JDE E1 HCM SIG Conference Call

# Meeting Information

Please join our monthly conference call to learn more about topics of interest, current issues, and workarounds/resolutions, and participate in our Open Forum.

**President –** Katie Lewis @ Brasfield & Gorrie

**Vice-President –**

**Vendor Liaison/Demo Coordinator –**

**Bug/Enhancement Coordinator –** Evelyn Bian @ Port of Portland

**Past President –** Justi Montague @ MFA Oil Company

**Oracle Representative –** Anglin Isaac

**Title -** Manisha Chukpue-Padmore

#### We are looking for SIG Leadership to join the board.

Vice-President –

Vendor Liaison/Demo Coordinator –

## If you would like items added to our next agenda, please contact klewis@brasfieldgorrie.com.

Join Zoom Meeting

<https://us06web.zoom.us/w/85846226337?tk=b54pbvYqEJpcKejuyn2Ug25cewybomjgpr-21UDxM_g.DQMAAAAT_NV1oRZfMTBjZ250elNKcU80QUZ6VUx0aVV3AAAAAAAAAAAAAAAAAAAAAAAAAAAAAA&pwd=OG5xYUVha3lLOWxqSWJiQU5lUGVpZz09>

Meeting ID: 858 4622 6337

Passcode: 872082

One tap mobile

+13126266799,,85846226337# US (Chicago)

+13092053325,,85846226337# US

Dial by your location

+1 312 626 6799 US (Chicago)

+1 309 205 3325 US

+1 301 715 8592 US (Washington DC)

+1 646 876 9923 US (New York)

+1 646 931 3860 US

+1 564 217 2000 US

+1 669 444 9171 US

+1 669 900 6833 US (San Jose)

+1 719 359 4580 US

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 386 347 5053 US

Meeting ID: 858 4622 6337

Find your local number: <https://us06web.zoom.us/u/kv5SWdilb>

# Monthly Updates:

1. Year End Advisor Webcast: Thursday Dec 8th 11 eastern (check the community)
   1. To register, go to <https://go.oracle.com/oraclesupportadvisorwebcasts> and find the Dec 8 session and register.
2. Upcoming: ReportsNow Demo – scheduled for our February SIG call

