*JDE E1 HCM SIG Conference Call:*

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** – Sherri Harley @ OUC

**Vice-President** – Ariel Ross @ Colas

**Communications Coordinator** – Rachel Springob @ City of Ft. Collins

**Bug/Enhancement Coordinator** – Denise Stewart @ Chocktaw Nation

**Vendor Liaison/Demo Coordinator** – Kristin Thill-Mckenzie @ Port of Portland



**BUGS with ESU Available Status** ![C:\Users\harls131\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\FZ0TRSBU\wink-smiley[1].jpg]()

1. **Pam @ Sares-Regis -** An interim is entered and DBAs calculate properly.  The interim is pulled into payroll and journals are run.  All DBAs calculate properly.  A payroll reset is performed.  After the reset (no changes or inquiry is made to the interim) pre-payroll is re-run.  All information calculates correctly and shows on Payment Review.  Journals are then run.  The calculation for T3/BF are missing from journals for the interim, Pre-Payroll DBA Calculation/B0700005. **9.1** **12/03/2015**  **Bug 21690878 ESU\_JM19078 / 9.2** [**SAR:22204671**](https://updatecenter.oracle.com/apps/WebSearch/updatecenter.jsp?parent=BUG&sourceId=22204671&action=search&Release=&UpdateType=&HostType=&Query=22204671) **ESU\_JN10358**
	1. **Nancy @ Logis**: Work around is to reset and reprocess again.
2. **Erika @ Crystal Sugar** – 9.0 AUTO DEPOSIT TYPE Q CAUSING MISSING PAYMENT last payroll, had an issue with Auto Deposit Instructions. Accidentally set up with Q code (to pay remainder in cash). Was not caught before final update; codes removed from UDC now. Tried to void it (no option for Void/Reissue), but payroll history and payment history was not updated. Carmen put it in via database update, but still no option to void/reissue. Check cut on AP side. Bug accepted by Oracle. Has anyone else had this happen and how have you fixed it? Nancy – temporarily change pay history type on the record, so that it thinks that it’s a check. Then see if Void/Reissue becomes available. Katie @ B&G – history will never be right but if you are worried about cash account, you could manually reconcile and do Misc Ded**. 9.0** **12/03/2015 – Bug 19987654 ESU\_JL23539** / **9.1** [**BUG:21850282**](https://updatecenter.oracle.com/apps/WebSearch/updatecenter.jsp?parent=BUG&sourceId=21850282&action=search&Release=&UpdateType=&HostType=&Query=21850282) **ESU\_JM19052 / 9.2** [**BUG:21850291**](https://updatecenter.oracle.com/apps/WebSearch/updatecenter.jsp?parent=BUG&sourceId=21850291&action=search&Release=&UpdateType=&HostType=&Query=21850291) **ESU\_JN10249**
3. **Sherri @OUC** – SR 3-111594090: If you enter a 9 digit ALE ID and then view it on the ACA Eligibility Archive form P0811619, you will see that the box is too small causing you to have to click in the box and scroll to see all 9 digits - the problem is the box on the form is not long enough. **9.1** **12/03/2015 Bug 21651998 ESU\_JM18976**
4. **Pat Short @ Independent**: 9.1 Self-Service – dependent tax id’s no validation you can enter less than 9, dashes etc. **9.1 12/03/2015 Bug 21693586 ESU\_JM19079**

**Status 87 – Fix Verified/Merge Required (ALMOST READY)**

**BUG TRACKING(ESU Not Available Yet)**

Status 10 – Description Phase

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

Status 16 – Bug Screening/Triage

Status 21 – Cost Required, To Development

Status 25 – Open, Awaiting Code/Hardware review

Status 26 Open/Failed Verification

Status 80 - Development to QA/Fix Delivered Internal

Status 82 - Q/A to Enhancement Evaluation

Status 91 – Closed, Could Not Reproduce

Status 92 – Closed, Not a Bug

1. **Linda Dresbach @ San Jose Water**: Just wanted to provide this if it is of interest to others: R078401 Local

