

Oracle Fusion Cloud Human Resources

Localization Information Guide

24C



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24C

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1 Overview

Introduction

This guide contains country-specific help for implementing and using Oracle Human Capital Management (HCM) for multiple countries. It's not intended to be a complete guide for a country.

Objectives

This document is intended for implementation teams who are involved in the implementation of the Oracle Human Capital Management applications. It's assumed that you have working knowledge of the basic principles and you're familiar with the customary terms.

For more in-depth information about related tasks, in addition to this guide, the implementation team must refer to the specific resources mentioned in the Other Documents section.

Other Documents

For more information about generic and related tasks, you must refer to the guides at docs.oracle.com.

It's also assumed that you have consulted the following guides:

- Implementing Global Human Resources guide for a more complete understanding of implementing Global Human Resources.
- Oracle Applications Cloud Using Functional Setup Manager guide to have a detailed understanding of the Functional Setup Manager and the implementation tasks.
- Implementing Global Payroll (if you're a licensed payroll customer) to understand basic payroll concepts and familiarize yourself with payroll terminology.
- The country-specific white paper (Doc ID 1504483.1) on My Oracle Support.

2 Australia

Introduction

Overview

This chapter contains help for implementing and using Oracle Human Resources for Australia. It's not intended to be a complete guide.

Objectives

It's assumed that you have working knowledge of the basic principles and you're familiar with the customary terms.

Other Documents

For more information about generic and related tasks, you must refer to the guides at docs.oracle.com.

It's also assumed that you have consulted the following guides:

- Implementing Global Human Resources guide.
- Oracle Applications Cloud Using Functional Setup Manager guide to have a detailed understanding of the Functional Setup Manager and the implementation tasks.
- The country-specific white paper (Doc ID 1504483.1) on My Oracle Support.

Tax File Number

TFN 28 Days Adjustment

Oracle Fusion Human Capital Management, Australia, provides the new Australian Manage tax file number (TFN) 28 Day Adjustment task, which lists employees that haven't provided their TFN to the employer 28 days after hiring. This list includes 28-day expiry date, current tax file number,

Use the Manage 28 Days TFN Adjustment task from the Payroll Calculations or Administration work area to adjust the TFN. The TFN 28 Days Adjustment process depends on these factors.

Special TFN

When an employee commences work with a new employer, as part of the hiring process, the employee must complete the Tax File Number (TFN) declaration form and store this information in the employees tax calculation card. In the absence of a valid TFN for an employee, the TFN defaults to 11111111.

For all employees whose default TFN is 111111111, a 28-day grace period is given to provide this information. If the employee fails to provide this information within the 28-day grace period, then you can change the TFN to 000000000. The ATO provides other special TFNs for specific employee situations listed in this table.

| TFN | Employee Status | Description |
|-----------|------------------|---|
| 000000000 | TFN Not Supplied | Default TFN for employees who haven't provided a TFN, or who have allowed the 28-day grace period to expire. |
| 111111111 | TFN Required | Interim TFN for employees who have applied for a TFN, but haven't yet received it. The employer may change this to 000000000 if it crosses the 28-day grace period. |
| 333333333 | TFN Not Required | TFN for exempted employees. This includes: <ul style="list-style-type: none"> • Employees under 18 years of age • Employees earning less than the statutory threshold This applies to employees whose average earnings (weekly, fortnightly, and monthly) are equal or less than the government-specified legislative amount. |
| 444444444 | TFN Not Required | This TFN is for pensioners, including recipients of: <ul style="list-style-type: none"> • Social security • TFN-exempt service pension |

28 Days Expiry Date: This is the expiry date of the employee's 28-day grace period for providing a valid TFN to the employer. This value is applicable only to employees having a TFN of 111111111. This value remains blank for employees with a TFN of 333333333 or 444444444.

Employee type: The employee type is chosen based on whether an exemption from TFN can be provided. Though the default value is TFN Required, the parameter has these options:

| Employee Type | Employee Code |
|------------------|---|
| TFN Required | Lists employees with TFN 111111111 |
| TFN Not Required | Lists employees with TFN 333333333 and 444444444 |
| TFN Not Supplied | Lists employees with TFN 000000000 |
| All | Lists all employees with codes mentioned earlier. |

Average Weekly Earning: The average earning is the total taxable earnings of an employee for a week. It is used for an employee having a TFN of 333333333, and is blank for all other employee types.

Related Topics

Adjust TFN Manually for Eligible Employees

You can do the process of TFN adjustments by selecting eligible employees based on employee status and manually adjusting TFN. You can extract the details of TFN adjustments for future changes. If an employer chooses not to update the TFN of an employee who

To manually adjust TFN for eligible employees:

- 1.Navigate to Manage Calculation cards task in Payroll Administration/Payroll Calculations or Manage Payroll Calculation Information in Person Management work area for the selected employee
- 2.Search for the Statutory Deductions Card for the employee
- 3.Make a date effective update for TFN for the employee updating the TFN and, where applicable, the No Adjustment Reason.
- 4.Save the changes

Oracle Fusion HCM for Australia provides a list of all employees assigned special TFNs. This list includes all information of the employee for whom a TFN adjustment may be required.

To generate this report:, navigate to Payroll Calculations> Person> Manage 28 Day TFN Adjustment page and do these steps:

- 1.Start the Manage 28-Day TFN Adjustment task from the Payroll Calculations work area
- 2.Enter the Effective Date
- 3.Select check box to Include terminated employees
- 4.For Employee Type, select **TFN Required** or **TFN Not Required** or **All**.
- 5.Select Legislative Data Group from single select choice list.
- 6.Click Search to see the list of employees.
- 7.Click Export icon to extract the data to Microsoft Excel file.

This generates a list of employees with TFN 111111111

- 1.To generate lists for each Employee type, repeat steps 1 through 7.
- 2.Repeat these steps as needed to generate reports for each legislative data group, tax reporting unit, and payroll.

Related Topics

Update an Employee's TFN

You can update an employee's Tax File Number (TFN) Number by selecting eligible employees based on employee status and manually updating TFN. You can select the employees even if Payroll or Tax Reporting Unit (TRU) isn't assigned to them.

To manage an employee's TFN:

1. Start the Manage 28 Day TFN Adjustment task from the Payroll Calculations work area or Administration Work Area.
2. Enter the Effective Date. This is a mandatory field that defaults to current date. By default, employees whose 28 - day period ends on or before this date is retrieved for TFN adjustment.
3. Select the Employee Type from the single select choice list.
4. Select a Legislative Data Group. If there is only one Legislative Data Group defined in the application, it's selected by default.
5. Select a Tax Reporting Unit (TRU). To search all TRU, leave blank.
6. Select a Payroll. To search all payrolls, leave blank.
7. Click **Search** to see the list of employees for each TFN and employee status.
8. To edit the TFN of an employee, open the calculation card of the employee and update the information.

Related Topics

Example of Assigning the Adjust Tax File Number Privilege for Australia

Tax File Number (TFN) 28 Days Adjustment is the process of assigning the 000000000 special tax codes to employees who have declined to provide their TFN within the 28 day grace period.

Payroll Managers can use the Manage 28 Day TFN Adjustment task to adjust TFNs for qualified employees. This task is associated with a privilege Adjust Australian Tax File Numbers assigned to the Job roles intended to perform this task under the Payroll Calculation and Payroll Administration work area.

The process of granting these privileges involves these steps:

- Enabling Access to Manage the 28-Day TFN Adjustment task
- Attaching Privileges to a Job Role

Enable Access to Manage the 28-Day TFN Adjustment task

When Payroll isn't implemented or when the implementation mode is either HR Only or Payroll Interface, do these steps to enable the Manage 28-Day TFN Adjustment task in the appropriate work areas:

1. Sign in to the application with Application Implementation Consultant privilege.
2. Navigate to Setup and Maintenance from the Navigator.

3. Search for and start the Manage Payroll Product Usage task.
4. In the Manage Features by Country or Territory page, locate the Australia row.
5. Complete these fields.

| Description | Value |
|---------------------|-------------------|
| Legislation Code | AU |
| Human Resources | Selected |
| Payroll Interface | Selected |
| Selected Extensions | Payroll Interface |

6. Click **Save and Done**.

Attach Privileges to a Job Role

To access the Manage 28-Day TFN Adjustment task, Payroll Managers must have the Adjust Australian Tax File Numbers privilege.

To associate the privilege with the Payroll Manage job role:

1. Sign in as IT Security Manager.
2. Start the Manage Duties task from the Setup and Maintenance work area.
3. Select HCM as the application name, and click **Search**.
4. Search for Application Roles and select the following values from the Search Role Catalog:
 - Role Name: Blank
 - Display Name: Starts With Payroll Manager
 - Click **Search**. The Role Catalog is displayed
5. Select **External Role Mapping** and click **Open**.
6. Select **Application Role Mapping** and expand HCM group.
7. Select **Policies For** from Search Authorization Policies.

8. Click **Create** and enter the following in the Search Targets page.

- Display Name: Adjust Australian Tax File Numbers.
- Click **Search**.
- Select the privilege.
- Click **Add Selected**, which moves the privilege to the Selected Targets section.
- Click **Add Targets**.

9. Click **Apply**.

10. Close and Sign Out.

11. Sign in as Payroll Manager.

12. View tasks in the Payroll Calculation / Payroll Administration work areas.

Repeat the process to attach this privilege to any other job role.

Related Topics

3 Canada

Introduction

Overview

This chapter contains help for implementing and using Oracle Human Resources and Oracle Payroll for Canada. It's not intended to be a complete guide.

Objectives

It's assumed that you have working knowledge of the basic principles and you're familiar with the customary terms.

Other Documents

For more information about generic and related tasks, you must refer to the guides at docs.oracle.com.

It's also assumed that you have consulted the following guides:

- Implementing Global Human Resources.
- Oracle Applications Cloud Using Functional Setup Manager guide to have a detailed understanding of the Functional Setup Manager and the implementation tasks.
- If you're implementing payroll, the Implementing Payroll for Canada to understand Canadian payroll concepts and familiarize yourself with payroll terminology.
- The Canada-specific implementation technical brief documents (Doc ID 1504483.1) available on My Oracle Support.

For more Canada-specific information, refer to Canada Information Center (Doc ID 2102586.2) on My Oracle Support.

To receive important Canada Legislative Product News, you must subscribe to the *Hot Topics Email* feature available in My Oracle Support. Refer to:

Canada-Welcome tab > Other Documents > How to Use My Oracle Support Hot Topics Email Subscription Feature

Human Resources

Person Names for Canada

This topic describes Canadian name styles, name formats, and person-name languages.

Name Styles

The structure of a person's name can vary among countries. Therefore, a predefined name style exists for capturing relevant components of a person's name. The format in which names must be entered for workers located in Canada is predefined and should not be modified during implementation. The name style determines:

- Which name components appear when you create a person record.
- The order in which the name components appear.
- Which name components are required and which are optional.

For example, in one country you may be required to enter a title while in another, the title may be optional.

Here's the list of attributes that the Canadian name style includes.

| Name Component | Required |
|--------------------|----------|
| Last Name | Required |
| First Name | Optional |
| Title | Optional |
| Prefix | Optional |
| Suffix | Optional |
| Middle Name | Optional |
| Honors | Optional |
| Preferred Name | Optional |
| Previous Last Name | Optional |

When you create a person record you select a legal employer, which sets the legislative context for the record. For example, if the legal employer is a Canadian legal entity, the legislative context is Canada and the Canadian name style is used. A person's contacts have the same name style as the person for whom they're contacts.

Name Formats

A name format is a template for arranging the following components in a specified folder:

- First name
- Last name
- Title

These five name formats are available for Canada:

| Format Type | Usage | Default Structure |
|----------------|--|---|
| Full Name | Names that appear in reports. | [Last Name], [First Name] [Middle Name] [Title] |
| Display Name | Names that appear singly, for example, on the Person Management page header. | [First Name] [Prefix] [Last Name] |
| List Name | Names that appear in lists | [Prefix] [Last Name], [First Name] |
| Order Name | Names that appear in name-ordered lists where the full name alone isn't sufficient to sort the list. | [Last Name] [First Name] |
| Preferred Name | Names that aren't legal names, but how Canadian employees are referred to, especially those employees of a foreign decent. | [Last Name], [First Name] [Preferred Name] |

Name formats can vary among countries; therefore, both global and local versions of names formats exist.

When a person's name is displayed to you, the format of the name can vary according to the context in which it appears. For example, in an ordered list of names, last name may appear before first name, but in another context the first name can appear before last name.

Global and Local Name Formats

The profile option HR: Local or Global Name Format controls whether you see local names or global names by default.

Global names use one name format; therefore, users in multinational enterprises can see person names presented consistently, regardless of their countries of origin.

Users who view or manage person records in a single country may prefer to see local names. For example, users who view or manage person records only in Japan may prefer to see Japanese rather than global formats of person names. Canada doesn't require entry of a local character set. For those entries of names that require the use of accents, the name can simply be entered with those accents in the global format.

Person-Name Languages

Each enterprise identifies a global-name language. Person names appear in this language by default. When you create a person record, you can enter a local name in a different language from the global-name language. Names appear in this language for users whose HR: Local or Global Name Format profile option value matches the local-name language.

For example:

- The global-name language for the enterprise is American English.
- You set the local-name language in a person record to Japanese. Henceforth, users whose HR: Local or Global Name Format profile option is set to Japanese see the person's name in Japanese.
- All other users (those who are viewing global-format names or whose HR: Local or Global Name Format profile option is set to a value other than Japanese) see the person's name in American English.

Note: If you enter no local name in a person record, the local name is the same as the global name by default.

You can set preferences to select the language in which they see the display-name versions of person names.

Related Topics

National Identifiers for Canada

The following validation is delivered for the Canadian Social Insurance Number (SIN):

- The format is `NNN NNN NNN` (blanks included).
- It must be nine of digits.
- The first eight numbers are assigned digits and the last is a check digit. The check digit is determined using a specific algorithm and is used to validate the SIN.

SIN numbers starting with 9 are issued to people who are neither Canadian citizens nor permanent residents and require a SIN for employment purposes. These numbers are issued with an expiry date and the SIN isn't valid after this date.

The Expiration Date field tracks the expiry date of the SIN number.

Temporary numbers are also validated using a check digit, because these are valid numbers assigned by the government. The application allows entries of numbers starting with 9, however they must still pass the check digit validation, as well as contain an expiration date. If you would like to bypass validation of the SIN, use all zeros, instead of all nines.

4 France

Introduction

Overview

This chapter contains help for implementing and using Oracle Human Resources for France. It's not intended to be a complete guide.

Objectives

It's assumed that you have working knowledge of the basic principles and you're familiar with the customary terms.

Other Documents

For more information about generic and related tasks, you must refer to the guides at docs.oracle.com.

It's also assumed that you have consulted the following guides:

- Implementing Global Human Resources guide.
- Oracle Applications Cloud Using Functional Setup Manager guide to have a detailed understanding of the Functional Setup Manager and the implementation tasks.
- The country-specific implementation document (Doc ID 1504483.1) available on My Oracle Support.

Enterprise Structures

Enterprise Structure Setup for HCM for France

France supports the implementation of the three-tier organization model. Use the global setup tasks to define legal entities, legal reporting units, and legal addresses.