# Open Forum New

1. Kristen (Quest)
   1. New Staff Member: WELCOME!! Manisha Chukpue-Padmore
   2. BluePrint4D: May 8th through the 11th – Dallas, TX
      1. Today opened: call for presentations
      2. https://questoraclecommunity.org/events/conferences/blueprint4d/presenters/#tracks-and-hot-topics
      3. Struggled with customers presenting
      4. Will have different session types to encourage more user presentations:
         1. 45 min (instead of 60 min)
         2. Asking for 15 min sessions (Ignite Sessions) – specific on a topic
            1. Will bundle multiple 15 min sessions together
         3. Fail fests
2. Tina Andrews
   1. Turned in gift cards for Christmas – must be reported on W2s
      1. Would do penny in/out for taxes
      2. BUG – if net zero, then no federal or state taxes are calculated
      3. BUG#: 34676197
      4. Workaround: penny in – employee will get paid $.01
   2. Possible alternative: setup a new PDBA – setup a benefit as non-cash, taxable benefit; then review for special handling for W2
      1. One issue: needed it to be setup as supplemental taxation – so unable to use the benefit code
3. Chuck Vincze
   1. SR#: 3-31180213851
   2. SR# 3-31211995111 - Another SR for Indiana County Tax
   3. Indiana county taxes – Vertex introduced change in August – just now taking October update
      1. IN county taxes for resident stopped calculating
      2. Work Around: Flipped Residency Status to “W” to calculate work tax area
      3. Happening across the board – multiple geocodes (tested all IN residents)
      4. Some scenarios work/resident are the same; other instances where there is a different work tax area
   4. Tanya McCarte – working on the testing now – and will enter a BUG if confirmed in testing
      1. Will fix be issued for 9.1? (Tools release 9.2.44)
      2. Don’t believe so – will likely only be for 9.2
         1. Minimum tools release 9.2.5
         2. WS/E1: Vertex Payroll Tax Q Series (PTQ) Requirements For JD Edwards World and EnterpriseOne Payroll As Of October 2022 (Doc ID 1331845.2)
         3. JD Edwards EnterpriseOne End of Premier Support for 9.1 - ACS offer for Payroll Tax Updates, Severity 1 Fixes and Tax Form Updates (Doc ID 2627276.1)
      3. Testing – provide as much information as possible when entering an SR:
         1. Resident and Work tax area
         2. Residency Status and Work Tax Area Source
         3. Enter and interim
            1. Pay details
            2. Tax details
            3. DBA details
         4. Provide Vertex Before/After report
4. Year End Question – are we expecting another ESU mid-December
   1. E1:07Y/77Y: 2022 Year End Electronic Software Update (ESU) Information for US (W-2s) and Canadian (T4s) Of As November 9th 2022 (Doc ID 743162.1)
   2. Yes – will have two deliverables
      1. ESUs released on Nov 1st: W2 – out now JN20062
         1. Perquisites:
            1. USA - JN19780 (baseline required prior to loading JN20062)
            2. Canadian - JN19462; JN20067
      2. ACA – pending
      3. Electronic filing/Canadian –
         1. Canadian – do we have to take a Vertex update? Appeared to require 4.4.7 (which is not yet certified by Oracle)
            1. Note - Regarding Year-End Processing - There is not a required Vertex release level to complete year-end processing for W2s and T4s. However, it is important to apply the Vertex monthly data update or release (consult Vertex, Inc.) that provides the new rate changes for the upcoming year. It should be applied prior to your first payroll of the new year.
            2. FEDERAL AND PROVINCIAL CHANGES (70-000-0000)Canada Pension Plan Enhancement.Effective January 1, 2023, the tax treatment of CPP and QPP contributions will change. Currently taxpayers receive a tax credit (K2) for the full amount of CPP/QPP contributions for Federal tax purposes. Effective January 1, 2023, a tax credit is applicable for only the base amount of CPP/QPP contributions (4.95%/5.40%), while a tax deduction is applicable for the additional contributions (1% in 2023). The formula changes will impact most Federal and provincial income tax calculations.**These changes will be included in our upcoming Release 4.4.7 scheduled for November.**Canada Revenue recently published a revised version of the July 1, 2022, T4127 Guide (116th Edition). The revision included a few changes to some of the formulas and some examples of the calculations. The revised guide can be found here: T4127-JUL Payroll Deductions Formulas - 116th Edition - Effective July 1, 2022 - Canada.ca.
            3. Not aware of any updates required
            4. Shouldn’t require any update – since no calculations during year-end processing
      4. DOC 743162.1
   3. Will follow-up – and enter the ESU #s and release dates
5. Vertex – what is the minimum release required now?
   1. WS/E1: Vertex Payroll Tax Q Series (PTQ) Requirements For JD Edwards World and EnterpriseOne Payroll As Of October 2022 (Doc ID 1331845.2)
   2. Viola: For CO FML need to be on Vertex 4.4.6 per Vertex
6. Kylee Berger (kylee.berger@hamiltontel.com):
   1. Does anyone have a deduction setup that is based off of a calculation table where your age = your deduction, but only for initial enrollment? The deduction amount should not increase each year when we run the age update. I have a ticket open with Joanne on this but thought I'd ask here just in case :)
   2. Calculation:
      1. Setup as a table – based on age range, but once employee is enrolled, that rate is maintained forever
      2. Table method – using DOB or FAGE