Income tax Report Issue: .  R078401 company and grand total lines are incorrect whenever there is any ‘Excess’ wages for any employee.  The footer was taking the excess of the last employee reported in coming up with the taxable wage total instead of the summary excess amount. It has been wrong for a while but we finally got some time to document and report the error.  This is on 9.0

**02/15/2016 Bug 20995248 Status 11**  -- Doc ID 2006518.1 / Do not know if this is a 9.1 issue

1. **Nancy @ Logis** – W2 rebuild problem **02/15/2016 Bug 20656220 status 21**
2. **Cindy Brekke** FYI - SR3 – 10859021691 for 9.0 tools 8.98 ... status = development; Verified by duplication in Oracle environments.
When entering a Future Data update for a change to PHRT, if the R06394 is run in Full update mode to update the PHRT and SAL, the SAL update in the F08042 contains an incorrect value in the HSTN field. The incorrect value has 2 digits added to it. The incorrect value only occurs in the F08042 table and only in 8.98 tools releases.   **02/15/2016 Bug 21227636 Status 11**
3. **Brent @City of Rochester:** P053030 W4 form missing merge elements. The W4FORM.HTM template puts the first and last name in the "first name and middle initial" field, nothing in the "last name" field, and does not merge employee marital status into the check box fields. **02/15/2016 Bug 21312885 Status 11**
4. **Pat Short @ Independent:** 9.1 Self Service and a set number of days to make changes to an life event, Employees could access the event but it set everything to zero. BUG 21156975 ESU JM18550

**Update 09/16/2015** I had to re-open the call on this ESU.  We applied it and Oracle only made the

changes/fixes to the P05410 program and not the P05410P program.  I will let you know when

the ESU has been updated.

Example:  Our P08500 is set to not allow a New Hire to enroll beyond 13 days from the Participation Date (PADT) field.  This works when we use the P05410|ZJDE0001 program but does not work when we use the P05410P|ZJDE0001. **02/15/2016 New Bug 21680789 Status 11**

1. **Katie @ Brasfield & Gorrie: :** When entering the prevailing wage info in the union rate tables, the check box is not staying checked: **02/15/2016 Bug 22065119 Status 92 – Not a BUG?????**
2. **Katie @ Brasfield & Gorrie:** : Employee is paid correctly but the burden record is not calculated correctly on the employee. The pay differential is not being used. So the 401K is not being calculated properly **11/17/2015 Bug 22026972 92 - Closed, Not a Bug**: **Katie has let them know this is an issue**
3. **Nancy @ Logis** SR 3-11685461771 : 11/10/15 Open Enrollment not calculating DBA using P08505 As of Age. Build Open Enrollment Files correctly calculate the Employee Cost using the employee age as of 01/01/16 as seen from P085520W.  During Open Enrollment, the Employee Cost As of Current FAGE is shown. Duplicated **02/15/2016** **Bug 22200158 Status 11**
4. N**ancy @ Logis** 3-11683375741 : 11/10/15 Employee (Dependent) error on Required Plans during Open Enrollment Employee 2 is a dependent of Employee 1 and has Medical coverage through Employee 1 Family election. Employee 2 correctly receives "You are listed as a dependent of another employee for this category” however the correct Opt Out/Waive functionality is not defaulting and an error is given that an election is required. Employee 2 cannot proceed with Open Enrollment. **Sherri @ OUC** – same issue **SR 3-11691481371**

**NEW ISSUES E-Mailed**

**Nancy @ Logis:** How are entities handling the proration of DBAs for PT Employees?  Specifically we have numerous DBAs such as medical costs, city contributions, vacation accruals etc that are prorated based on an employee’s Standard Hours (IH) – not the actual number of hours they work each payperiod.  FTE does not work because of rounding (eg 25 hours per week = 0.625 FTE however JDE rounds to 0.63 becoming a legal funding issue in government).  Unfortunately IH is not part of the DBA Cache and therefore we cannot create any custom Tables Methods with Tiers or within a calculation.