To ensure that the French legal reports, such as the French Disability Report (DOETH), Social Report (Bilan Social), Social Data Statement (DADS), and Contributions Report (DUCS), are processed accurately, you should consider the following key points as you design and create enterprise structures for Oracle Fusion Human Capital Management (HCM).

Legal Entities, Legal Employers, and Payroll Statutory Units

You must define a legal entity as both a legal employer and a payroll statutory units (PSU). There's a one-to-one relationship between the legal employer and the PSU.

Use the organization *Système d'identification du répertoire des établissements (SIREN)* from Oracle Fusion Financials for France as the legal entity registration code for the identifying jurisdiction.

You can manage the external organizations by defining locations. Use the Manage Locations task to create external organizations.

Tax Reporting Units, Reporting Establishment, and Registrations

The application automatically creates the default tax reporting unit (TRU) for a legal entity when the PSU is created. There's a one-to-one relationship between the TRU and the reporting establishment. Every TRU must be designated as a reporting establishment. Use a reporting establishment to assign employees to the establishment. Use the TRU to manage the payroll calculations for the employees in that establishment.

The application automatically designates the default TRU as the identifying jurisdiction for the legal entity. Use the organization SIRET from Oracle Financials as the reporting establishment registration code for the identifying jurisdiction.

Tax Reporting Unit Details

Use the Manage Legal Reporting Units HCM Information task to specify additional information used by the payroll application. For example, you can specify the monthly reference hours and activity code for the reporting establishment, whether the reporting establishment is part of the Alsace-Moselle region, and all the external organizations to which the reporting establishment is attached to.

Tax Reporting Unit Associations and Deduction Cards

You can create the Statutory Deductions calculation card and Pension and Welfare calculation card at the TRU-level.

You can only create one calculation card of each type per TRU.

Use the **Manage Legal Reporting Unit Calculation Records** task from the **Payroll Calculations** work area to access the TRU level calculation card.

Related Topics

- [How can I manage work accident rates at the department level for France?](#)
- [How can I define external organizations for the French reporting establishment ?](#)
- [Organization-Level Pension and Welfare Calculation Card for France](#)
- [Organization-Level Statutory Deductions Calculation Card for France](#)

Contract Types for France

This topic explains the contract types that France supports. To define a contract for the employee's term of employment, use the Manage Employment Information task. You can select the contract type and specify relevant contract information in the Contract Details section.

France supports the following contract types:

- Standard contract
- Apprenticeship contract
- Professionalization contract
- Unique employment initiative contract (CUI-CIE)

France supports the obsolete contract types only for data integrity purposes. The application can integrate existing employees with obsolete contract types, but you can't assign them to new employees.

Contract types determine which employees are included in the various legal reports.

Standard Contracts

Select the contract type Standard and contract duration type as either Permanent (CDI) or the Fixed-term (CDD).

- **Permanent (CDI):** No specific end date is required for CDI. You can include the professionalization contract period or employment initiative contract period in a standard contract with permanent duration. Select the appropriate contract subtype and specify the start and end dates to define the period.
- **Fixed-term (CDD):** This contract is defined for specific purposes and duration. Employees on fixed-term standard contracts are reported in the Unique Statement of Employment (DUE), Manpower Movement (MMO), and Access to Training (BIAF), Disability Employment (DOETH), and Social reports.

Apprenticeship Contracts

Apprentices are reported in the DUE report. Apprentices who are disabled are reported in the DOETH report.

Apprentices aren't included in the headcount of the employees. This may have an impact on contributions that depend on the number of employees in the organization

Professionalization Contracts

Select **Professionalization contract** as the contract type to define a fixed-term professionalization contract.

Employees on this type of contract aren't included in the headcount of employees. This rule also applies to the duration of the professionalization contract period if it's part of a standard permanent contract.

Employees on professionalization contracts are reported in the DUE, RUP, DOETH, and Social reports.

Unique Employment Initiative Contracts (CUI-CIE)

Select **Unique employment initiative contract** as the contract type to define a fixed-term professionalization contract.

Employees on this type of contract aren't included in the headcount of employees. This rule also applies for the duration of the employment initiative period if it's part of a permanent contract.

Employees on CUI-CIE contracts are reported in the DUE, Personnel Register (RUP), DOETH, and Social reports.

Related Topics

- [How can I specify the professionalization period or employment initiative period as part of a permanent contract?](#)

Examples of Multiple Assignments in a French Enterprise

This topic illustrates examples covering different scenarios where an employee has multiple assignments in a French enterprise. The examples are set in a fictional company, InFusion Paris, which is a legal entity.

InFusion Paris is also defined as a legal employer and payroll statutory unit (PSU). The company has implemented a three-tier employment model. There are two branch offices, InFusion Nice and InFusion Brittany. Each branch office is a

tax reporting unit and a reporting establishment. Each branch office has several departments, including InFusion Sales and Marketing (SM), InFusion Manufacturing and Operations (MO), and InFusion Legal Operations (LO).

Multiple Departments in a Single Reporting Establishment

This example illustrates an employee assigned to multiple departments in the branch office (InFusion Nice) of the company (InFusion Paris). The employee has one contract with InFusion Nice reporting establishment, which covers two assignments. Supported employment models for this example are:

- 3-Tier - Multiple Employment Terms - Multiple Assignment
- 3-Tier - Single Employment Terms - Multiple Assignment

You must create the following details for the employee:

- One Work Relationship, WR1, with InFusion Paris
- One Payroll Relationship, PR1, with InFusion Paris
- One Employment Terms, ER1, for InFusion Nice
- Assignment1 in department InFusion SM, part-time at 60 percent
- Assignment2 in department InFusion MO, part-time at 40 percent

Only one Statement of Earnings is generated, and no assignment-level split of earnings is required. Employee earnings, legal reporting, and declarations are processed at the reporting establishment level. Even if the employee is reassigned to another department, only a new assignment is created without affecting the legal reports or declarations.

Multiple Establishments with Separate Declarations

This example illustrates an employee working with two separate establishments (InFusion Nice and InFusion Brittany) within the same company (InFusion Paris). Supported employment models for this example are:

- 3-Tier - Multiple Employment Terms - Multiple Assignment
- 3-Tier - Multiple Employment Terms - Single Assignment

The employee works part-time at both InFusion Nice and InFusion Brittany and has separate contracts with InFusion Nice and InFusion Brittany. You must create the following details for the employee:

- One Work Relationship, WR1, with InFusion Paris
- One Payroll Relationship, PR1, with InFusion Paris
- One Employment Terms, ER1, for InFusion Nice with Assignment1
- One Employment Terms, ER2, for InFusion Brittany with Assignment2

The employee receives a separate statement of earnings from each establishment for each contract. Each reporting establishment independently processes the employee earnings, payments, legal reporting, and declarations.

Multiple Employment Terms or Contracts

Multiple employment terms or contracts are required when an employee has distinct roles that are subject to different rules for processing earnings, legal reporting, and declarations. The most common scenarios are:

- A manager and a nonmanager
- Permanent contract (part-time) and fixed-term contract (part-time) for the same employee

This example illustrates an employee working as a manager and a nonmanager in the same reporting establishment. The employee has two contracts with InFusion Nice, Contract1 as a marketing manager and Contract2 as a regular employee at the creative design department. The employee must have separate contracts because different rules apply to a manager and a nonmanager.

Supported employment models for this example are:

- 3-Tier - Multiple Employment Terms - Multiple Assignment
- 3-Tier - Multiple Employment Terms - Single Assignment

You must create the following details for the employee:

- One Work Relationship, WR1, with InFusion Paris
- One Payroll Relationship, PR1, with InFusion Paris
- One Employment Terms, ER1, for InFusion Nice with Assignment1 as manager
- One Employment Terms, ER2, for InFusion Nice with Assignment2 as nonmanager

The employment category is part-time. The employee receives separate statement of earnings for each contract. Earnings, payments, legal reporting, and declarations are processed for each contract separately.

Multiple Assignments for Different Person Types

Possible scenarios for multiple assignments for different person types are:

- Employee and trainee (nonworker)
- Employee and contingent worker

Supported employment models for this example are:

- 2-Tier - Single Contract - Single Assignment
- 3-Tier - Multiple Employment Terms - Multiple Assignment
- 3-Tier - Multiple Employment Terms - Single Assignment
- 3-Tier - Single Employment Terms - Multiple Assignment

Employee and Trainee (Nonworker)

In this scenario, the employee has one fixed-term contract and one training agreement with InFusion Nice. You must create the following details for the employee:

- One Work Relationship, WR1, for person type Employee with InFusion Paris
- One Payroll Relationship, PR1, for person type Employee with InFusion Paris
- One Employment Terms, ER1, for Assignment1 as a fixed-term employee
- One Work Relationship, WR2, for person type Trainee with InFusion Paris
- One Payroll Relationship, PR2, for person type Trainee with InFusion Paris
- One Employment Terms2, ER2, for Assignment2 as Trainee

The employee receives an for the fixed-term contract. The trainee has no salary. If the training period is more than two months, then the trainee receives a bonus which is processed separately.

Earnings, payments, legal reporting, and declarations are processed for the contract and as per the training agreement.

Employee and Contingent Worker

The person has a permanent contract with InFusion Paris as a part-time employee. The person also performs specialized tasks as a contingent worker. You must create the following details for the employee:

- One Payroll Relationship, PR1, for person type Employee with InFusion Paris
- One Work Relationship, WR1, for person type Employee with InFusion Paris
- One Employment Terms, ER1, with Assignment1 as an employee
- One Work Relationship, WR2, for person type Contingent Worker with InFusion Paris
- One Assignment2 as a contingent worker

Note: No payroll relationship is required for contingent worker as the person has no payment through the company payroll.

The employee receives one statement of earnings for the permanent contract. Earnings, payments, legal reporting, and declarations are processed for employee on contract.

Legal reporting for the contingent worker is processed by the reporting establishment.

Related Topics

- [Contract Types for France](#)
- [How can I add a trainee in France?](#)
- [Overview of Implementing Payroll Relationship](#)

Calculation Cards

Organization-Level Statutory Deductions Calculation Card for France

The Statutory Deductions calculation card enables you to capture work accident and transport-related information for the tax reporting unit (TRU). For France, every TRU is designated as a reporting establishment. Use the Manage Legal Reporting Unit Calculation Records task to create the Statutory Deductions

You can have only one Statutory Deductions calculation card for each reporting establishment at any point.

You must consider the following points when you create a Statutory Deductions calculation card:

- Work Accident Calculation Component and Component Details
- Transport Calculation Component

Work Accident Calculation Component and Component Details

You can define a work accident rate that applies to all employees in the reporting establishment. However, certain departments within the TRU may have different work accident rates than the ones defined at the establishment-level.

When a single rate applies to the whole reporting establishment, select the value for Reference as All Departments.

In the Work Accident Information component details, specify the Section Code, Office, and Risk Code to identify the rate for the payroll work accident contribution.

If a department has a specific work accident rate, create a new Work Accident calculation component and select the department from the list of available departments.

Note: Use the Manage Departments task to specify whether a specific work accident rate applies to a department in the France Department Information section. Specify the value for the Specific Work Accident Rate field as Yes. This adds the department to the list of values in the Work Accident component.

In the Enterable Calculation Values on Calculation Cards tab, specify the work accident employer rate for the reporting establishment or the department, whichever is applicable.

Transport Calculation Component

You can define standard and additional rates for the Transport component for each reporting establishment. The Transport component has no component details. Use the Enterable Calculation Values on Calculation Cards tab to enter the calculation values for Transport Rate and Transport Additional Rate.

Organization-Level Pension and Welfare Calculation Card for France

The Pension and Welfare calculation card enables you to enter information related to the statutory complementary pension contracts for the tax reporting unit (TRU). For France, every TRU is designated as a reporting establishment.

Use the Manage Legal Reporting Unit Calculation Records task to create the Pension and Welfare calculation card.

You can have only one Pension and Welfare calculation card for each TRU at any point.

You must consider the following points when you create a TRU calculation card:

- Complementary Pension Component
- Contract Information Component Details

Complementary Pension Component

The application creates the Complementary Pension component when the calculation card is created. Use the Edit and Update options to enter the Institution Contract Reference for complementary pension.

Contract Information Component Details

The application creates the Contract Information component details record upon calculation card creation. In the Contract Information component details, specify the following information:

| Field | Description |
|-------------------|---|
| Institution Group | You can only select institutions for which a location has been identified that match the institution type. |
| Mandatory | Indicates whether the subscription is mandatory or optional. |
| Institution Type | Identifies the type of institutions that manage the pension contracts. For example, AGIRC, ARRCO, contingency fund, mutual insurance or other insurances. |

Related Topics

- [Enterprise Structure Setup for HCM for France](#)

Automatic Statutory Deductions Calculation Card Creation for France

If the value of your country setting in the Manage Features by Countries or Territories page is either Payroll or Payroll Interface, then a personal Statutory Deductions calculation card is automatically created for a person upon completion of the New Hire process.

Use the Calculations Cards task in Payroll to view and update the card as needed. The automatically created card contains the most commonly used values for the key fields.

The following are the important aspects of the automatic card creation process:

- You must have defined an organization-level Statutory Deductions calculation card before the Hire an Employee task can create a personal Statutory Deductions calculation card. Use the Legal Reporting Unit Calculation Records task to do this.
- You must define the element eligibility for the French Payroll Processing element. Use the Elements task from the Payroll Calculations work area to do this.
- For each reporting establishment, indicate if it's located in the Alsace-Moselle region. Use the Legal Reporting Unit HCM Information task to do this.

Employee Information Calculation Component and Component Details

The application creates the Employee Information component and component details record automatically upon card creation.

| Field | Default Value |
|---|---|
| Context Value | Employee Information |
| Employee Scheme | Derived from person attributes: Contract Type, Contract Subtype, and Employee Age. |
| Local Scheme | Derived from the value you set for the Alsace-Moselle region in the organization-level Statutory Deductions calculation card. |
| Employee Pension Scheme | Derived from the values you set for person attributes - Contract Type and Employee Category AGIRC-ARRCO. |
| Resident Abroad | Derived from person home address. This value is selected if their country of residence isn't France. |
| State Pension Contribution Base-Full-Time | Unselected |
| Complementary Pension Contribution Base - Full-Time | Unselected |
| Reduced Percentage Rate for DFS | Blank |

Default Values for Employee Scheme, Local Scheme, and Employee Pension Scheme

Employee Scheme: The application derives the default value for the employee scheme from a combination of person attributes as described in the table below:

| System Person Type | Contract Type | Contract Subtype | Employee Age | Employee Scheme |
|--------------------|---|---------------------------------------|--------------------|-----------------------------|
| Employee | All contract types except Apprenticeship or Professionalization | All except Professionalization Period | Any | General |
| Employee | Apprenticeship | Not applicable | Any | Apprentices |
| Employee | Professionalization contract | Not applicable | Up to 45 years | Professionalization |
| Employee | Professionalization contract | Not applicable | 45 years and above | Professionalization over 45 |
| Employee | Standard | Professionalization period | 45 years and above | Professionalization |
| Employee | Standard | Professionalization period | Up to 45 years | Professionalization over 45 |
| Trainee | Not applicable | Not applicable | Any | Any |

Local Scheme: The application derives the default value for local scheme as follows:

| Alsace-Moselle Region (in the French TRU Details) | Other |
|---|----------------|
| Yes | Alsace-Moselle |
| No | Other areas |

Employee Pension Scheme: The application derives the default value for employee pension schemes based on a combination of Contract Type and Employee Category AGIRC-ARRCO:

| Contract Type | Employee Category AGIRC-ARRCO | Employee Pension Scheme |
|----------------------|---|-------------------------|
| Apprenticeship | 04 - Nonmanagers - general staff | Nonmanager Apprentice |
| Other Contract Types | 04 - Nonmanagers - general staff | Nonmanager |
| Other Contract Types | 02 - Extension managerial staff for complementary pension | Manager and Extension |
| Other Contract Types | 01- Managerial staff - Clause 4/4B | Manager and Extension |

Associations and Association Details

The application automatically associates the calculation card with the default TRU of the reporting establishment to which the employee belongs. The calculation card and all the employment terms and assignment for the employee can be associated with only one TRU.