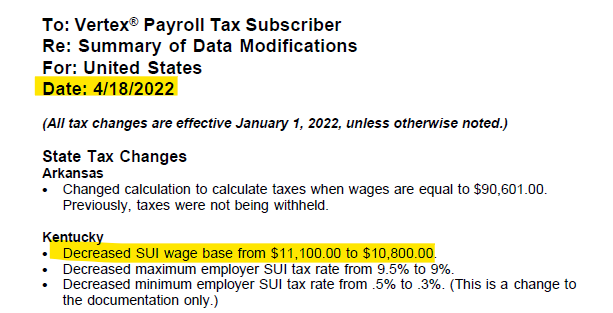
Open Forum Prior Meeting Updates

(open) Snowy Huang (Alectra Utilities Corporation) Having an ongoing issue with using P07640 to allow supervisors to enter the leaves on behalf of the employees. After the supervisors click Save button, it took long time to process, and the leave transactions are duplicated. this doesn't happen all the time but it's quite often. Just wondering if anyone experience the same issue

* 1. Evelyn Bian (Port of Portland): use a timecard – the manager puts in unpaid timecards while the employee is out – none of the DBAs calculate
  2. Snowy – may be an option to switch to using regular time entry, but want to continue to use leave management for the rest of the employees
     1. Haven’t opened a ticket yet, but planning on entering one soon
     2. Has ticket been entered?
  3. Joanne – make sure to reach out to the community – great resource for getting answers – JDE E1 HCM Community

(open) Karla Pappas (Henkels and McCoy) ([kpappas@henkels.com](mailto:kpappas@henkels.com)) – Wondering if anyone has had any reconciliation issues with Vertex?

* 1. Currently using ADP for our tax filings, had an issue in Q322 where DC Paid Family Leave tax rate was decreased from .62% to .26%effective 7/1/22 (included in 6/17 Vertex update).
  2. Before/After report correctly displayed the new tax rate, but also did a YTD tax adjustment – even though it should not have been retroactively adjusted all the way back to 1/1/22. Luckily, ADP recalculates the tax for us, so the quarterly filing was correct.
     1. Terri Vial (KHGM International) – have you tried looking at Before/After report?
     2. Karla confirmed – for NJ rate change – the Before/After did in fact show the new rate properly
  3. Kentucky (and WV) SUI wage base change in April Vertex Update – was effective 1/1/22.
     1. Found that JDE did self-adjust the tax calculation but did not self-adjust the wage base. When you looked in tax history, the taxable wages remained at the old wage base.
     2. Since we needed to properly report taxable wages to ADP, we had to manually adjust the taxable wages for all impacted employees through interims.

