***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



**2016 InFocus Recap:**

* Dave Bailey (Qwest) - recap
* What did everyone think? What went well? What could be improved?

@Sarah Mills – ACA Round table – thank you to Kari! 1st time presenter, great handout, 3 pages that can be used repeatedly. Great job keeping the conversation on track. Fresh voice, opportunity for non-board members to present. Good that we all pulled together, but start earlier to get ideas for presentations, as well as demos. People are hungry to hear from other people – just talk about problems, functionality, solutions rather than getting bogged down by fancy slides ☺

@Kristin Thill-McKenzie – yes, non-board member visibility is good. Got good ideas for demos, presentation ideas. Would like to see examples of what people are doing, ideas for presentations. Seeing things in action is good, mashups could work too. For example, accrual usage discussion in HCM SIG meeting, hearing from others is valuable.

@Rachel – call for contacts has data, could review it or send it out more frequently! Help Sherri.

* 15 HCM Sessions, all slides should be available to download from Quest if presenters loaded

| **Session ID** | **Session Title** |
| --- | --- |
| JDE-101380 | Public Sector Round Table |
| JDE-100190 | HCM E1 SIG Meeting |
| JDE-104660 | Affordable Care Act Reporting - what's on the Horizon |
| JDE-100200 | E1 Self Service Roundtable |
| JDE-105150 | Position Control at the City of Fort Collins |
| JDE-105620 | Recruiting and Learn Choices |
| JDE-104980 | 9.2 HCM Upgrade Panel |
| JDE-104960 | Show Them the Money: Attaching W2s and Paystubs in Employee Self Service |
| JDE-100450 | HCM - E1 vs Cloud |
| JDE-104690 | Health & Safety Incident Management - Manage and Analyze Incidents for Improved Safety Performance |
| JDE-104180 | Advancing Your ‘People Value’ | Using KPIs to measure and manage people |
| JDE-103330 | Learn How Address Book Data Privacy Can Help You Protect Your Employee Information |
| JDE-105560 | I Survived ACA |
| JDE-100950 | Tired of Outlook? Try BI Publisher! |
| JDE-102700 | New Hire in JDE - Will it work for you? |

**InFocus: ACA Key Points:**

* JDE-104660 (Oracle) Affordable Care Act Reporting - what's on the Horizon
	+ Remember to reference Doc ID 2086250.1 – Reported Issues
	+ Recap of Outstanding Issues
	+ Coming Soon Functionality
	+ Researching Functionality
	+ 2016 Draft Instructions @ IRS.gov/draftforms
	+ Due Dates:
		- 1/31/2017: Employee 1095 forms
		- 3/31/2017: Electronic Filing with IRS
	+ November ESU & Late/Reg ESU Jan-2017

**FYI:**

JDE IRS tips doc 2149771.1

Creating Replacement/Resubmission 2162597.1

Creating Corrections 2162282.1 – only for corrections on 1095-C only

**How To Utilize An XML Validator for ACA XML Files (Doc ID 2156072.1)**

[**https://www.irs.gov/pub/info\_return/June\_2016\_Webinar\_Presentation.pdf**](https://www.irs.gov/pub/info_return/June_2016_Webinar_Presentation.pdf)

* [Incorrect TINS – A Workable Solution for the Dreaded AIRTN500 Error Message](http://www.healthcare-attorneys.com/incorrect-tin-errors-a-workable-solution-for-the-dreaded-airtn500-error-message/)
July 18, 2016 – Health Care Attorneys PC.
Excerpt: “The IRS has made it clear to us that in the scenario above, if an AIRTN500 error message is received for a Form 1095-C (through the UniqueRecordId), each individual on that Form 1095-C will need to have his or her TIN verified.  For an employer to fulfill its obligations under section 301.6724-1(f) the cumbersome solicitation procedures would need to be followed. The approach suggested in the paragraphs below may be the best way to minimize an employer’s solicitation obligation.”

<http://www.healthcare-attorneys.com/incorrect-tin-errors-a-workable-solution-for-the-dreaded-airtn500-error-message/>

**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 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 91 – Closed, Could Not Reproduce

Status 92 – Closed, Not a Bug

1. **Nancy @ Logis** – W2 rebuild problem: **08/16/2016**
	1. **9.1 Bug 20656220 Status 87**
	2. **9.0 Bug 24304894 Status 80**
	3. **9.2 Bug 24304902 Status 80**
2. **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 **08/16/2016**
	1. **9.1 Bug 22200158 Status 87**
	2. **9.1? Bug 22495285 Status 80**

Nancy - start looking at your customizations now!!