Reports

Overview of Statutory Reports for France

Payroll managers run a number of statutory reports that are required by external organizations such as legal authorities, tax office or social insurance office, or to be given to the employees.

Run these reports from the Regulatory and Tax Reporting work area.

| Report Task | Purpose | When to Run | Report Results |
|---|--|--|--|
| Run French Personnel Register | Statutory report containing the list of persons currently employed in an establishment, and those previously employed with the establishment in the last five years. | As required for statutory purposes. | Employer information includes company and establishment names, SIREN, SIRET, and addresses. Employee information includes basic information, job details, visa information and specific contract information. |
| Run French Unique Statement of Employment (DUE) | Statutory report to be submitted to the URSSAF when an employee is hired or rehired by the company. | As required for statutory purposes. | Employer information includes establishment name and addresses, and contact name. Employee information includes basic information, national identifier, and contract details. |
| Run French Work Certificate | Certificate or letter provided to the terminated employees. | Employee termination. | Employer information includes company and establishment names, SIRET, and addresses. Employee Information includes basic information, jobs held and their description, and information on individual entitlement to training. |
| Run French Access to Training Report (BIAF) | Required document provided to every employee on fixed-term contract allowing them access to training and competency development managed by OPACIF. | At the time of providing the fixed-term contract, ad-hoc employee requests or upon employee termination. | Employer information includes company and establishment names, SIRET, OPCA, NAF number, and addresses. Employee Information includes basic information, fixed-term |

| Report Task | Purpose | When to Run | Report Results |
|-------------------------------------|--|---|--|
| | | | contract dates and details and training duration applicable. |
| Run French Social Report | Statutory report published to compare the results of the current year with the previous two years using a given set of indicators. You can generate this report at the tax reporting unit (TRU) level and for a legal employer. | Annually or as required for statutory purposes. | Report results depend on whether the report is generated for a reporting establishment or the legal employer. |
| Run French Manpower Movement Report | Statutory report containing the movements of employees in an establishment with details of newly hired employees, salary changes of existing employees, and terminated employees. Includes contingent workers for headcount calculation. | Monthly or as required for statutory purposes. | Establishment data, headcount details and employee details based on the number of work terms, and whether they're hired, rehired, transferred or terminated. |

Related Topics

- [French Disability Report \(DOETH\)](#)

Worker Data Validation Report for France

Run the Worker Data Validation Report to get a list of employees with missing or noncompliant statutory HR data. Using this report, you can verify whether the relevant person information has been entered:

| Validation Level | Attribute |
|------------------|---|
| Assignment | Activity Mode Department Job Population Type |
| Employment Terms | Assignment Category Contract Type Grade Job Reporting Establishment |
| Person | Home Address Citizenship |

| Validation Level | Attribute |
|------------------|--|
| | Country of Birth Date of Birth Worker Category |

HR managers and payroll managers can run this report from the Data Exchange work area or the Payroll Checklist work area.

Parameters

Specify the legal employer and the effective date to run the report.

Report Results

The report is delivered in PDF format and lists the persons with the missing attributes as of the effective date. Use the report results to make the HR data statutory compliant and complete by adding the missing information for the listed persons.

This table contains a sample output of the report.

| Person Name | Person Number | Validation Message |
|-------------|-----------------|--|
| Daniel Ross | 955160008175784 | A value for the attribute Grade is required. A value for the attribute Activity Mode is required. |
| Marian Ziss | 955160008175782 | A value for the attribute Citizenship Status is required. |

Related Topics

- [Payroll Data Validation Report for France](#)

Payroll Data Validation Report for France

Run the Payroll Data Validation Report to generate a list of workers with missing or noncompliant payroll data. Using this report, you can verify whether the required data setup for all employees for payroll run or processes is complete.

You can also create additional validations as required.

Parameters

Payroll managers or administrators can run this report from the **Payroll Calculations** or the **Payroll Checklist** work area.

Report Results

The report is delivered in PDF format and lists the persons with the missing payroll attributes as of the effective date. This table contains a sample output of the report.

| Person Name | Person Number | Validation Message |
|----------------|-----------------|---|
| Emily Thorne | 955160008175745 | A value for the attribute Tax Reporting Unit is required. |
| Daniel Grayson | 955160008175763 | A value for the attribute Tax Reporting Unit is required. |

Related Topics

French Disability Report (DOETH)

The French Disability Report or the DOETH is a mandatory declaration of disabled workers in the establishment. The application provides four reports that enable you to fill the DOETH:

- Disabled employees with relevant information
- Disabled trainees
- Employees with ECAP jobs
- Total headcount

Payroll administrators and payroll managers run this report from the Tax and Regulatory Reporting work area. This is an annual report.

When you run the report for a specific legal employer, the above mentioned four reports are generated irrespective of their reporting establishments.

When you run the report for a specific legal employer and a reporting establishment associated with it, the above mentioned four reports are generated for that reporting establishment.

Employer information includes company and establishment names, SIRET, and report date and the year for which the report is generated. Employee information includes:

- Personal and Assignment details such as person name, person type, gender, employment start date, and job details.
- Disability information such as disability registration or category

Parameters

The parameter values determine which records to include in the report. Most parameters are self-explanatory, while the following have special meaning in the context of this report.

Legal Employer

Indicates the legal employer for which the Disability report must be reported.

Establishment

Optionally, you can extract the data for a single establishment.

Start Date and Effective Date

Indicates the period for which the report is generated.

Related Topics

- [Overview of Statutory Reports for France](#)

Work Certificate

The Work Certificate is a certificate or letter provided to terminated employees. It describes the employee and employer details, and lists the employee's jobs while employed by the company. The employer information includes company and establishment names, SIRET, and addresses.

The employee information includes basic information, jobs held and their description, and information on individual entitlement to training.

Frequently Asked Questions

The following table lists frequently asked questions about this report.

| Question | Answer |
|--|--|
| How do I find this report? | In the Checklists work area, select Submit a Process or Report. Specify a France legislative data group (LDG). Select French Work Certificate. |
| Who uses this report? | Human Resource Specialist and Payroll Managers |
| When do I use this report? | Run this process for a terminated employee or a set of employees who are terminated. |
| What prompts can I use to narrow the results of this report? | Use the Legal Employer field to specify the legal entity of the terminated employees. Use the Person field to run the work certificate for a specific person. Use the Start Date and Effective Date fields to extract all the employees having a termination date included in the range specified by Start Date or Effective Date. |
| How do I share this report? | Add to briefing book Schedule an agent to run the report |
| What tool do I use to edit this report? | Oracle Business Intelligence Publisher |

Related Topics

Access to Training Report

The Access to Training Report (BIAF) is a statutory document that must be provided to employees on fixed-term contract allowing them access to training and competency development managed by OPACIF.

Frequently Asked Questions

The following table lists frequently asked questions about this report.

| FAQ | Answer |
|--|--|
| How do I find this report? | In the Checklist work area, select Submit a Process or Report. Specify a France legislative data group (LDG). Select French Access to Training Report.. |
| Who uses this report? | HR Managers |
| When do I use this report? | Run this report at the time of providing the fixed-term contract to the employee. You can also run this report for employee requests or upon employee termination. |
| What prompts can I use to narrow the results of this report? | Use the Payroll Flow field to uniquely identify this payroll flow submission. Use the Legal Employer field to specify the legal entity. Use the Establishment field to run the report for a specific reporting establishment. Use the Person field to run this report for a specific employee. Use the Effective Date field to run the report for all eligible persons as on the specified date. |
| How do I share this report? | Add to briefing book Schedule an agent to run the report |
| What tool can I use to edit this report? | Oracle Business Intelligence Publisher |

Manpower Movement Report

The Manpower Movement Report is a statutory HR report that must be submitted to the department of labor and it reports every work contract that was started or ended within the reporting period.

The report contains details of newly hired employees, employee transfers, and terminated employees.

Frequently Asked Questions

The following table lists frequently asked questions about this report.

| FAQ | Answer |
|--|---|
| How do I find this report? | In the Checklists work area, select Submit a Process or Report. Specify a France legislative data group (LDG). Select French Manpower Movement. |
| Who uses this report? | HR Managers and Payroll Managers |
| When do I use this report? | Run this report every month or as required for statutory purposes. |
| What prompts can I use to narrow the results of this report? | Use the Payroll Flow field to uniquely identify this payroll flow submission. Use the Legal Employer field to specify the legal entity. Use the Establishment field to run the report for a specific reporting establishment. Use the Start Date Field to specify the reporting period, for example, the first day of the month. Use the Effective Date field to specify the end date for the reporting period. |
| How do I share this report? | Add to briefing book Schedule an agent to run the report |
| What tool can I use to edit this report? | Oracle Business Intelligence Publisher |

Unique Statement of Employment: Explained

The DUE or the Unique Statement of Employment is generated when employees or trainees are hired or rehired by the organization. The report must be submitted to the URSSAF. The declaration consists of information about the hiring organization and the employee details.

It is also used to complete various formalities like the registration of the person with the health insurance or unemployment systems, if required.

Frequently Asked Questions

The following table lists frequently asked questions about this report.

| FAQ | Answer |
|----------------------------|---|
| How do I find this report? | In the Checklists work area, select Submit a Payroll Flow. Specify a France legislative data group (LDG). Select French Unique Statement of Employment. |
| Who uses this report? | HR Managers and Payroll Managers |
| When do I use this report? | Run this report every month or as required for statutory purposes. |

| FAQ | Answer |
|--|---|
| What prompts can I use to narrow the results of this report? | <p>Use the Payroll Flow field to uniquely identify this payroll flow submission.</p> <p>Use the Legal Employer field to specify the legal entity.</p> <p>Use the Establishment field to run the report for a specific reporting establishment.</p> <p>Use the Person field to run the report for a specific person. Trainees aren't automatically included in the report. You can use this field if you want to run the report for a trainee.</p> <p>Use the Start Date Field to specify the start of the reporting period.</p> <p>Use the Effective Date field to specify the end date for the reporting period.</p> |
| How do I share this report? | <p>Add to briefing book</p> <p>Schedule an agent to run the report</p> |
| What tool do I use to edit this report? | Oracle Business Intelligence Publisher |

Related Topics

Personnel Register

The French Personnel Register(RUP) is a mandatory report of persons currently employed in an establishment, and who were previously employed with the establishment in the last five years.

Frequently Asked Questions

This table lists frequently asked questions about this report.

| FAQ | Answer |
|--|--|
| How do I find this report? | In the Checklists work area, select Submit a Process or Report. Specify a France legislative data group (LDG). Select French Personnel Register. |
| Who uses this report? | HR Managers and Payroll Managers |
| When do I use this report? | Run this report every month or as required for statutory purposes. |
| What prompts can I use to narrow the results of this report? | <p>Use the Payroll Flow field to uniquely identify this payroll flow submission.</p> <p>Use the Legal Employer field to specify the legal entity.</p> <p>Use the Establishment field to run the report for a specific reporting establishment.</p> <p>Use the Start Date Field to specify the start of the reporting period.</p> |

| FAQ | Answer |
|--|--|
| | Use the Effective Date field to specify the end date for the reporting period. |
| How do I share this report? | Add to briefing book Schedule an agent to run the report |
| What tool can I use to edit this report? | Oracle Business Intelligence Publisher |

Social Report

The French Social Report is a statutory report published every year to compare the results of the current year with the previous two years, using a given set of indicators.

You can generate this report for a tax reporting unit (TRU) and for a legal employer.

Frequently Asked Questions

The following table lists frequently asked questions about this report.

| FAQ | Answer |
|--|---|
| How do I find this report? | In the Checklists work area, select Submit a Process or Report. Specify a France legislative data group (LDG). Select French Social Report. |
| Who uses this report? | HR Managers and Administrators |
| When do I use this report? | Run this report annually or as required for statutory purposes. |
| What prompts can I use to narrow the results of this report? | Use the Payroll Flow field to uniquely identify this payroll flow submission. Use the Legal Employer field to specify the legal entity. Use the Establishment field to run the report for a specific reporting establishment. Use the Start Date Field to specify the start of the reporting period. Use the Effective Date field to specify the end date for the reporting period. |
| How do I share this report? | Add to briefing book Schedule an agent to run the report |
| What tool do I use to edit this report? | Oracle Business Intelligence Publisher |

Related Topics

FAQs

How can I define external organizations for the French reporting establishment ?

Use the Manage Locations task to create and manage locations for the French reporting establishment. You can use this to specify relevant details such as address, contact, and other information required to communicate with the external organizations and information related to legal reporting

The location centers are used in the French reporting establishment to display the locations of external organizations based on location types.

Related Topics

How can I manage work accident rates at the department level for France?

In the Setup and Maintenance work area, go to the following:

- Offering: Workforce Deployment
- Functional Area: Workforce Structures
- Task: Manage Departments

Select the appropriate value for specific work accident rate. The work accident rates are defined for the whole establishment at the tax reporting unit (TRU) level. These rates are usually applicable to all the departments within an establishment. As an exception, you can specify whether certain departments within a single establishment can have different rates if the level of risk varies from department to department.

The default value is No and it indicates there is no specific work accident rate defined for this department in the establishment.

Select Yes to enter work accident rates for a specific department or set of departments in the TRU-level calculation card.

Related Topics

- [Enterprise Structure Setup for HCM for France](#)

How can I add a trainee in France?

Add a nonworker person using the person type Trainee. This is the only person type available for trainees. For additional trainee types, use the Manage Person Types task to create new person types, for example, young trainees or other trainees.

On the Employment Information page, update the training duration for each trainee.

How can I define INSEE PCS job code and extensions, and ECAP?

In the Setup and Maintenance work area, select:

- Offering: Workforce Deployment
- Functional Area: Workforce Structures
- Task: Manage Job

Define the job legislative information such as INSEE PCS job code, Extension to PCS job code, and whether the job is recognized as ECAP.

How can I set a person's CPAM or local social security office?

In the Manage Person Information page, open the Gender and Marital Status section for editing. Click View More Details. This invokes the Legislative Information page where you can set the value for Person Social Security Office Location (CPAM).

How can I specify the professionalization period or employment initiative period as part of a permanent contract?

On the Manage Employment Information page, in the Contract Details section, select the contract type Standard and the contract duration Permanent. Select the contract subtype as either Professionalization Contract Period or Employment Initiative Contract Period (CUI-CIE).

Specify the start and end dates to define the contract period.