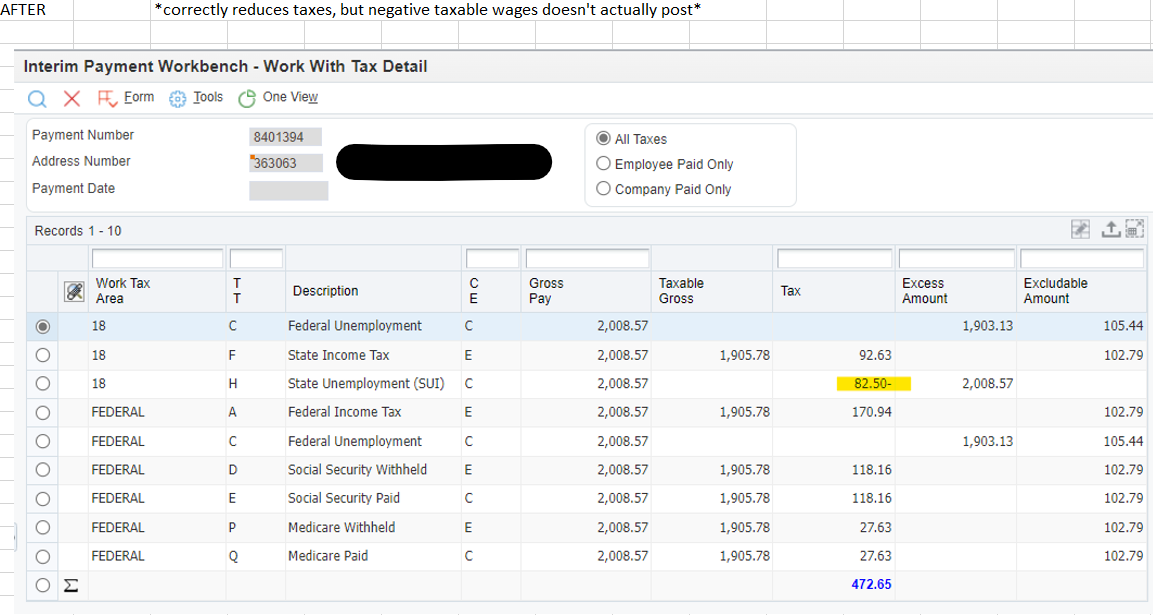


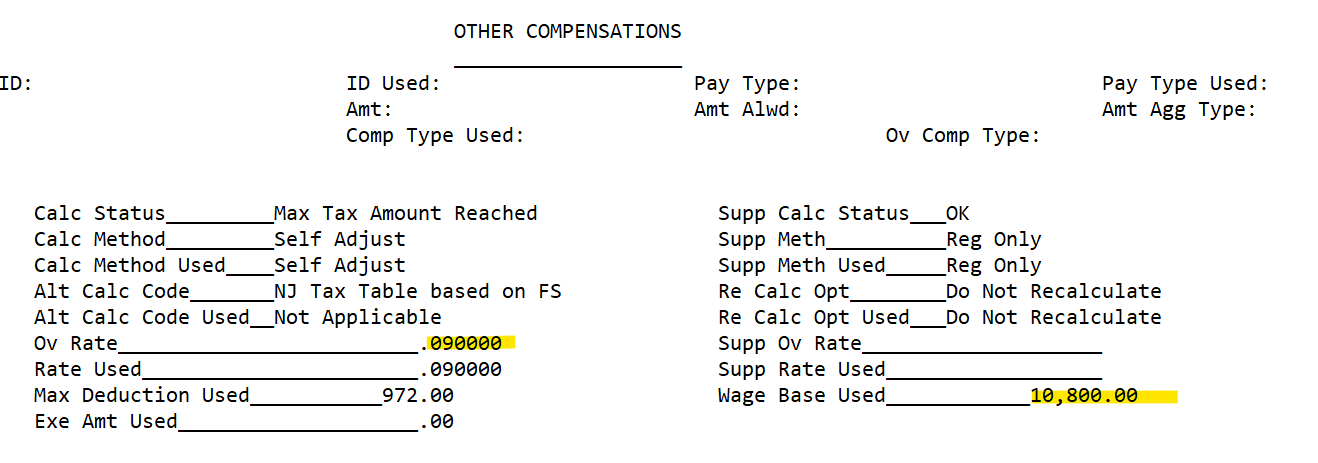
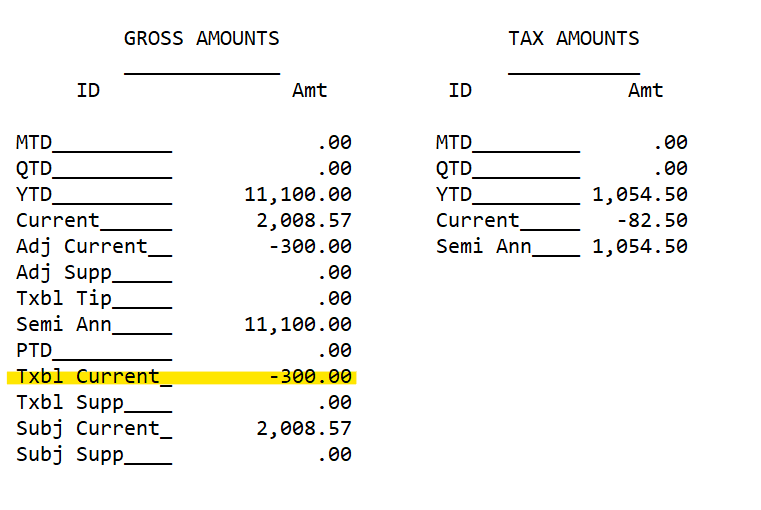
Before Results – confirmed wage base and rate:



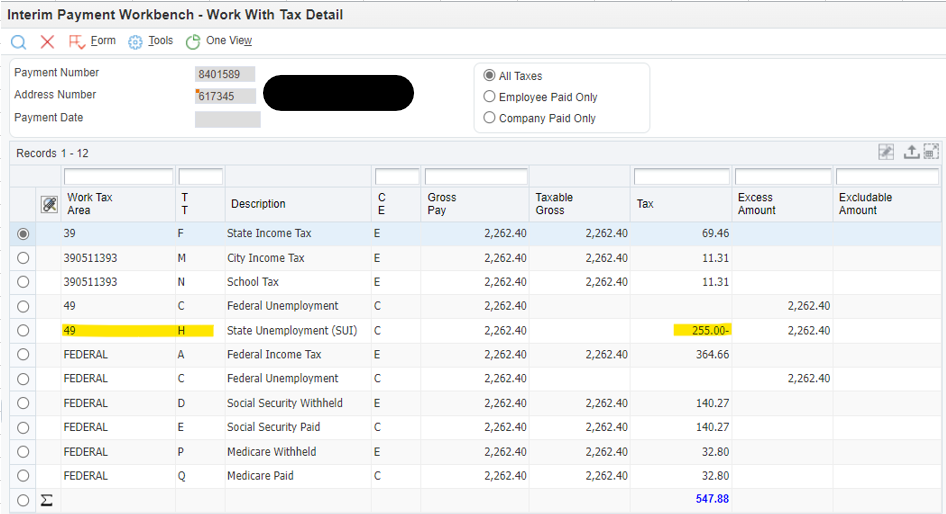
After results:

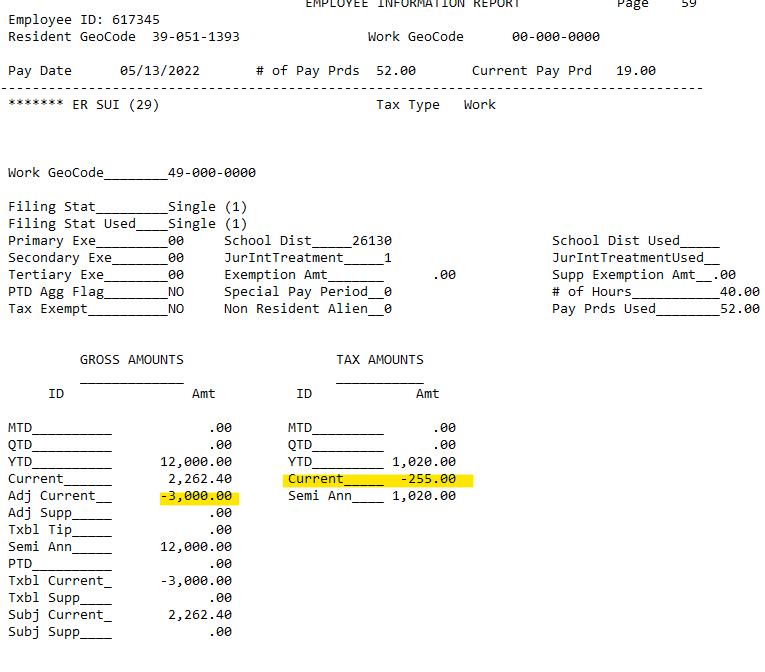
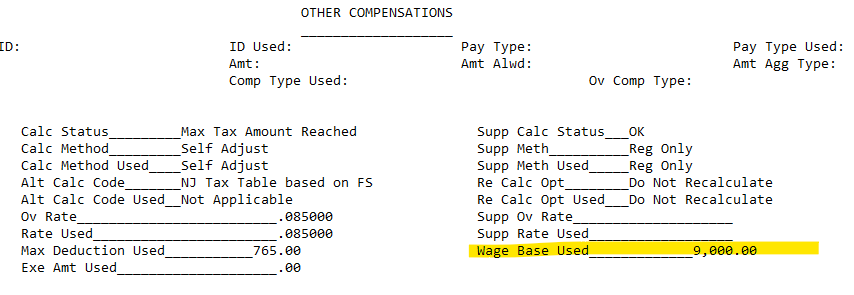
* Before/After report shows the adjusted taxable wages, but actual payment does not reflect any change to wages – only taxes