1. **Sherri @ OUC:** SR 3-12428807422. When in the P07OTO1/W07OTO1C accessed from the payroll workbench, Go to DBA Review > DBA Detail > select a DBA code in the QBE line - click find. The browser just spins and spins, if press F5 it will stop and take me to the end of the data. This is only happening on 9.2 tools 9.2.0.3 Vertex 4.2.

 You need to have at least 7 timecards, and at least 30 DBA's with most of them

 being benefits or accruals this is also daily time entry. This also happens if not using

 the QBE line but you’ve changed a few DBA’s and click SAVE. I have to press F5 to

 get the spinning to stop **08/16/2016** [**Bug 23063717**](https://support.oracle.com/epmos/faces/BugDisplay?id=23063717&parent=SrDetailText&sourceId=3-12428807422) **Status 11**

1. **Pam @ Saris-Regis:** An Employee is enrolled in a benefit & has Employee Pay Instructions
(F06106) with a date and rate.  Prior to being included in payroll either the
employee goes through Open Enrollment (updated by R085524) or the rates are
recalculated from R083800/R083810.  This updates the original Employee Pay
Instructions (F06106) record with the new rate but does not update the
Effective Date (the original date exists in F06106 start date).
	1. There is no reason to review the DBA Transaction Detail History (F0719).
	It is preferable to stop the original Employee Pay Instructions (F06106) and
	start a new Employee Pay Instructions (F06106) with the new effective date
	and rate.

	Due to requirements of benefit providers, the customer must process Open
	Enrollment prior to the first payroll for new hires that are eligible the
	month before open enrollment. Because of this, there are no payroll history
	records for the DBA instructions with the prior year rate amount. **08/16/2016 Bug 23271512 Status 11**
2. **Cindy@ Lehigh Hanson:** 9.0 issue VETS4212 -- to fix hiring location name populate instead of the company #. **08/16/2016 All @ Status 11**
	1. **9.0 BUG 23262524**
	2. **9.? Bug 23509173**
	3. **9.? Bug 23509187**
3. **Sherri@OUC:** SR 3-12788613681 **P085568 Benefit Statement totals are including 'Excluded' plan totals: If the** employee is enrolled in multiple $ plans, one of which was excluded. Then the excluded plan is included in the grand totals on the benefit statement. [Bug 23734058](https://support.oracle.com/epmos/faces/BugDisplay?id=23734058&parent=SrDetailText&sourceId=3-12788613681) - PENDING/FINAL STATEMENTS (P085568) INCLUDES PLAN COSTS FOR EXCLUDED PLANS **08/16/2016 9.2 BUG 23734058 Status 30**
	1. The P085568 Benefit Statement calls N0800365 which states 3 specific conditions of when a plans payroll deduction amount is included in the Pending/final Statements. But those conditions are not taking in to consideration that I have 'Excluded' the plan for a reason. If it's excluded then the totals should also be excluded. This happens when an employee is enrolled in more than 1 plan with flat $ amounts.
	I found SAR 7400912 from 2/22/2005 that created this problem.
	I think if we exclude the plan in 'Available' plans then it should exclude everything to do with that plan including totals.

**Kari@Rochester** – can only view/change Def Comp, testing but no issues thus far

**Nancy@Logis** – having a similar problem

**Karen@Smithfield** – similar issue and has an SR with Broderick

1. **Darren@Paul Mueller:** We entered a ticket here because of the multiple garnishment issue that Missouri now recognizes.  The bug is **08/16/2016** **23237610 status 80**.  This was already fixed in release 9.1, but we are using 9.0 so they are having to recreate the fix in that application release

**NEW ISSUES E-Mailed**

* Michelle Sawko – ABC Companies: Has anyone written or worked on an ANSI 834 interface to Delta Dental in 9.1?
	+ Nancy@Logis, interface with Delta Dental – spreadsheet format
	+ JodyKaplan@Railworks – has worked with 834