How can I enable full contract functionality for France?

Use the Manage Legal Entity HCM Information task to select the relevant employment model in the Legal Employer Details page. Select the 2-Tier - Single Contract - Single Assignment employment model.

How can I update disability information for a person in France?

Navigate to the Disabilities tab on the Manage Person Information page and click Create. In the Disability Information section, select France as the country and specify the disability category and the status.

In the Legislative Information section, select France Disability Information as the context value and enter the relevant disability information.

5 Germany

Introduction

Overview

This chapter contains help for implementing and using Oracle Human Resources for Germany. It's not intended to be a complete guide.

Objectives

It's assumed that you have working knowledge of the basic principles and you're familiar with the customary terms.

Other Documents

For more information about generic and related tasks, you must refer to the guides at docs.oracle.com.

It's also assumed that you have consulted the following guides:

- Implementing Global Human Resources guide.
- Oracle Applications Cloud Using Functional Setup Manager guide to have a detailed understanding of the Functional Setup Manager and the implementation tasks.
- The country-specific implementation document (Doc ID 1504483.1) available on My Oracle Support.

Reports

Disability Report for Germany

The German Disability Report allows employers to report the number of disabled employees and additional information about them to the Employment Agency. This report generates three CSV files (a, c, and d), and an audit file.

This report generates three CSV files (a, c, and d), and an audit file. For more information on the files a, c, and d, visit the REHADAT-Elan website.

Frequently Asked Questions

This table lists frequently asked questions about this report.

| FAQ | Answer |
|----------------------------|--|
| How do I find this report? | In the Checklists work area, select Submit a Process or Report. Specify a German legislative data group (LDG). Select REHADAT Disability Report. |

| FAQ | Answer |
|--|---|
| Who uses this report? | HR Managers and HCM Specialists |
| When do I use this report? | Run this report annually or as required for statutory purposes. |
| What prompts can I use to narrow the results of this report? | Use the Payroll Flow field to uniquely identify this payroll flow submission. Use the Legal Employer field to specify the legal entity. Use the Effective Date field and Start Date field to extract all disabled employees that have a work relationship with the company during the specified date range. |
| How do I share this report? | Add to briefing book Schedule an agent to run the report |
| What tool can I use to edit this report? | Oracle Business Intelligence Publisher |

Related Topics

- [Worker Data Validation Report for Germany](#)

Worker Data Validation Report for Germany

The Worker Data Validation Report is generated to get a list of employees with missing or noncompliant statutory HR data. The report is delivered in PDF format and lists the persons with the missing attributes as of the effective date.

You can use the report results to make the HR data statutory compliant and complete by adding the missing information for the listed persons.

Frequently Asked Questions

The following table lists frequently asked questions about this report.

| FAQ | Answer |
|--|---|
| How do I find this report? | In the Checklists work area, select Submit a Payroll Flow. Specify a German legislative data group (LDG). Select Run Worker Data Validation Report. |
| Who uses this report? | HR Managers and HCM Specialists |
| When do I use this report? | Run this report before running periodic processes (for example, payroll run) or reports. |
| What prompts can I use to narrow the results of this report? | Use the Payroll Flow field to uniquely identify this payroll flow submission. Use the Legal Employer field to specify the legal entity. |

| FAQ | Answer |
|---|---|
| | Use the Effective As-of Date field to specify the reporting date. |
| How do I share this report? | Add to briefing book Schedule an agent to run the report |
| What tool do I use to edit this report? | Oracle Business Intelligence Publisher |

Related Topics

- [Disability Report for Germany](#)

6 Netherlands

Introduction

Overview

This chapter contains help for implementing and using Oracle Human Resources for Netherlands. It's not intended to be a complete guide.

Objectives

It's assumed that you have working knowledge of the basic principles and you're familiar with the customary terms.

Other Documents

For more information about generic and related tasks, you must refer to the guides at docs.oracle.com.

It's also assumed that you have consulted the following guides:

- Implementing Global Human Resources guide.
- Oracle Applications Cloud Using Functional Setup Manager guide to have a detailed understanding of the Functional Setup Manager and the implementation tasks.
- The country-specific implementation document (Doc ID 1504483.1) on My Oracle Support.

Enterprise Structures

Enterprise Structure Setup for HCM for the Netherlands: Points to Consider

Use the setup tasks and define legal entities, legal reporting units, legal authorities, legal addresses, and reporting establishments. The Dutch localization supports both the two-tier and the three-tier employment models. Consider the following key points as you design and create enterprise structures for Oracle

Legal Jurisdictions, Legislative Category, and Legal Authorities

Use the **Manage Legal Jurisdictions** task to create your own legal jurisdiction to define the tax office. This legal jurisdiction you create is associated with the legal authority and uses the tax registration number as the legal reporting unit registration code.

The Wage Tax legislative category is predefined. Use this legislative category when you define the legal authority for a tax office.

Legal Entities, Legal Employers, and Payroll Statutory Units

When you set up legal entities, you can identify them as legal employers and payroll statutory units (PSUs). This makes them available for use in Oracle Fusion HCM.

For a Dutch organization model, you must define a legal entity as both a legal employer and a PSU. A one-to-one relationship must exist between the legal employer and the PSU.

Tax Reporting Units, Reporting Establishments, and Registrations

When you create a legal entity and identify it as a PSU, the application automatically creates a default tax reporting unit (TRU). You can create additional TRUs, if required.

A TRU is used to group employees for the purpose of tax and social insurance reporting. A reporting establishment is an organization that's used for statutory reporting other than tax and social insurance reporting. You must define every TRU as a reporting establishment for the Dutch organization.

The registration with the identifying jurisdiction is automatically created for the default TRU.

You must register every TRU that you create with the tax office using the tax registration number.

Tax Reporting Unit Details

Use the Manage Legal Reporting Units HCM Information task to specify additional information for the TRU. Specify the Wage Report details and Sickness Report details in the TRU information.

Tax Reporting Unit Calculation Card

Use the **Manage Legal Reporting Unit Calculation Records** task for the TRU-level calculation card.

Use this calculation card to manage data at the TRU-level statutory deductions and taxes specific to the TRU. You can create only one calculation card at the TRU-level. On this card, you can specify information that's specific to the employer, such as:

- Sector fund contribution
- WGA contribution rate
- Wage tax subsidies
- Tax calculation settings

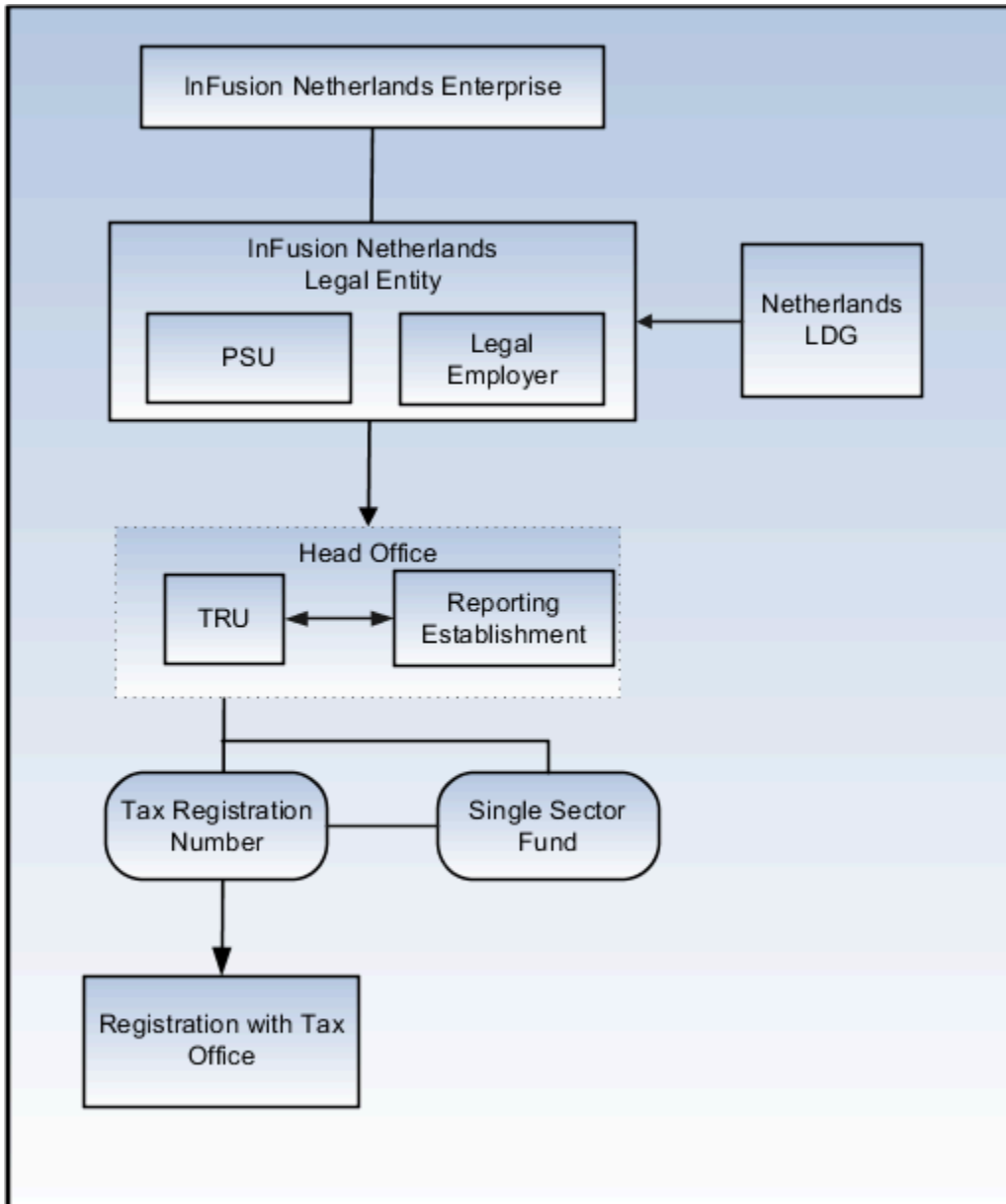
Related Topics

Examples of Organization Models for the Netherlands

These examples illustrate different models for the Dutch organizations in the Oracle Fusion HCM. Each example includes a legislative data group (LDG). LDGs aren't an organization classification, but are included in the example to show how they're associated with the payroll statutory unit (PSU).

Single Company with Single Payroll Statutory Unit and Single Tax Reporting Unit

Here's an example that illustrates a fictional company, InFusion Netherlands, with a single sector fund and single tax office registration. It's a registered company with the corporate head office in Amsterdam. Tax calculation and sector fund management are managed through a single tax reporting unit (TRU).



You can use the basic setup for this model involving these steps:

1. Create an InFusion Netherlands organization with the Enterprise classification.
2. Create a Dutch LDG.
3. To define the tax office, create a legal jurisdiction and set the territory to Netherlands. Use the Wage Tax legislative category when you define the legal authority for the tax office.
4. Create a legal entity for InFusion Netherlands. Designate it as both legal employer and PSU.

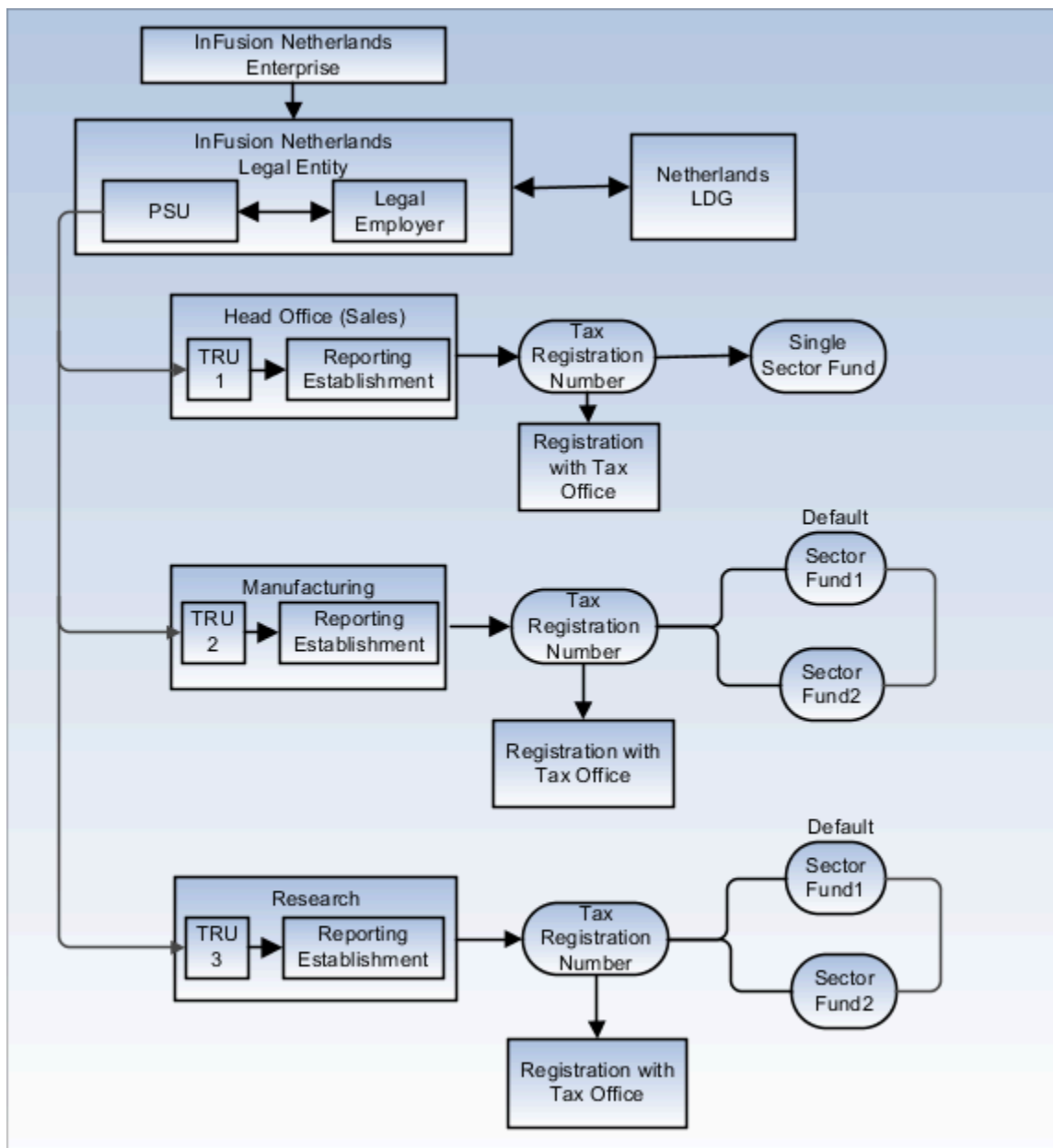
5. Select the TRU that was created when you defined the legal entity and designate it as a reporting establishment.
6. Use the unique tax registration number to register the TRU with the tax office.

Note: The sector fund, wage tax, and deduction information are stored in the TRU created for this legal entity.

7. Use the TRU deduction card to define a single sector fund for the TRU.

Single Company with Single Payroll Statutory Unit and Multiple Tax Reporting Units

In this example, there's a fictional company InFusion Netherlands with a single PSU with tax office registrations for multiple purposes. All the offices share a single payroll. Each office is registered separately with the tax office using a unique tax registration number. The manufacturing and research offices have multiple sector fund contribution rates.



