (Business Area) authorization. While other universes may allow the user to view statewide data as long as employee name or personnel number are not on the query/report, the Grievance universe will only display data for employees within the user's Business Area.

Historical Data

- ✓ Attributes and measures related to Employee, Organization, and Position **will not** reflect historical data.
 - For example, adding the headcount measure **Age (Years)** to a query will reflect the employees' current age and not their age at the time of the grievance records.

Organization Hierarchy

- ✓ Organization hierarchy is not available in the Grievance universe.

Withdrawn Employees

- ✓ All universes contain employee data within the Employee folder for employees with Employment Status Withdrawn. This data can be queried without measures, dates or other folder attributes.
- ✓ The Grievance universe will return withdrawn employee data if there is an open grievance after separation.