One of our datasets has 6 unions with grandfathered situations so in essence 12 unions.  Multiply that times various DBAs times the various Standard Hours per Year situations and we have too many individual Table Codes to control.  ACA and 30 hours per week has caused this to become a focal point this year – we need to minimize setup errors yet assign the appropriate DBA calculations without manually entering employee amounts individually. Any suggestions? **nhilary@logis.com**

**Dave @ Logis:** Where does everyone get their W2 (and now ACA!) envelopes from?  We’ve been using FTI Forms for years now, and it seems almost every year we have one or more issues with the delivery, the envelopes or something.  This year they shorted us 11,000 W2 envelopes, sent us some W2s instead of 1099s (we also get all of our 1099 supplies from them), and then we heard from one of our users that the W2 envelopes didn’t stay sealed when run through their sealing machine – and the user said they don’t have issues with any other envelopes they run through the machine staying sealed. The employee Address did not line up – adjustment needed – this is a BIP – Oracle can help if you need call Tech support

These are not self sealers –it’s just the regular envelope the paste is not sticking so its-+

 not sealing

**Sherri @ OUC:** We use FTI

**Alicia @ Oracle**: Have you contacted FTI about the sealing issue? Brand new form from FTI stnd envelope 7985E

**Jeff @ Semco**: Had a sealing issue – taped them

**Rachel @ City of Ft Collins**: uses CTP contact info sent to Nancy

**BJ Nilsen @ Jackson County**: We used FTI.  Envelope JDE-DW4.  No reported issues with sealing.

**Suzanne Garcia**: We were very happy with the Eagle Flight envelopes for W2's and used a folder, sealer to stuff envelopes. NOT ACA – haven’t done ACA yet

**Ariel @ Colas** : I have a new situation I’ve never heard of or dealt with before… wondering if any of you have ideas.

For a few hourly weekly employees that are being paid over the normal amount for their job, the company has offered to pay their annual increase for the year instead in a lump sum. However according to HR, rules state that any Overtime needs to be paid at the higher rate.

For example, Employee X is currently paid $15/hr.  His increase would be to $15.50/hr but instead will be paid a lump sum amount of $1040 (.50x2080).  However for any overtime he works throughout the year his rate should be $15.50 times the OT/DT multiplier.

Does anyone know of JDE setup that would accommodate a different rate for OT/DT?  These are non-union office employees.

**Nancy@ Logis:** Perhaps using Occ Pay Rate along with a new job step but then manually you would need to key in the new jobstep or manually key in the hourly rate of 15.50 etc?

**Shelley @ Roseburg Forest:** We use pay grade steps, but it is on all hours.

# Open Forum

**Vic @ CSS:** has employees in system – does not run payroll against them, they track benefits and we know who there dependents are as well. We can get the eligibility ok. No hours – How do I add them to other tables

**Alicia @ Oracle**: Here  are some considerations when determining whether to process an employee through the workfile build process or add or import their records.  This relates to the question about employees who are not paid through payroll but their benefits are processed during a payroll cycle.  This information has applicable to other use cases in particular for form recipients whose benefit information is outside of the JD Edwards system (COBRA participants, retirees under medical plans).

If you plan to process an employee through the workfile build to have it create Form 1095-C, certain data must be present in the system for the reporting year.  That data includes:

1. An employee master  (F060116) and address book record.
2. Benefit enrollment (F08330) or DBA history (F0719).  Either of these tables determine both the offer of coverage (Part II) and the enrollment in self-insured coverage (Part III).
3. ACA Employee Eligibility (F081161).  Records can be added (or imported) or created by the Hours of Service report.  This table is used to determine who should receive Form 1095-C and certain line 14 and 16 code values.
4. Hours Worked by Month.   Each employee must have a record in this table.  It is created by R08124 and based on Timecard History (F0618).  If timecard history is not present, data can be added or imported.  Without this data, the employee will not be selected by the R08119 build process.  This table is used to determine the employer (based on Home Company Tax Id) for each month of the reporting year.
5. Periods of Employment (F08118), which is created by R08118 and is based on HR History (F08042) and tracking of Date Started and Date Terminated.  If HR History is not present, the R08119 build will reference the employee master for these dates (which will be the most current entries).  This data can also be manually added or imported.  This table is used to determine certain line 14 and 16 code values.
6. Offer and Coverage Setup (P08117). Must contain a record for each plan/option and/or each DBA that represents reportable health coverage.
7. An ACA Parameters record (F08210) setup with the parameters and versions set up for processing the workfile build.