Setup for this model involves the same steps as in the previous example. In addition, it's possible for a legal employer to have multiple tax registration numbers for different purposes.

In this example, you must create separate TRUs for the Head Office (Sales), Manufacturing, and Research office. Register each TRU separately with the tax office using its unique tax registration number. For the Manufacturing and Research offices, create multiple sector fund contribution components such as Sector Fund1 and Sector Fund2. Select Sector Fund1 as the default for each office.

Note: If you have multiple sector fund contribution rates, you must select one of them as the default for the TRU.

Related Topics

- [Enterprise Structure Setup for HCM for the Netherlands: Points to Consider](#)
- [Tax Reporting Unit Calculation Card for the Netherlands](#)
- [Overview of Legal Entities, Business Units, and Divisions](#)

Name Styles and Name Formats for the Netherlands

You can use a suite of predefined name styles and predefined name formats.

Name Styles

A name style determines how the name is displayed on a person record. It specifies which components are shown, the sequence in which they're displayed, and whether they're optional or required. The name style must not be modified during the implementation phase. This topic explains the predefined Dutch Name Styles and Name Formats.

The predefined name style for the Netherlands is:

- Correspondence Title
- First Name (required)
- Initials (required for employees)
- Prefix
- Last Name (required)
- Title 1
- Title 2
- Title 3
- Partner Last Name
- Partner Prefix
- Name Format

Use the Manage Common Lookups task to view or edit the list of values for the various Title fields, that is, Title 1, Title 2, and Title 3 using the lookup HRX_NL_TITLE.

Name Formats

A name format is a template for arranging the predefined components of a name (such as first name, last name, and title) in a specified order for a particular purpose. For example, in an ordered list of names, the last name may appear before the first name. But in other contexts, the first name may appear before the last name.

In addition to the four global name formats that are available for use in all localizations (display name, list name, full name, and order name), three additional local format types are predefined for the Netherlands:

- Own last name and partner last name: [Initial] [Prefix] [Last Name] [Partner Prefix] [Partner Last Name]
- Partner last name and own last name: [Initial] [Partner Prefix] [Partner Last Name] [Prefix] [Last Name]
- Partner name: [Initial] [Partner Prefix] [Partner Last Name]

You can select one of these name formats in the person record in a Dutch legislative data group (LDG). The selected Dutch name format is used wherever the default full name format is otherwise used, such as on statutory reports or a payslip. If there is no value specified in the name format field, then the default Dutch full name format is used for the person. Optionally, select a specific name format at the individual employee level and display the name as the employee prefers (using the predefined Dutch name style components) instead of the default full name format.

To set up additional Dutch name format styles, configure a new name format in the two lookups, PER_NAME_FORMATS and HRX_NL_FULL_NAME_FORMAT. Use the Manage Person Name Formats task to set up the actual name formats. These name formats are available to use in all the Dutch legislative data groups (LDGs) in your enterprise.

Related Topics

- [Person Name Formats](#)

Element Classifications for Netherlands

Oracle Fusion Global Payroll for Netherlands provides a suite of predefined element classifications for use when defining calculation elements. The following primary classifications are applicable for the Netherlands:

- Absences
- Balance Initialization
- Direct Payments
- Employer Charges
- Employer Taxes
- Information
- Involuntary Deductions
- Pre-Statutory Deductions
- Social Insurance Deductions
- Standard Earnings
- Supplemental earnings
- Tax Deductions
- Taxable Benefits
- Voluntary Deductions

Absences

For the Absences primary classification for the Netherlands, following secondary classifications are available:

- Maternity
- Sickness
- Vacation
- Other

Employer Charges

For the Employer Taxes primary classification, following secondary classifications are available:

- Employer Taxes Flat-Rate Taxes
- Employer Taxes Subsidies

Employer Taxes

For the Employer Taxes primary classification, following secondary classifications are available:

- Employer Taxes Flat-Rate Taxes
- Employer Taxes Subsidies

Pre-Statutory Deductions

For the Pre-Statutory Deductions primary classification, following secondary classifications are available:

- Pre-Statutory Deductions Company Pensions Scheme
- Pre-Statutory Deductions Life Saving Schemes

For the Pre-Statutory Deductions primary classification, following subclassifications are available:

- Pre-Statutory Deductions Basis for 13th Salary
- Pre-Statutory Deductions Basis for Holiday payment
- Pre-Statutory Deductions Court Order Basis
- Pre-Statutory Deductions Subject to Social Insurance
- Pre-Statutory Deductions Subject to Special-Rate Tax
- Pre-Statutory Deductions Subject to Standard-Rate Tax
- Pre-Statutory Deductions Taxable Income Subject to Flat-Rate Tax

Standard Earnings

For the Standard Earnings primary classification, following subclassifications are available:

- Standard Earnings Basis for 13th Salary
- Standard Earnings Basis for Holiday Payment
- Standard Earnings Court Order Basis
- Standard Earnings Overtime Basis

- Standard Earnings Subject to Social Insurance
- Standard Earnings Subject to Standard-Rate Tax
- Standard Earnings Taxable Income Subject to Flat-Rate Tax

Supplemental Earnings

For the Supplemental Earnings primary classification, following secondary classifications are available:

- Supplemental Earnings Other Supplemental Earnings
- Supplemental Earnings Overtime

For the Supplemental Earnings primary classification, following subclassifications are available:

- Supplemental Earnings Basis for 13th Salary
- Supplemental Earnings Basis for Holiday Payment
- Supplemental Earnings Court Order Basis
- Supplemental Earnings Overtime Basis
- Supplemental Earnings Subject to Social Insurance
- Supplemental Earnings Subject to Special-Rate Tax
- Supplemental Earnings Taxable Income Subject to Flat-Rate Tax

Taxable Benefits

For the Taxable Benefits primary classification, following secondary classifications are available:

- Taxable Benefits Recurring Taxable Benefits
- Taxable Benefits Supplemental Taxable Benefits

For the Taxable Benefits primary classification, following subclassifications are available:

- Taxable Benefits Basis for 13th Salary
- Taxable Benefits Basis for Holiday Payment
- Taxable Benefits Court Order Basis
- Taxable Benefits Overtime Basis
- Taxable Benefits Subject to Social Insurance
- Taxable Benefits Subject to Special-Rate Tax
- Taxable Benefits Subject to Standard-Rate Tax
- Taxable Benefits Taxable Income Subject to Flat-Rate Tax

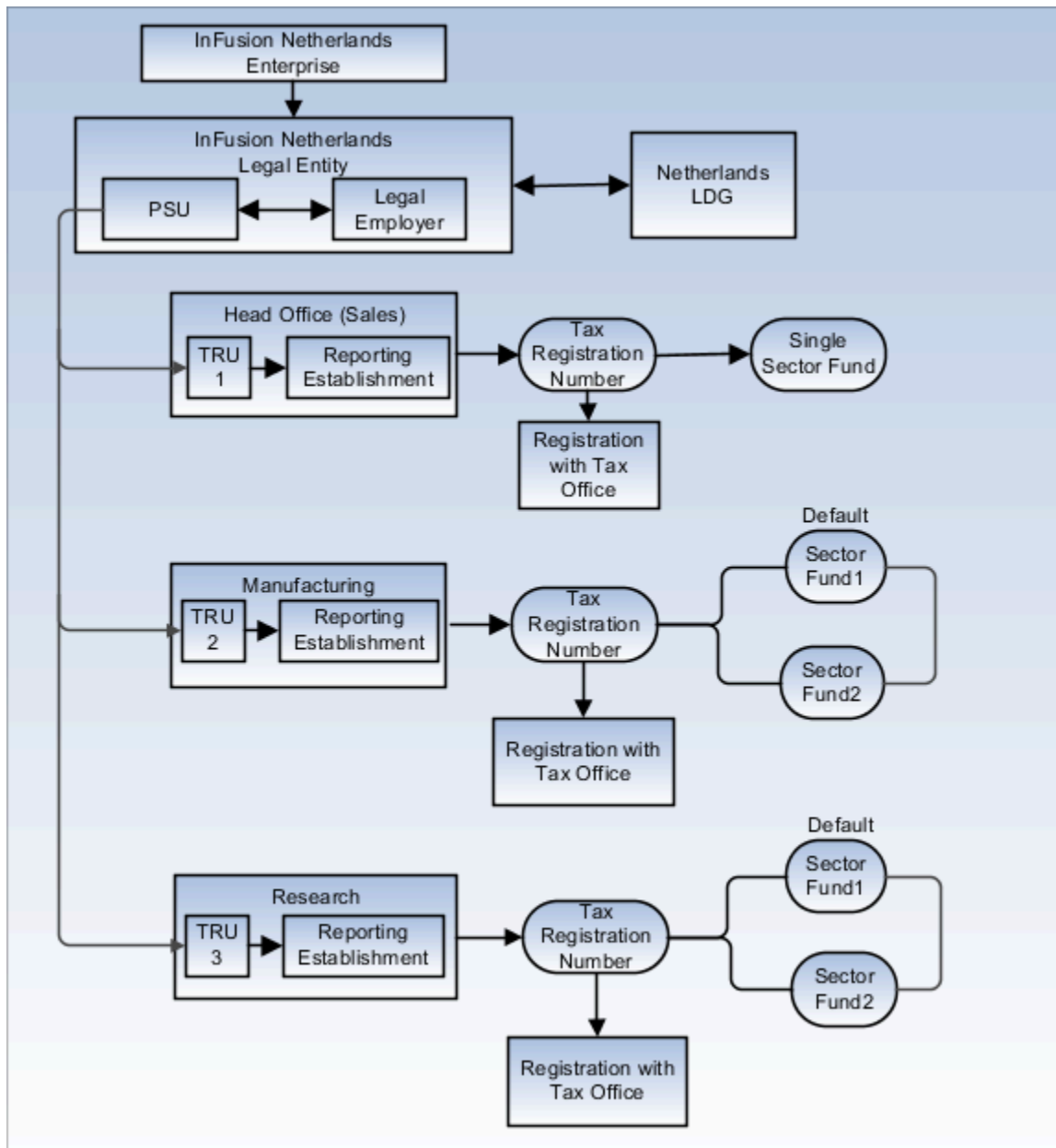
Related Topics

Calculation Cards

Statutory Deductions and Reporting Calculation Card Components for Netherlands: How They Work Together

The Dutch Statutory Deductions and Reporting Card consists of statutory deductions and information related to the Wage Report for a particular payroll relationship.

The calculation components on this card correspond to the Wage Report and the payroll elements for social insurance and taxes defined at the legislative level. Depending on whether the calculation card is created automatically or manually, the calculation components and component details are created. The sector fund details may vary by employee. For example, if an employee has multiple assignments that correspond to different sector funds, you can create multiple Sector Fund WW calculation components, one for each assignment associated with the calculation card.



Tax Reporting Unit Association

Associating a tax reporting unit (TRU) with a calculation card enables the payroll process to apply rules and rates defined for the TRU for calculating deductions. The Statutory Deductions and Reporting Card can only be associated with a single TRU. In an automatically created card, the association with the TRU is automatically-created and can't be edited.

In a manually created card, you create the association between the calculation card and the TRU in the Tax component. All assignments attached to the card are automatically associated with the TRU.

Wage Report Calculation Component

The Wage Report calculation component belongs to the Wage Reporting Information calculation group. When the card is created either manually or automatically, the application automatically creates the Wage Report component and the component details. There can only be one Wage Report component for a calculation card.

The Wage Report calculation component details contain data that's reported to the tax office. The Contract Type is a required field in the Wage Report for contract codes. The contract type in the calculation card is derived from the contract type that's specified during the new hire process. For example, if a two-tier employment model is used and no value was specified, this is set to Unlimited contract.

Tax Calculation Component

The Tax deduction component belongs to the deduction group for Taxes.

- **Standard-Rate Tax:** When you create the calculation card, the application automatically creates the Tax component and Standard-Rate Tax component details record.
 - Income code and tax code is required for standard-rate tax.
 - You can select a nonstandard tax code from the list of predefined statutory values.
 - To define a standard tax code, you must enter the taxation type, tax table, and the payroll period.
 - The payroll period is the same as the one defined for the associated TRU.
 - The 30 percent rule, defined for foreign nationals, reduces the earnings basis for social insurance and tax by thirty percent.
- **Special-Rate Tax:** When the calculation card is created automatically, the application also automatically creates the Special-Rate Tax component and component details. If you created the card manually, this component isn't automatically created and must be created manually, if required. The Special-Rate Annual Income is calculated based on the previous year income and is used to calculate the special-rate tax.

Use the **Enterable Values on Calculation Cards** tab to create overrides for special-rate tax. You can specify values for individual percentage or specify the amount for previous year annual income. The individual percentage value overrides the values specified at the legislative levels.

Social Insurance Component

The Social Insurance component belongs to the Social Insurance calculation group. In an automatically created card, all the Social Insurance components and component details are created automatically.

When the card was created automatically, the sector fund is derived from the default sector fund specified in the TRU card. In the manually created card, you must choose the Sector Fund WW components from the sector funds that apply to the TRU. You can create multiple instances of the Sector Fund WW calculation component, if the sector funds are defined for the TRU.

In the Social Insurance Information component details, you can review or modify the relevant health care insurance (ZVW) information for the employee. You can also specify information related to unemployment, invalidity, disability, and work schedule.

The Subsidies and Discounts component details enables you to specify which tax and social insurance discounts apply to the card.

Assignments Association Details for Sector Funds

The assignments in the calculation card are automatically associated with the default sector fund for the TRU. If the card was created manually, you must associate the sector funds with the assignments. In case of multiple assignments, each employment term may correspond to a different sector fund or the same sector fund.

The following rules apply when creating associations between sector funds and assignments:

- You can associate one assignment with one sector fund only.
- You can associate multiple assignments with a single sector fund.
- You can associate each assignment with a different sector fund, when multiple assignments exist.
- You must have created components for sector funds, and entered funds as contexts of those components for the calculation card.

If additional assignments are added, the existing card isn't updated automatically nor is a new card created. If required, you must create a new card (for example, for a different TRU) or update the existing calculation card with the assignments, provided the same tax and social insurance rules apply to the new set of terms or assignments.

Tax Reporting Unit Calculation Card for the Netherlands

To create the tax reporting unit (TRU) calculation card, in the Setup and Maintenance work area, use this navigation:

- Offering: Workforce Structures
- Functional Area: Legal Structures
- Task: Manage Legal Reporting Unit Calculation Records

You must consider these points when you create a TRU calculation card:

- Calculation cards per TRU
- Calculation card components and component details
- Default and multiple sector funds

Calculation Cards per TRU

You can only have one calculation card for each TRU at any point.

Calculation Card Components and Component Details

These calculation card components are created automatically when the calculation card is created. You must provide TRU information in the component details:

- Sector Fund WW Contribution: Use this component to create social insurance contributions to create sector funds for the TRU. One sector fund component is created automatically when the calculation card is created.
- Tax Calculation: Specify the proration tax table in the component details.
- Wage Tax Subsidy: Specify whether actual working hours or contractual hours are used for the part-time percentage method.

- **WGA Contribution:** Use the overrides tab to specify the WGA contribution percentage for the TRU.