# Open Forum

* Michelle Sawko – has anyone used Life
	+ Nancy@Logis – yes, depends on JDE out of the box, or create custom table used in Open Enrollment. Bug in Open Enrollment dealing with As of Age. Builds workfile correctly, but if you try to change anything associated with it, it changes the calculation based on Date of Birth, rather than As Of Age. nhilary@logis.org
* Katie Lewis – new requirements for EEOC reporting. Are people doing this through E1?. EEOC 1 form with effective date 1/1/17, Due Date of Sept 2017
	+ Rachel – Fort Collins moving to EEO-4 format, will follow up with why and get back to
	+ Alicia – EEO-1 first filing is March 31, 2018 to include paid data (employee’s W2 dollars and hours worked). Legislative team has this on the list to watch, legislation is not official for EEO-1. Above dates do not match but will double check, on the Oracle radar
	+ Alicia – EEO-4 – need to have a legislative bug if the format is indeed changing
	+ Oracle Support Bug 21678768 (ALTERNATIVE FORM FOR EEO-4 REPORTING) can be found at: <https://support.oracle.com/epmos/faces/BugDisplay?id=21678768>
* Pam Howard – Sick Time accrual, Jody@railworks too: 30 different locations that have all different policies, doing federal work as well
	+ Different locations have different policies
	+ Pam- within California, 3 different cities with different policies
	+ Katie – effective 1/1/17 federal contractors must have this on their paystubs (accrual and available). Still working with Legal. 1 EIN number, but employee moves, then what? Jody@railworks – think that when it accrues, hit the job that the employee is on. When the that moves employee takes it, it does not hit the job but instead hits an overhead account
	+ Rehire – still eligible for sick time, but if move?
	+ Pam – could consider the same process - If they move, pay out and then start over (vacation)
	+ Jody- sick is different than vacation
* Sarah@EmeraldCube – implementing Global Leave with Lakshmi@MNWD – who do you put as the high level approval? At Olathe – used council person. What does Oracle recommend for the highest level person that does not have a supervisor
	+ Nancy@Logics, database in the supervisor, if use program it will be a circular reference so SQL it in instead. SQL – use the payroll clerk, it does not matter who you use.
	+ Katie – use compensation workbench, work around created a “new” employee with User ID and Password that with non-pay status then use that person at the top/at the very end. HR monitors the fake employee. The pay status helps to exclude the people from the real reports/processes.
	+ Lakshmi@ MNWD – cannot really create fake people – high maintenance to keep excluding
* Alicia@Oracle: Questions from InFocus
	+ What time and attendance systems are in use and are they integrated in to JDE? Cronos, DSI
		- Pam – using TimeClock Plus
		- Rachel – TeleStaff for Police/Fire, TimeClock Plus, homegrown
		- Sarah@EmeraldCube, at Olathe – InteliTime
		- Katie – interface: Austin Lane, that system creates an export, then use Doc ID 265895.1 is very helpful. Could not find a document that describe the minimum fields that were required in the Time Z1
		- Kate – also looking at Workday, UltiPro, Attendance on Demand, Syenron
		- List of required fields can be found here: <http://docs.oracle.com/cd/E16582_01/doc.91/e15151/st_up_timentry_btch_procsng.htm#BEGIN>
	+ Customer is using a 3rd party for ACA, but not happy and not in a position to use JDE b/c of HR department transition. Anyone using a 3rd party?
		- Equifax?
		- Katie – Health EFX

**Affordable Care Act**

* Sarah@EmeraldCube – dreaded EIN validation error. Have followed Alicia’s instructions. Has anyone successfully made EIN or Name changes and produced a correction for 1095C. Make changes in P08119 – not flagging the specific record.
	+ Nancy@Logis has! Name correction – but missing an XML element so used new UBE R08130 to force a correction, Nancy – clicked OK so it re-read the name. Access the record and click OK to force it to re-read.
		- if you have access to the database, copy the existing 2 record and change the line number from 0 to 1. Then click OK in the program.
	+ Alicia – what program? Look alike or? Sarah – Look alike does not have a place for SSN, so go to offer and coverage and that works but this is not flagging the original as corrected
	+ Alicia – on original transmission, what is the status? E accepted with Errors. Covered Individuals form bug prevented it from creating the correction. Alicia can test after call.
* Alicia and Sarah tested after the call, and now have **BUG 24468994 - CORRECTION TO 1095-C NOT SAVED OR NOT POSSIBLE -REPLACEMENT FILE - 2 SUBMISSIONS**
* Nancy@LOGIS – has a checklist of 20 different things to check before making a Correction file. 15 members left to complete, 3 files (Replacements) but not sure what to do next, has 7 days before upgrade to 9.2
	+ could be their data set
	+ Has anyone successfully filed a Correction?
	+ Replacement files are rejecting, but do not know why
		- Elements missing, but SQL’ed these in the 119.
	+ Alicia – could arrange a call with LOGIS to talk through. Many emails have been exchanged, sometimes the emails have moved on so a phone call would be better
* Rachel@FortCollins

Sumbitted City + 4 entities with 1 TCC. IRS determined that we needed a new Transmtter TCC. We have that now. At first the IRS indicated the non-city entities should be sent under 1 TCC, and the city under the other one. This sent us into a firedrill trying to figure out how to separate everyone into 2 groups. Second phone call with IRS resulted in the direction to use the new TCC code for everyone. We submitted the new files on Friday 8/19 with the new TCC.

**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