For certain form recipients that are no longer employees (terminated or retired prior to the reporting year), former employees on COBRA, former employee dependents (non employees) participating in COBRA, or other types of recipients, **you may decide that adding the form data, or importing the form data is a simpler solution**.  In that case, you are **not** required to have all of the setup data.  What you will need is:

1. Each recipient must have an Address Book record in the system.  This is especially important if you are producing forms for a recipient such as a former employee’s dependent participating in COBRA. When you import through the JD Edwards Import applications, certain AB data will be populate in the workfiles, such as name and SSN.  Address information is retrieved during the print process and is not stored in the workfiles.
2. An ACA Parameters record (F08210) setup with the parameters and versions set up for processing the workfile build.
3. All other data is expected to be added imported in the “report ready” format according to the layout of the F08119 Offer and Coverage workfile and the F08120 Covered Individuals workfile (if you have self-insured plans).

MOS Document [2065515.1](https://mosemp.us.oracle.com/epmos/faces/DocumentDisplay?_afrLoop=328505305187432&id=2065515.1&_adf.ctrl-state=yxou21p0e_243) Considerations for Importing is a good reference.  Keep in mind that the document is written from the perspective of importing through the JD Edwards applications, and so, if you are populating the workfiles through some other means, certain aspects are different (for example, name and SSN only defaults into the table when import is done through the JDE applications).

**Nancy @ Logis**: Not everyone is using Hours of Service – New Hires to fill in the eligibility status at that time. Should the eligibility be none?

**Alicia@ Oracle:** They would not need another status if they remain terminate

**Suzanne @ Pinal County**: Does anyone use blended rates for O/T. For calculating on call, bonus, commision etc.

We enter our hours by week. Is anyone using the timecard automation?

**Nancy@ Logis**: Does everything manually – uses employee self-service with daily time entry then they can calculate with blended rates

**Pam @ SRG**: they do there’s outside of the system

**Alicia@Oracle**: Anyone gotten there ACA forms out? Part 2 & 3 are very important 3 outstanding bugs for part 2 available next week F08119 line 14 is reporting 1H and they do not have any F08118 records

Part 3 a few bugs – small kink on tables being looked at – F08119 is looked at by F08120 also needs to looks at enrollment and dependents

Please review your data very carefully and report any issues

**Nancy@Logis:** has gotten hers out – she looked for exceptions look for example whose not 1E for all 12 months etc – export the data color coded box 14 and then overlaid for box 16 (Safe harbor) if they didn’t match up you knew who to review!

**Ariel@Colas:** has gotten 1 of 8 subsidies out

**Nancy@Logis:** Issue on interim when they override DBA’s the Federal and State taxable is not always calculating correctly. Excludable is incorrect. She is on 9.1 – It’s happening on several data sets

Send Sherri details sharley@ouc.com details and I will see if I can duplicate –but I only have Federal only

**Pam @ SRG**: has similar problem but not the same – Pam’s is on GTL and it’s on State only not Federal

**Leg/Reg Items Under Development Review @ Oracle:**

1. Jeff @ Semco – SUI – Michigan. Have to file # of employees paid in payroll containing the 12th of the month. Also need subtotals by company on the export file. Nancy had to customize for this and also EEs with multiple tax history types (one record required, was dropping the second). Will determine what pay period includes the 12th and look at timecard history. Will count EE as long as time is not excludable from unemployment insurance. \*\*Logic employed does not cover all use cases (i.e., multiple pay cycle codes). 6/14 –If you would like to provide input, please e-mail Alicia directly Alicia.gambrell@oracle.com. Alicia met with Development, talked about how to code for this. Feedback from development is under review by Alicia.

If you would like items added to our next agenda, please contact sharley@ouc.com!

Contact Sherri or Ariel if you would like to demo or have an idea for a demo