Default Sector Fund and Multiple Sector Funds

You can create more than one sector fund for a TRU. To specify a sector fund as default, create component details and select the default option.

If there is only one sector fund component, it becomes the default sector fund for the TRU.

If you create multiple sector fund components, specify one of them as the default.

The default sector fund is associated with all the personal calculation cards for the TRU.

You can override the default sector fund in the employee personal calculation card and specify another sector fund. You can only select from the sector funds created for this TRU.

Create a Statutory Deductions and Reporting Card Manually for the Netherlands

If your Oracle Product Usage is set to Oracle Fusion Payroll or Payroll Interface, then a Statutory Deductions and Reporting card is created automatically as part of the new hire process.

However, sometimes you must manually create a personal calculation card. This examples illustrate three such scenarios:

- An employee takes on an additional assignment with a different tax reporting unit (TRU) than the one associated with their main assignment.
- A company upgrades their Oracle Product Usage from HR-only to Payroll, and existing employees don't have calculation cards.
- A company transfers some or all of its employees from one TRU to another.

In all examples, use the **Manage Calculation Cards** task in the **Payroll Calculation** work area to create the card.

Additional Assignment for a Different TRU

If an employee with an existing assignment and associated calculation card takes on an additional assignment that reports to a different TRU, you must create a new calculation card. On the new card, associate the assignment with the new TRU and the sector fund that applies for the TRU. The employee receives two different payslips, one for each calculation card.

Upgrade to Oracle Fusion Payroll

In this scenario, you must create an additional calculation card for each employee or load the data using a batch upload process.

Transfer of Employees to New TRU

If your organization is transferring all or some employees to a new TRU, here's what you must do:

1. On the existing calculation cards, set the end date for all association details and the TRU association.
2. For each transferring employee, create a new calculation card. Define an association to the new TRU and association details for the sector funds.

Gatekeeper Law

Gatekeeper Law Absence Case

The Gatekeeper Law defines the rules and procedures that an employer must follow to reintegrate employees who have been absent due to illness or injury, back into the workforce within two years.

All illness and injury related absences are managed under the sickness absence type.

The aim of the Gatekeeper Law is to support the employees in their return to work and thus avoid long-term sickness benefit payments.

The management of Gatekeeper Law absence cases is divided into phases. Each phase is triggered according to the start date of the absence case. The phases are guided by a Case Manager.

Oracle Fusion HCM for Netherlands supports the Gatekeeper Law by allowing you to manage:

- Absence Cases for Gatekeeper Law
- Checklist Templates and Tasks for Gatekeeper Law Absence Case
- Document Records for Gatekeeper Law

Absence Cases for Gatekeeper Law

Before creating a Gatekeeper Law absence case, you must set up your sickness absence types and associate them with the predefined Gatekeeper Law absence category. Use the Manage Absence Case task on the Person Management page to group one or more absences together and represent them as a single absence case for Gatekeeper Law.

When you create a Gatekeeper Law absence case with one or more absence records, Oracle Fusion HCM for the Netherlands:

- Calculates the Gatekeeper Law Start Date: This is the start date that applies to the entire absence case and is used to calculate the start dates that are used for the checklist tasks.
- Allocates the Gatekeeper Law HR checklist and subsequent allocation of tasks as they become due.
- Automatically calculates checklist tasks start and end dates, and recalculates these dates when absence records in the Gatekeeper Law absence case are modified.

Checklist Templates and Tasks for Gatekeeper Law Absence Case

Oracle Fusion HCM for Netherlands provides a predefined Gatekeeper Law HR checklist template that includes tasks to reflect the statutory milestones in the Gatekeeper Law process. The allocation of checklist template is triggered when you create a Gatekeeper Law absence case that includes one or more absence records. You can also copy the predefined checklist template and modify it to suit your requirements.

When an employee returns to work, the checklist tasks are automatically suspended. If the employee goes on another Gatekeeper Law related absence within 28 days, the outstanding tasks are resumed.

Document Records for Gatekeeper Law

Manage the documents associated with a Gatekeeper Law absence case by attaching the supporting documents compliant with Gatekeeper Law. You can add the supporting documents for Gatekeeper Law using the predefined document types which are grouped together in the Dutch-specific document category called Gatekeeper Law. Once created, you can view them from the Document Records region.

Related Topics

- [How to Add Documents to a Gatekeeper Law Absence Case](#)
- [Create a Gatekeeper Law Absence Case](#)
- [Manage Gatekeeper Law Checklist Template](#)
- [How the Gatekeeper Law Start Date is Calculated](#)

How the Gatekeeper Law Start Date is Calculated

The milestones and deliverable associated with the statutory Gatekeeper Law are due for completion in a given time period according to statutory rules. These dates are based on the start date of the absence case that's displayed as the Gatekeeper Law Start Date field.

This topic describes the rules for the calculation (and, where applicable, recalculation) of that date.

Settings That Affect Gatekeeper Law Start Date

Absence Case Start Date

Absence start dates are required for statutory reporting. The start date of the absence records added to an absence case remains unchanged irrespective of changes to the Gatekeeper Law Start Date.

28-Day Rule on Connected Absences

A Gatekeeper Law absence case can include multiple, related absences. When you add a new absence record to an existing case, Oracle Fusion HCM automatically uses the 28-Day Rule to determine if the absence is eligible:

1. The sickness absence begins 28 or fewer days after the end of a previous absence in the case.
2. The employer considers the new absence related to the absence case.

If the absence meets these criteria, it's added to the absence case and the Gatekeeper Law Start Date is recalculated. The start date recalculation applies each time when one of these occurs:

- An absence is added or removed.
- The start or end date changes for an absence already assigned on the case.

Validation on the Gatekeeper Law absence case prevents you from saving an absence case if the absences in it don't comply with the 28-Day Rule.

Note: You must manually assess each sickness absence on an individual basis to determine if it should be added to a Gatekeeper Law absence case. No absence records are added automatically to an absence case, even if they occur within the 28-day time period.

How Gatekeeper Law Start Date Is Calculated

In accordance with legislative rules, when you create a new Gatekeeper Law absence case, the Gatekeeper Law Start Date defaults to the start date of the first absence record. If no other absences are added to the case, then this date remains unchanged and is used to calculate all the checklist task start dates.

However, if the latest absence in the absence case has ended and subsequent absences are added to the same sickness case, the Gatekeeper Law start date is recalculated using this method:

- Start date of sickness absence plus the number of days recovered within the connected period, which is the number of days between each absence in the case.

This calculation method uses calendar days, including weekends and holidays.

This table illustrates how the Gatekeeper Law Start Date is calculated and recalculated when subsequent absences are added:

| Absence Record | Absence Start Date | Absence End Date | Number of Sick Absence Day Taken | Recover Days Since Previous Sick Absence Days Ended | Gatekeeper Law Start Date | Calculation |
|----------------|--------------------|------------------|----------------------------------|---|---------------------------|--|
| Absence 1 | 02-Jan-15 | 28-Jan-15 | 27 | 0 | 02-Jan-15 | Set to 02-Jan-15, by default. |
| Absence 2 | 02-Feb-15 | 25-Feb-15 | 24 | 4 | 06-Jan-15 | 02-Jan-15 + 4 (recovery days from Absence 1 start date) |
| Absence 3 | 09-Mar-15 | 26-Mar-15 | 18 | 11 | 17-Jan-15 | 02-Jan-14 + 4 +11 (recovery days from Absence 1 start date) |
| Absence 4 | 30-Mar-15 | | | 3 | 20-Jan-15 | 02-Jan-15 + 11 + 3 (recovery days from Absence 1 start date) |

Related Topics

- [Gatekeeper Law Absence Case](#)

Manage Gatekeeper Law Checklist Template

The Gatekeeper Law checklist is a predefined checklist template that includes tasks to reflect the statutory milestones to ensure compliance with the Gatekeeper Law. The checklist is allocated when you create a Gatekeeper Law absence case and includes one or more absences.

View Gatekeeper Law Checklist Template

Oracle Fusion HCM for Netherlands delivers a predefined checklist template to include the statutory tasks that must be performed to comply with the Gatekeeper Law and the statutory deadlines. Use the Manage Checklist Template to review the predefined checklist template. On the Manage Checklist Templates page:

1. Select the Manage Checklist Templates task.
2. Select the country Netherlands.
3. Select the category Gatekeeper Law and click Search. The predefined template named Gatekeeper Law is displayed.
4. Select the checklist template Gatekeeper Law to review the tasks.
5. Click Done.

Modify Gatekeeper Law Checklist Template

To create a modified version of the predefined checklist template, use the Manage Checklist Templates task. On the Manage Checklist Templates page:

1. Select the Manage Checklist Templates task.
2. Select the country Netherlands.
3. Select the category Gatekeeper Law and click Search. The predefined template named Gatekeeper Law is displayed.
4. Select the predefined checklist template Gatekeeper Law and click Duplicate.
5. In the Create Checklist Template, enter the name for the modified template. The country name is set to Netherlands, by default.
6. Select the checklist category Gatekeeper law.
7. Leave the Action field blank.
8. Edit the default template description, if needed. You can now edit the details of individual tasks or enter new tasks.
9. Click Submit to save changes to the checklist.

When you modify the checklist template, ensure that the predefined tasks are not removed to maintain statutory compliance. You can also edit the details of existing predefined tasks. However, if you change the target duration of a task, you must consider reducing its delay duration so that the task is allocated earlier. This is to ensure that the tasks finish no later than the due date according to the Gatekeeper Law rules to ensure statutory compliance.

Checklist Tasks

The Gatekeeper Law checklist tasks consist of action items with the following:

- Start and end dates
These dates are calculated using the Gatekeeper Law Start date. The start and dates are recalculated whenever absence records are added to or removed from the Gatekeeper Law absence case.
- Task allocation and delay duration
Tasks are allocated to the appropriate person as they become due to start, based on the most recently calculated Gatekeeper Law Start Date and the predefined delay duration. The task delay duration for each task is added to the Gatekeeper Law Start Date to determine its start date and to notify the task performer. For example, the Create Problem Analysis Start date is due to start 3 weeks after the Gatekeeper Law Start Date.
- Task duration

The tasks are due for completion based on their predefined duration. For example, the Create problem Analysis task is due for completion within 3 weeks.

- Task owner

The task owner is the person responsible for ensuring task completion. The tasks are, by default, appointed to the responsibility type Case Manager.

Allocation of Checklist and Checklist Tasks

Allocation of Gatekeeper Law checklist and checklist tasks is done when an absence case for the Gatekeeper Law category exists, and includes at least one absence type. Use the Enterprise Scheduler Service (ESS) process for Gatekeeper Law to manage checklists and checklist task allocations.

- Allocation of the first checklist task is done when it meets the task delay duration criteria. For example, if one absence exists in a case, that absence starts on 05 February 2015, and the task delay duration is 3 weeks, then the task is allocated on 26 February 2015. If the absence case with a start date of 05 February 2015 isn't created until after 26 February 2015, the Gatekeeper Law ESS process allocates the first task along with the checklist.
- Task allocation happens only when the employee is on sickness absence. An incomplete task is suspended upon the employee's return to work and there is no further task allocation.
- If the employee goes back on sickness leave and you add further absences to the Gatekeeper Law absence case, the incomplete tasks resume and new tasks are allocated using the recalculated Gatekeeper Law Start Date. The 28-Day rule validation on the case prevents a checklist from resuming if the absence doesn't occur within the 28-days connection period. The dates of any completed tasks remain unchanged.

Create a Gatekeeper Law Absence Case

Before creating an absence case for the Gatekeeper Law, set up your sickness absence types and associate them with the predefined Gatekeeper Law absence category.

To create a Gatekeeper Law compliant absence case:

1. Search for and select the employee for whom you want to create the absence case.
2. Select Manage Absence Cases from the tasks menu in Person Management.
3. Click Create to create an absence case, and enter the name of the absence case.
4. Select Gatekeeper Law as category. This limits the absence types that can be added for a Gatekeeper Law case. It's also used to trigger the Gatekeeper Law checklist allocation later.
5. In the Associated Absences section, click Select and Add to associate one or more absences to the case.

Note: Any absence you add is subject to the 28-day validation rule.

6. Select the absences that you want to associate with the Gatekeeper Law absence case.
7. Click OK.
8. Click Submit.

Once you have successfully submitted the absence case, the Gatekeeper Law Start Date is displayed in the Manage Absence Cases page under Absence Case Legislative Information section.

Note: The Gatekeeper Law Start Date is a read-only field and is updated automatically whenever a new absence is added to the case.

How to Add Documents to a Gatekeeper Law Absence Case

You must associate all the related documents with the Gatekeeper Law absence case. Use the Absence Cases task to add and manage documents for the Gatekeeper Law absence case.

Once added, you can also view them from the Document Records region on the Manage Person page.

To add documents to a Gatekeeper Law absence case:

1. Search for and select the employee for whom you want to add documents for the Gatekeeper Law absence case.
2. Select Manage Absence Cases from the tasks menu in Person Management.
3. In the Document Information section, select an existing Gatekeeper Law absence case.
4. In the Document Information section, select Create.
5. Select Country as Netherlands.
6. Select the document type in the Type field. The following document types for Gatekeeper Law document category are available:
 - o Plan of Approach
 - o Problem Analysis
 - o Recovery Information
 - o UWV Sickness Report
 - o First Year Evaluation
 - o Final Evaluation
 - o Notes
7. Under Further Document Record Details select the name of the document type in the Context Value field.
8. Enter the document date. The default is the current date.
9. Enter the document owner. The default is the current user.
10. Attach the relevant document for the document type.
11. Click OK.
12. Click Submit.

Related Topics

- [Manage Gatekeeper Law Checklist Template](#)
- [Gatekeeper Law Absence Case](#)

Reports

First Day Notification Report

The First Day Notification Report is generated when you create a new work relationship for a new employee or rehire an employee on an existing work relationship. It also supports the legislative requirement to notify the tax office about a new employee. The report

Human resource managers can run this report from the **Data Exchange** work area.

Before running this report, you must:

- Define the enterprise structures including the legal employer, payroll statutory unit (PSU) and tax reporting unit (TRU). A tax registration number must exist for the employer to register the TRU with the tax office.
- Define the tax reporting unit (TRU) as a reporting establishment.
- Create employees.
- Indicate the reporting establishment for each employee when you define their employment details.

Report Parameters

Start Date

If specified, includes all new employees with a hire or rehire date on or after this date.

End Date

If specified, includes all new employees with a hire or rehire date on or before this date.

Employee Name

If no Employee Name is specified, the report is generated for all the new employees with a hire or rehire date between the start and end dates.

Report Results

The report provides employee details that are reported to the tax office, including the following key fields.

| Report Field | Description |
|----------------------------------|--|
| Employer Tax Registration Number | Unique registration number by which the TRU is registered with the tax office. |
| Employee Number | Unique employee number. |
| BSN or SOFI Number | National Identifier of the employee. |
| First Working Day | Employees first day of employment with this legal employer. |
| Date of Birth | Employee date of birth - required if the BSN or SOFI Number exists for the employee. |

The report data is archived temporarily and deleted when the report is generated. If any of the following fields are corrected or updated, the Recreate option is selected to indicate that the report must be regenerated for this employee and sent to the tax office.