Same results with WV:



* 1. Tonya Chamberlain (Brown & Root Industrial Services): Potentially related: SR 3-30544854141
     1. Bug - SUI Self Adjust Settings for Quarterly and Semiannual Calculation Is Not Working
        1. No bug, functioning as designed
     2. Also using ADP for tax filing
     3. Currently not using self-adjust – handling it manually with journal entries for the big changes
  2. Marta DiDomenico (ERP Suites): have found separate issue with Bartholomew County in IN – not pulling in the county – no local tax at all
  3. Update 11.15.2022: Tanya: functioning as designed
     1. Researching which business functions – when overriding rate telling Vertex not to calculate – need to test if no override is included
     2. Recommendation: do not keep the self-adjust on; only turn it on when there is a change and then flip back to no self-adjust

(open) Evelyn Bian (Portland) - New tax coming in Oregon for Paid Family Leave effective Jan 1- can there be a way to opt out because the law allows a third party to handle.

* 1. Vertex guide – opt out should be an option
  2. WS/E1: U.S Paid Family Leave Act Reference Document As Of September 2022 (Doc ID 2896204.1)

(open) Christine Keenan (Tanimura & Antle Inc) – Enrollment Overrides – looking for an efficient manner to accommodate enrollment override. Currently employees pre-pay for upcoming month of insurance. During the current month, the benefit enrollment could change – which was already pre-paid. Need an efficient process to true-up the enrollment amounts

* 1. Ex. Medical benefits paid a month ahead –
     1. In Jan the EE pays for Feb coverage – currently single coverage
     2. Then employee changes effective Feb 1 to a different plan – family coverage - but has already paid for the single coverage
  2. Maggie Lee (BrightView Landscape): have a separate DBA code and plan for retros
     1. Retro enrollment coming across through file feed
     2. Defined “max” for payroll deduction. Example:
        1. Max of $25 weekly deduction for retro
        2. If an employee needed a retro for $75, the enrollment plan would space it out over 3 weeks with a $25 max deduction per week until the entire retro was repaid
  3. Karla Pappas (Henkels & McCoy): will be changing benefit providers starting in 2023. They would be sending us “retroactive” enrollments – and no current solution when this was brought up a few weeks ago. Want to have a follow-up session to have a deeper discussion on possible solutions

(open) Don Long FLSA OT should be calculated on certain bonus or allowances (Government requirement) Oracle Joannne-checking on this. Bug 11022223 (Enhancement Bug)

(open) Nancy @Logis final update or submit anything 9.2.6.4 have been experiencing since Oct of last year. We get a connection issue or fail. Katie having some of the same issues. We will connect. \*No one else seems to be having this right now\*\* Katie does not have this issue anymore after we corrected our set up in the Cloud.

(open) Don Long Cat Code 12 with Y – 2010 New Hire Act, exempting employer FICA UDC 07/JH if you put “Y” in there limits category code 12 Bug 34382381(Mike looking into this) Enhancement legislative

* 09.20.2022: Victoria @ Oracle waiting on development to start/not assigned (possible enhancement)
* 10.24.22: in development, not yet complete

(open) Don Long R07235 unmasking data (bank info) for standard application and cannot (Mike asked that open SR they are looking to add more to initial list) Bug 34404645

* No update 08.16.2022
* Victoria @ Oracle waiting on development to start/ been assigned 09.20.2022
* Marta said 10.24.2022 she went out to the application and it looked to be corrected P0040. Bug Status 87- going out Nov 1st.
* 11.15.2022: Included in ESU JN20057

(Enhancement-open) Felicia Bratton – what is the status of ESUs:

DBA Amount/Rate field in Enrollment Eligibility – 401K catchup you want to use the Amount field but it’s not in Enrollment Eligibility, so have to put 401K in one spot and Catchup in another spot; there is an enhancement request for this already—attach name to it if you want to support it

Org chart enhancements (open positions (Position Control), when manager opens it goes directly to the employee);