- Date of Birth
- Initials
- Prefix
- Last Name
- BSN or SOFI Number

A single Audit report is generated with each run of the First Day Notification report. The Audit report includes the work relationships and the creation date of the First Day Notification report. All other report fields are the same as the First Day Notification report. The following two fields on the Manage Work Relationship page, relates to this report:

- **First Day Notification - Recreate** check box is the indicator that the report is generated for the employee. After the First Day Notification report is generated, the check box is automatically unchecked.
- **First Day Notification - File Creation Date** is the date on which this report is generated. If the report is run multiple times, the most recent creation date is reported.

FAQs

Can I associate the Dutch Statutory Deductions and Reporting calculation card with more than one TRU?

No, if an employee with an existing set of employment terms or assignment and associated deduction card takes on an additional assignment that reports to a different tax reporting unit (TRU), you must create a new calculation card.

The payroll frequency must match the frequency specified for the TRU. On the new card, associate the set of employment terms or assignment with the new TRU and the sector fund that is applicable to the set of employment terms or assignment. The employee will receive two different payslips, one for each calculation card.

Why is my modified Gatekeeper Law checklist template not used for my employees?

Confirm you have associated your modified template with your legal employer.

1. In the Setup and Maintenance work area, go to the following:
 - Offering: Workforce Deployment
 - Functional Area: legal Structures

- Task: Manage Legal Entity HCM Information task
- 2. Specify the Gatekeeper Law checklist template that you want to use.
- 3. In the Dutch Legal Employer Details section, select the modified checklist template.

Related Topics

- [Manage Gatekeeper Law Checklist Template](#)
- [Gatekeeper Law Absence Case](#)

Why has the Gatekeeper Law checklist task been suspended?

Oracle Fusion HCM for Netherlands suspends a Gatekeeper Law checklist task in progress when an employee is no longer on a Gatekeeper Law absence. The task remains suspended until the employee reports a new absence record for this absence case.

Related Topics

- [Manage Gatekeeper Law Checklist Template](#)

Why has the due date changed for a Gatekeeper Law checklist task?

The due date for a Gatekeeper Law checklist task can change when:

- An absence record is added to or removed from the Gatekeeper Law absence case.
- An existing absence record is edited, changing its start and end dates.

If either of these cases are true, then the Gatekeeper Law Start Date is recalculated, and the checklist task's start and end dates are updated accordingly.

Related Topics

- [Manage Gatekeeper Law Checklist Template](#)
- [Gatekeeper Law Absence Case](#)

Why has no checklist been allocated for the Gatekeeper Law absence case?

If no checklist has been allocated for your Gatekeeper Law absence case, check if these conditions are fulfilled:

- The absence case is associated with the Gatekeeper Law category.
- The absence case includes at least one or more absence records.

Related Topics

- [Manage Gatekeeper Law Checklist Template](#)
- [Gatekeeper Law Absence Case](#)

7 United States

Introduction

Overview

This chapter contains help for implementing and using Oracle Human Resources and Oracle Payroll for the US. It's not intended to be a complete guide.

Objectives

It's assumed that you have working knowledge of the basic principles and you're familiar with the customary terms.

Other Documents

For more info about generic and related tasks, you must refer to the guides at docs.oracle.com.

It's also assumed that you have consulted the following guides.

- Implementing Global Human Resources guide to complete the related prerequisite tasks required for payroll implementation.
- Oracle Applications Cloud Using Functional Setup Manager guide to have a detailed understanding of the Functional Setup Manager and the implementation tasks.
- If you're implementing payroll, the Implementing Payroll for the United States guide to understand payroll concepts and familiarize yourself with payroll terminology.
- The US-specific implementation technical briefs (ID 1504483.1) on My Oracle Support.

For more US-specific info, refer to the US Information Center (ID 2063588.2) on My Oracle Support.

To receive important US Legislative Product News, you must subscribe to the *Hot Topics Email* feature available in My Oracle Support. Refer to:

US-Welcome tab > Other Documents > How to Use My Oracle Support Hot Topics Email Subscription Feature

Affordable Care Act

ACA Eligibility Process

The ACA Eligibility process evaluates each employee to determine their eligibility and then updates their Affordable Care Act (ACA) assignment fields appropriately.

For further info, see *How the ACA Eligibility Process Updates Assignment Data* in the Help Center.

Run this process at least weekly, with a consecutive 1-week date range to cover all consecutive dates in the year. This ensures the primary assignment is correct as of the last day of the month. When running for the last day of the month, be sure your end date is the last day of the month.

To run this process:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group.
4. Search for and select **ACA Eligibility Process**.

Before you begin

You must ensure your organization is fully configured for ACA reporting. For complete info, see [Configure Affordable Care Act Reporting](#) in the Help Center.

Process parameters

Legal Employer

If you select a legal employer, the process runs for all employees assigned to it.

If you leave it blank, it runs for all employees in all legal employers.

Start and End Date

When you run the process, it includes these dates in its calculations.

Use the standard month, day, and year format, such as 12/15/19. The end date must be after the start date.

If you have employees with back-dated assignment updates, run this process using the back dates as the date range.

Reporting Mode

Select **Draft** to generate the audit and exception report only.

Select **Final** to update the employees' assignments, if not already updated by a prior run, and generate the audit and exception reports.

Payroll Relationship Group

Use this field to check ACA eligibility for persons belonging to a specific payroll relationship group. You can specify a value only if you have a predefined payroll relationship group.

Process Configuration Group

Select a process configuration group if you've defined one.

Process results

When you run this process, either in Draft or Final mode, it generates these audit and exception reports. Both files are in CSV format, viewable in a spreadsheet program, such as Microsoft Excel.

Use these files to help you evaluate the changes the process makes to your employee info.

| Report name | How you use it |
|-------------|---|
| Audit | <p>Lists the employees that had date-effective assignment updates performed by the process. It shows the current values and the proposed values.</p> <p>To help illustrate the changes, the detail record includes the related assignment data with the previous info in the first row and the new info in the following row. The new assignment date is the start date of the assignment update. The previous assignment date is the new assignment date less 1 day.</p> <ul style="list-style-type: none"> • Current values in the first row • Proposed changes in the second row <p>The first row represents the old record, and the second row represents the new record.</p> <p>This report uses this sort order.</p> <ol style="list-style-type: none"> 1. Legal employer 2. Person name 3. Current values 4. Proposed changes <p>You can't override this sort order.</p> |
| Exception | <p>This report lists the exceptions detected by the process.</p> <p>Resolve these issues before you run the process in Final mode.</p> |

For info on the logic the process uses to make these changes, see [How the ACA Eligibility Process Updates Assignment Data in the Help Center](#).

Related Topics

- [Configure Affordable Care Act Reporting](#)
- [How the ACA Eligibility Process Updates Assignment Data](#)

Add Employee Dependents for Affordable Care Act Reporting

For Affordable Care Act (ACA) reporting, you must add each employee's ACA dependents.

1. In **My Client Groups**, click **Person Management**.
2. Search for and select the employee.
3. Start the Person task.
4. Click **Contacts**.
5. Click **Create**.
6. In **Relationship Information**, enter the following.

| Field name | What uses it | How it's used |
|--------------------------------|-------------------|--|
| Benefits Offered Conditionally | 1094-C and 1095-C | Select Yes if you have conditionally offered ACA qualified benefits to the employee's spouse. |

| Field name | What uses it | How it's used |
|----------------------|-------------------|---|
| Contact Type | 1095-C | Identifies the relationship the employee has with this contact. |
| Effective Start Date | 1095-C | Date this person becomes a contact. |
| Emergency Contact | 1095-C | Identifies this person as an emergency contact for your employee. |
| TIN Type | 1094-C and 1095-C | Select individual taxpayer identification number (TIN) or social security number (SSN). |
| TIN Number | 1094-C and 1095-C | Optional if you provide a date-of-birth in the next section. |

7. In **Personal Info**, enter the following.

| Field name | What uses it | How it's used |
|---------------|-------------------|---------------|
| Last Name | 1095-C | |
| Date of Birth | 1094-C and 1095-C | |

8. Click **OK**.

Affordable Care Act Information Returns System

Your only option for submitting your federal Affordable Care Act (ACA) reports is through the ACA Information Returns (AIR) electronic filing system. Your ACA transmitters must submit the form data files through the ISS-UI channel.

For further info, refer to the IRS documentation.

If this is your first time filing through AIR, perform these steps.

1. Register your responsible officials and contacts with IRS e-Services.
2. Apply for a transmitter control code (TCC). For further info, refer to the IRS website.
3. Complete an error-free communication test in XML format.

You must submit predefined test scenario 3, 4, or 5 to complete an error-free communication test in XML format. To receive sample scenario 1094-C test files for AATS testing, you must submit a Service Request with Oracle Support.

- Service Type: Oracle Fusion Global Human Resources Cloud Service
- Problem Type: Country/Region Legislation > Americas

Related Topics

- [Configure Affordable Care Act Reporting](#)

Archive End-of-Year ACA Info

This flow identifies all employees with active assignments and their Affordable Care Act (ACA) info and then captures it in preparation for your ACA reporting.

Run this archive prior running the ACA report processes.

To run this flow:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group (LDG).
4. Search for and select **Archive End-of-Year ACA Information**.

Alternately, you can run it from **Submit Extracts** in **Data Exchange**.

Before you start

Make sure you have fully configured your organization for ACA reporting. For further info, see [Configure Affordable Care Act Reporting](#) in the Help Center.

Make sure your employee ACA info is up to date. For further info, see [Overview of Affordable Care Act Reporting](#) in the Help Center.

Flow parameters

Year

Enter the reporting year as a 4-digit number, such as **2022**.

Legal Employer

Search for and select the legal employer you want to archive. The flow captures the ACA info for all employees attached to it.

ACA File Type

Select either **Original** or **Replacement**.

Submission IDs for Replacement

If you're generating a 1094-c replacement file using Submission mode, specify the submission IDs you're replacing.

Enter numbers separated by commas with no spaces.

Original Payroll Flow

If you're generating a replacement file using Submission mode, search for and select the original payroll flow.

Flow results

The archive generates an audit report of all employees with an active assignment during the selected calendar year. It includes all employee-level info required for 1094-C and 1095-C reporting.

Related Topics

- [Configure Affordable Care Act Reporting](#)
- [Overview of Affordable Care Act Reporting](#)

Configure Affordable Care Act Reporting

Affordable Care Act (ACA) reporting involves generating these forms.

- 1094-C (Electronic Transmittal of Employer-Provided Health Insurance Offer and Coverage Information Returns)

This file can include info specific to filing returns for employees with a resident tax address during the year in:

- New Jersey
- Rhode Island
- Washington DC

For further info, see [How You Generate the Form 1094-C Electronic Data File](#) below.

- 1095-C (Employer-Provided Health Insurance Offer and Coverage)

ACA reporting isn't supported for retirees or Consolidated Omnibus Budget Reconciliation Act (COBRA).

Note: The IRS provides comprehensive instructions on how to comply with and report your ACA enrollments, including definitions of key terminology. For further info, see [Affordable Care Act \(ACA\) Tax Provisions](#) on the IRS website.

Before you can perform any Affordable Care Act (ACA) reporting, there's some configuration you must do.

| What you need to do | How you do it | For more info, check here in the Help Center |
|---------------------------|---|--|
| Fulfill the prerequisites | <p>You must have completed the following as of January 1 of the reporting year.</p> <ol style="list-style-type: none"> 1. Implemented Oracle Fusion Human Resources. <p>Or if having implemented during the year, have loaded the date-effective HR info from January 1 to the go-live date.</p> <ol style="list-style-type: none"> 2. Configured all benefit eligibility and enrollment. <p>Or if having implemented during the year, have loaded the date-effective benefit</p> | |

| What you need to do | How you do it | For more info, check here in the Help Center |
|--|---|--|
| | <p>eligibility or enrollment changes from January 1 to the go-live date.</p> <ol style="list-style-type: none"> 3. You must opt-in to receive the annual December and January Statutory Maintenance packs if you're using one of these extensions. <ul style="list-style-type: none"> o Human Resources or None o Payroll Interface | |
| Configure your legal employers | Use the Legal Entity HCM Information task from your implementation project. | Configure Legal Entities for Affordable Care Act Reporting |
| Define the ACA Eligibility Attributes table | Use the Legal Entity HCM Information task from your implementation project. | Configure Legal Entities for Affordable Care Act Reporting |
| Configure your legal reporting units | Use the Legal Reporting Unit HCM Information task from your implementation project. | Configure Legal Reporting Units for Affordable Care Act Reporting |
| Configure your tax reporting units | Use the Legal Reporting Unit HCM Information task from your implementation project. | Configure Legal Reporting Units for Affordable Care Act Reporting |
| Configure your benefits plan | Use the Benefit Plan Details task. | Configure Benefits for Affordable Care Act Reporting |
| Configure ACA eligibility profiles | Use the Eligibility Profiles task. | Configure Benefits for Affordable Care Act Reporting |
| Define your organization's break-in-service rules | Use the Legal Entity HCM Information task from your implementation project. | Define Your Affordable Care Act Break-in-Service Rules |
| Define balance feeds for eligible hours | Use the Balance Definition task. | Define Balance Feeds for Affordable Care Act Employee Eligible Hours |
| Add your employees' dependents | <ol style="list-style-type: none"> 1. From My Client Groups, click Person Management. 2. Search for the person. 3. In the search results, click Personal and Employment and then Person. | Add Employee Dependents for Affordable Care Act Reporting |
| Configure your employee assignments | <ol style="list-style-type: none"> 1. From My Client Groups, click Person Management. 2. Search for the person. 3. In the search results, click Personal and Employment and then Employment. | Configure Employee Assignments for Affordable Care Act Reporting |
| Prepare for state-specific reporting | Some states require special reporting configuration. | State-Specific Configuration for Affordable Care Act Reporting |
| Register with the ACA Information Returns (AIR) system | Required if this is the first time you're filing with them. | Affordable Care Act Information Returns System |

| What you need to do | How you do it | For more info, check here in the Help Center |
|--|--|--|
| Order paper stock with preprinted instructions | <p>For distributing Form 1095c, you can use ComplyRight paper stock with preprinted instructions.</p> <p>To order this stock, email ComplyRight at oracle@formstax.com and reference SKU L1095CBLK500.</p> <p>You can use standard business #10-C envelopes.</p> | |
| Configure your 1094-C transmission manifest | <p>Update your Form 1094-C transmission manifest.</p> <p>Use a standard text editor to set these values.</p> <ul style="list-style-type: none"> • Unique transmission ID • Checksum number • Attachment byte size | Configure the 1094-C Transmission Manifest |
| Configure the Form 1095-C template | <p>There are two areas that may require configuration, depending on your organization requirements.</p> <ul style="list-style-type: none"> • If you're using ComplyRight paper stock with preprinted instructions • If you need to mask Social Security Numbers (SSNs) appearing on the report | Configure the Form 1095-C Template |

For further info, see the following sections. These steps require an Application Implementation Consultant role that has privileges to create and modify all organizational structures.

Note: This isn't a comprehensive list of possible configurations. For further info, see Oracle Cloud Human Capital Management: Implementing Payroll for the United States in the Help Center.