For Canada, released in spring - archives the data but keeps previous amendments to Canadian T-4, all year end forms

(Enhancement -open) Phil @ Hoffman - Multi-state sick and vacation; employee has gone from one sick state to another sick state that has its own calculation of hours and they have different DBAs; T is state sick, A is (??);

Karla – you can put in an accumulator for all the states and there is a total; there is a report that determines what is higher and show the rates for each state; have an accumulator code; this is a newer report; has not yet implemented this but has seen it; on the Advanced DBA screen there is a place to enter the rate

Christine Kennan- may be having this issue as well. (AZ and CA the accrual may be ok but issue getting the deductions to work) What will it look like on the paystub? \*\* Currently only shows one accrual type on stub, maybe an enhancement?

Mike to find the documentation for this feature. Should this be an enhancement? Issue is employee gets false sense of the amount they can accrue/ have left if over multiple states, can only take what they work in. Employee needs more than just available /used \* Angelin/Victoria working on a demo

* 11/15/2022: Demo presented during InFocus – additional questions discussed during Coffee and Connect; may want a follow-up demo to address questions regarding accruals

\*(open) Darlene @ Iamhcmconsulting-We are working with a client on the Historical Timesheet Corrections and have come across an issue with the changes impact the Certified Payroll Register.  We changed the Business Unit and Job Type/Step and ran the R05602—Generate Timecard Corrections, then the R052901 and posted the batch.

Everything looks correct, except it doesn’t populate a value in the Check Control field (CKCN) in the F0618.  I assume this is because there is actually no check printed or required.  The issue, however, is that the Certified Payroll Register (R07371) appears to use the CKCN in the F0618 to retrieve the Payment Number (DOCM) from the F06156 (since the Payment Number is required on the Certified Payroll Register).  Have any of you experienced this issue or have suggested workarounds?  This is my theory, but you may have other thoughts…..Viola @ Oracle- No never experienced this issue but also never have changed employee's job type/step with historical timecard corrections as this is something Oracle has recommended not to change and it doing so should do so via interim workbench.

This is because if have unions then job type/step may have a different pay rate. This is because if have unions then job type/step may have a different pay rates.

* 09.20.2022: have not seen come through as Bug @ Oracle
* 10.24.2022: need to follow-up – do we have an SR#?

\*(open) SuzAnne Garcia, Pinal County: Employee Self Service Pay Stub Information History program (P07186), so employees can click the link to review their personal pay stub history. When employees move to a different Department, however; they can no longer view stubs from their previous Department due to Row Security (changes from old Department’s Business Unit to new Department’s Business Unit prevents view). Does anyone know how to exempt this from Row Security or make it so employees can see ALL of their pay stubs, regardless of what departments they have worked in?

Tina is not having this security issue and uses ESS. They have users use a different role when logging into ESS. (Trained users to type in “ESS” for this role on login page)

* 09.20.2022 have not seen come through as Bug @ Oracle
* 10.24.2022: need to follow-up – do we have an SR#?

(Open) Today I just found that our ACA Build is reporting 2H in Detail but reporting 2C in Summary.  This is a data issue as this affects only a handful of employees out of 10K but I will not be able to debug it until tonight.

Nancy can duplicate. Check Report R08119A to verify detail and summary reports are the same. Detail is correct, summary is wrong. Could cause ACA reporting to be incorrect. Oracle was able to duplicate. Bug: 33780017 R08119 ACA Build Summary Safe Harbor is different than Detail

* 04/19/2022: Still working
* 05/17/2022: Still working
* 08.16.2022: Angelin will check on this for us
* 09.20.2022: Victoria @ Oracle this assigned goal to come out with YE update for ACA

# ENHANCEMENTS

**We are encouraging HCM Members to present their enhancements during the HCM SIG Monthly calls to gain attention, explain further the request, and evaluate the benefit for other customers. Contact Katie Lewis to present!**

Oracle Development in Progress –Mike Jepkes

***W2 ESU \_ JN19359 KM Document 743162.1***

***ACA ESU KM Document 2183688.1***

Enh 30775981 - NEW NACHA RULE TO PROTECT (ENCRYPTION) DFI ACCOUNT NUMBERS USED IN EFT – available – see [Product Catalog](https://apexapps.oracle.com/pls/apex/f?p=103254:8:113997703918434::NO::P8_FEATURE_ID,P8_PRODUCT_ID,P8_LAYER_ID:222202491474060046652780581375466324953,208136276869697198410960926144257606832,208126803266041475109735961320172569774) for download instructions. Session at Infocus 10.19.2021

Update: Closed as a duplicate. Enh #32342198 – probably not started.

Enh 32559220 - AU STP PHASE II(2020) – still testing with ATO. Customers now have a grace period until March 1 to be considered starting on time. ESU available but extra testing required for certification

Update: The single touch payroll has been whitelisted by the ATO. There is an additional validation bug currently in process.

Enh 32588005 - R75A0350 - SUPERANNUATION FUND REPORT ENHANCEMENT – working on requirements. (Spring release)

Update: Put on hold because of functional issues. Oracle will take up a different enhancement for the next release instead of this one.

SR 3-25110864341 ESW2 Tina Andrew Bug Open since August would like update.

Update: Resolved by a bug #33199405

New Employee Organization Chart - No separate AIS Server Required (Java instead with ESU & UDO download)

Update: Oracle put out a new version of the Emp Org Chart that uses JET technology so the new chart does not require a separate AIS server. Available and this week a new enhancement was released so it will default to open the chart as the user.

# Helpful Information

1. Bug tracking key (ESU Not Available Yet)

Status 10 – Description Phase

Status 11 – Code/Hardware Bug (Response/Resolution)

Status 15 - Enhancement Req. Internal (Oracle) Review

Status 16 – Bug Screening/Triage

Status 21 – Cost Required, To Development

Status 25 – Open, Awaiting Code/Hardware review

Status 26 - Open/Failed Verification

Status 30 – More Information Requested. To Filer

Status 69 – PSE to QA: Packages Delivered

Status 80 - Development to QA/Fix Delivered Internal

Status 82 - Q/A to Enhancement Evaluation

Status 87 – Fix verified/Merge Required

Status 91 – Closed, Could Not Reproduce

Status 92 – Closed, Not a Bug

1. Is there a way to review things that have been updated/changed?
   1. Suggestion-You can use Change Assistant to review 07Y/08Y.
2. Document Center:
   1. Extra Tab Document for YE can this return to have everything in one place? Doc ID: 1377566.2

## Round Table/Demo Ideas:

|  |  |
| --- | --- |
|  | 1. Best practice to managing their Job Type and Steps   Evelyn @ Port of Portland-In our company we pay a premium for each individual certification/skill an employee may have so there are lots of combinations of skills to make up the Job Step. It means we end up having to create 75+ job steps when we add one new skill/certification. We now have hundreds of job steps for our POLICE group.   1. Data Governance- Data Governance and Reporting   Katie@BrasfieldGorrie- What reporting system for quick queries with data across multiple systems? What is your main choice for reporting? Do the functional teams build them, IT, 3rd party?  \*who decides and creates calculated fields and what data governance do you have across company to make sure everyone is using that same calculation?   1. Dec/Jan- YE Issue Roundtable (no demo) 2. Evelyn @ Port of Portland   What are companies doing to prevent issues with Final Update Errors and tables not populating correctly? How did you make sure everything was correct after this issue?  Connie Siska- If Final Update ends in error you can kick off final update again after taking “A” out of Payroll Parameters. You will need to check the last employee updated in history and the last employee in temp tables. \*Automatic GL posting may have issues just check.  If same data set you need to make sure first payroll is correct before you move on to the next table.   * Will show at next SIG meeting  1. Remote Work- How to track in E1 and how to manage the process? Cat Code? 2. Tips when acquiring new company? Pamela Lyons @ AstenJohnson We have done it several times - check list is good point. Whatever you do, try to avoid mid-year. Decide if you want to convert any of their existing, data., etc 3. Demo: How to set up DBA’s especially 401K group limit? |