Related Topics

- [ACA Eligibility Process](#)
- [Add Employee Dependents for Affordable Care Act Reporting](#)
- [Affordable Care Act Information Returns System](#)
- [Configure the Form 1095-C Template](#)
- [Configure the 1094-C Transmission Manifest](#)
- [Configure Benefits for Affordable Care Act Reporting](#)
- [Configure Employees for Affordable Care Act Reporting](#)
- [Configure Legal Entities for Affordable Care Act Reporting](#)
- [Configure Legal Reporting Units for Affordable Care Act Reporting](#)
- [Define Balance Feeds for Affordable Care Act Employee Eligible Hours](#)
- [Define Your Affordable Care Act Break-in-Service Rules](#)
- [State-Specific Configuration for Affordable Care Act Reporting](#)

Configure Benefits for Affordable Care Act Reporting

You must configure the following on Oracle Fusion Cloud Human Resources Benefits.

- Each benefits plan or program
- ACA eligibility profiles

Configure your benefits plans or programs

You can define benefit plans specific to the Affordable Care Act (ACA) or use qualifying existing plans.

Set the following for each plan.

| What you need to do | How you do it |
|---|---|
| Define the minimum essential coverage and minimum value | <p>For each plan or program:</p> <ol style="list-style-type: none"> 1. Determine if the plan meets minimum essential coverage and minimum value requirements according to the ACA. <p>For further info, see your benefits supplier documentation.</p> <ol style="list-style-type: none"> 2. If so, start the Benefit Plan Details task and click Plan. 3. Search for and select the plan. 4. Navigate to Additional Configuration. 5. Select Yes for the following. <ul style="list-style-type: none"> ○ Minimum Essential Coverage ○ Minimum Essential Coverage |
| Set the primary funding method | <p>To self-fund your benefits:</p> <ol style="list-style-type: none"> 1. Start the Benefit Plan Details task, and click Plan. 2. Search for and select your plan. |

| What you need to do | How you do it |
|----------------------------|--|
| | <ol style="list-style-type: none"> Navigate to Additional Configuration. Select the Self-insured primary funding method. <p>Set this value at the program or plan level, depending on your program configuration.</p> |
| Set the lowest cost option | <p>When adding an option to a plan, to designate it as the lowest cost option:</p> <ol style="list-style-type: none"> Start the Benefit Plan Details task, and click Plan. Search for and select your plan. In the Option region of Basic Details, edit an existing option or create one. In Select and Add, select Yes for Minimum Value. <p>Ensure that you designate only one option as the lowest cost option.</p> |

Note: These are the minimum instructions for configuring benefits for ACA compliance. For further info, see the Oracle Global Human Resources Cloud Implementing Benefits guide on the Help Center.

Configure your ACA eligibility profiles

An ACA eligibility profile is associated with an ACA eligibility. When you run the ACA Eligibility Process flow, it:

- Assigns the appropriate eligibility to employees belonging to that profile.
- Updates the ACA fields on the employee assignments.

You must define a profile for each ACA eligibility you support in your organization, and you must ensure all employees belong to one of them. Available eligibilities are:

| ACA eligibility | What it means |
|-----------------|--|
| Always | Person is always eligible for benefits. |
| Exclude | Person is excluded from eligibility evaluation. You are determining their eligibility elsewhere. |
| Never | Person is never eligible. |
| No-monthly | <p>Person is an hourly employee who is initially ineligible for benefits at time of hire. Their eligibility is reevaluated at the end of a monthly measurement period.</p> <p>For example, if an employee is hired as No-monthly, but they work full-time hours after their initial measurement period, they would become Yes-monthly.</p> |
| No-weekly | Person is an hourly employee who is initially ineligible for benefits at time of hire. Their eligibility is reevaluated at the end of a weekly measurement period. |
| Yes-monthly | Person is an hourly employee who is initially eligible for benefits at time of hire. Their eligibility is reevaluated at the end of a monthly measurement period. |
| Yes-weekly | Person is an hourly employee who is initially eligible for benefits at time of hire. Their eligibility is reevaluated at the end of a weekly measurement period. |

| ACA eligibility | What it means |
|-----------------|---------------|
| | |

For further info, see Eligibility Profiles in the Help Center.

To define an eligibility profile:

1. From **Benefits**, click **Eligibility Profiles**.
2. Select **Create**, and click **Create Participant Profile**.
3. Set the following.

| Field name | What you do |
|-------------------|---|
| Name | Provide a meaningful name for the profile. |
| Description | Provide any additional info on the profile. |
| Assignment to Use | Select Primary employee assignment only - legal employer . |
| Profile Usage | Select Benefits . |
| Status | Select Active . |

4. Use the tabs under **Eligibility Criteria** to define general employee eligibility rules.

Each tab offers different kinds of eligibility criteria.

An employee is considered eligible if they meet the criteria on at least one.

5. Use the **Legal Entities** tab if you have multiple legal employers, and you want to define different eligibility for each.

6. Once you defined the criteria for your general employee population, you can define rules that set eligibility for specific employees.

To grant eligibility to an employee that doesn't already meet the eligibility criteria, include them on the profile.

Note: You can also set their eligibility directly on their assignment. However, running the ACA Eligibility Process flow clears these overrides, so you must set their eligibility to **Exclude**. For further info, see Configure Employee Assignments for Affordable Care Act Reporting in the Help Center.

To exclude employees, you have two options.

- o Exclude their assignment category from the eligibility profile.
 - i. Under **Eligibility Criteria**, click **Employment**.
 - ii. Click **Assignment Category**.
 - iii. Click **Exclude** for the assignment category.
- o Add them to an exclusion profile.

7. Save your changes.

Configure Employees for Affordable Care Act Reporting

Each employee must have the following updated as of the first month they are reported.

- Complete work hours
- HR assignment and payroll relationship

Load employee hours

For your first reporting period, ensure you have loaded all work hours for your employees.

Use HDL to load the hours of employees who:

1. Were hired in the year prior to when you went live
2. Require average hours worked to be determined at the end of each measurement period

Load assignment history

If your Oracle Cloud implementation date occurred mid-year, use HCM Data Loader (HDL) to ensure each active employee has a valid assignment history for the entire year. Set their **ACA Eligibility** fields effective as of the day before you went live.

Use HDL to update the ACA fields for all employee active primary employment records. This info must be available for the entire reporting period (calendar year), including date effective changes.

Configure individual employee assignments

To manually configure an employee's assignment:

1. Start the Employment task for the person.
2. Click **Edit**.

3. In **Job Details**, under **Assignment Details**, update the following as needed.

| Field name | What uses it | How it's used |
|--|-------------------|--|
| Reporting Establishment | 1094-C and 1095-C | Required for nonpayroll implementations. |
| ACA Eligibility | Not used | Identifies the employee ACA eligibility. <ul style="list-style-type: none"> ○ Always ○ Exclude ○ Never ○ No-monthly ○ No-weekly ○ Yes-monthly ○ Yes-weekly |
| ACA Full Time | 1094-C and 1095-C | Select Yes for eligible employees in a stability period. |
| Limited Nonassessment Period | 1094-C and 1095-C | Used to derive 1095-C line 16 value 2D. <ul style="list-style-type: none"> ○ Select Yes for the period when employee is in a measurement or administrative period, but not in stability period. ○ Change to No once the stability period starts. |
| Measurement Period Start Date Measurement Period End Date | Not used | Identify the measurement period. |
| Administrative Period Start Date Administrative Period End Date | Not used | Identify the administrative period. |
| Stability Period Start Date Stability Period End Date | Not used | Identify the stability period. |
| Safe Harbor Override | 1094-C and 1095-C | Identifies if the employee is currently in a Safe Harbor situation. |

| Field name | What uses it | How it's used |
|----------------------------|-------------------|--|
| Affordable HRA Offered | 1094-C and 1095-C | Indicates the employer has offered affordable Health Reimbursement Arrangement (HRA) to this person. This overrides the setting at the legal entity level. For further info, see Configure Legal Entities for Affordable Care Act Reporting in the Help Center. |
| HRA Affordability ZIP Code | 1094-C and 1095-C | ZIP Code used to determine employee coverage. |

Configure Legal Entities for Affordable Care Act Reporting

To prepare your environment for Affordable Care Act (ACA) reporting, you must set the required fields on your legal entities.

For each legal entity, you define:

- ACA legal employer info
- ACA Eligibility Attributes table
- Break-in-service rules

Define your legal employer info

For each legal employer you are including for ACA reporting:

1. From **My Client Groups**, click **Workforce Structures**.
2. In **Organizations**, click **Manage Legal Entity HCM Information**.
3. In **Legal Employer**, click **Federal**.
4. In **Federal ACA Reporting Information**, specify the following.

| Field name | What uses it | How it's used |
|-------------------------------|-------------------|---|
| DGE TRU Name | 1094-C | Leave blank. The 1094-C Employer Report flow doesn't support Designated Government Entities (DGEs). |
| Aggregated ALE Group TRU Name | 1094-C | Required for aggregated Applicable Large Employer (ALE) group employers. |
| Annual Announced Percentage | 1094-C and 1095-C | Derives the 1A code for Form 1095-C, line 14. |

| Field name | What uses it | How it's used |
|----------------------------------|-------------------|--|
| | | You can obtain this percentage from the IRS or Society for Human Resource Management (SHRM). For further info, see their respective websites. |
| Annual Poverty Level Value | 1094-C and 1095-C | Derives the 1A code for Form 1095-C, line 14. You can obtain this value from the IRS or SHRM. For further info, see their respective websites. |
| Transmission Control Code | 1094-C | 5-character alphanumeric all-capital string containing the transmitter's control code (TCC). Used as part of the 1094-C file name. Use the TCC assigned to you by the IRS when you applied to file electronically. |
| Offer of Coverage Override Value | 1095-C | Overrides line 14 for all employees. This value overrides the default set by Oracle Fusion Benefits. An override here applies to all Forms 1095-C in this legal entity for the eligible period. For further info, see How the ACA Forms Obtain Their Info in the Help Center. |
| HRA Offered to Employees | 1094-C and 1095-C | By default, this is Yes for all employees. You can override this for individual employees at the assignment level. For further info, see Configure Employee Assignments for Affordable Care Act Reporting in the Help Center. |
| Include Retirees | 1094-C and 1095-C | Reserved for future use. |

5. Save your changes.

Define the ACA Eligibility Attributes table

The ACA Eligibility Attributes table defines how the ACA Eligibility Process handles employee eligibility, based on the ACA eligibility profile you defined.

Note: This table has no default values. You must define at least one row. It's your responsibility to ensure the info you enter is correct and represents all possible eligibility conditions for all your employees.

To define the ACA Eligibility Attributes table:

1. From your implementation project, start the Legal Entity HCM Information task.
2. Open your legal entity for editing, and click **Edit**.
3. Under **Legal Employer**, click **Federal**.
4. In **ACA Eligibility Attributes**, click **Add Row**.
5. Set these values.

| Column header | What you do |
|------------------------|--|
| Processing Priority | <p>Set the order you want the ACA Eligibility Process to process this row.</p> <p>Note: The lowest number is processed first. The process applies the first set of eligibility rules that fit for an employee before moving onto the next on. Be sure to set your most specific rules at the lowest priority.</p> <p>The process:</p> <ol style="list-style-type: none"> a. Calculates eligibility from lowest priority to highest. b. For each ACA eligibility profile, it uses the effective date and the values in that row to determine if an employee's assignment requires update or correction. c. If an employee meets the criteria and requires update, it updates their info and moves to the next employee. |
| Eligibility Profile | <p>Select the ACA eligibility profile you want to use for this priority.</p> |
| Outcome of Eligibility | <p>Based on the eligibility assigned to the profile, the process does the following.</p> <p>Always: Employee is always eligible for benefits.</p> <p>Exclude: The process skips this person and doesn't update their assignment.</p> <p>Note: Use this profile when your ACA eligibility info is maintained:</p> <ul style="list-style-type: none"> ○ By a third party ○ Separately and uploaded through a data loader, such as HCM Data Loader (HDL) ○ Manually <p>Never: Employee is never eligible for benefits.</p> |

| Column header | What you do |
|------------------------------------|---|
| | <p>No-monthly: Employee is ineligible either initially or based on hours worked during their measurement period. Must work less than 130 hours a month.</p> <p>Note: The process reevaluates their eligibility after each measurement period, based on their average monthly hours.</p> <p>No-weekly: Employee is ineligible either initially or based on hours worked during their measurement period. Must work less than 30 hours per week.</p> <p>Note: The process reevaluates eligibility after each measurement period, based on their average weekly hours.</p> <p>Yes-monthly: Employee is eligible either initially or based on hours worked during the measurement period. Must work 130 or more hours per month.</p> <p>Note: The process reevaluates eligibility after each measurement period, based on their average monthly hours.</p> <p>Yes-weekly: Employee is eligible either initially or based on hours worked during their measurement period. Must work 30 or more hours a week.</p> <p>Note: The process reevaluates eligibility after each measurement period, based on their average weekly hours.</p> |
| Initial Measurement Duration Start | <p>Identify the start of the employee's initial measurement period.</p> <p>First day of month: First day of the month following the date of hire. If the employee was hired on the first day of a month, this is the first day of the following month.</p> <p>Hire date: Date of employee hire.</p> <p>Start date of next pay period: First payroll period start date following the date of hire.</p> <p>Start of pay period hire or next: Date of employee hire if it lands on a pay period start date. Otherwise, the next pay period start date.</p> <p>Start of month hire or next: Date of employee hire if it's the first day of the month. Otherwise, the first day of the month following the date of hire.</p> |

| Column header | What you do |
|---|--|
| Initial Measurement Duration Type | Select the period type for the initial measurement period. |
| Initial Measurement Duration Number | Set the number of months or days for the initial measurement period, to a maximum of three digits. |
| Initial Administrative Duration Start | <p>Identify the start of the initial administrative period.</p> <p>First day of month: First day of the month following the date of hire. If the employee was hired on the first day of a month, this is the first day of the following month.</p> <p>Hire date: Date of employee hire.</p> <p>Start date of next pay period: First payroll period start date following the date of hire.</p> <p>Start of pay period hire or next: Date of employee hire if it lands on a pay period start date. Otherwise, the next pay period start date.</p> <p>Start of month hire or next: Date of employee hire if it's the first day of the month. Otherwise, the first day of the month following the date of hire.</p> |
| Initial Administrative Duration Type | Select the period type for the initial administrative period. |
| Initial Administrative Duration Number | Set the number of months or days for the initial administrative period, to a maximum of three digits. |
| Initial Stability Start Date | This value is derived. |
| Initial Stability Duration Type | Select the period type for the initial stability period. |
| Initial Stability Duration Number | Set the number of months or days for the initial stability period, to a maximum of three digits. |
| Ongoing Measurement Duration Start Date | Identify the start date of the ongoing measurement periods. |
| Ongoing Measurement Duration Type | Select the period type for the ongoing measurement periods. |
| Ongoing Measurement Duration Number | Set the number of months or days for the ongoing measurement periods, to a maximum of three digits. |

| Column header | What you do |
|--|---|
| Ongoing Administrative Start Date | Identify the start date of the ongoing administrative periods. |
| Ongoing Administrative Duration Type | Select the period type for the ongoing administrative periods. |
| Ongoing Administrative Duration Number | Set the number of months or days for the ongoing administrative periods, to a maximum of three digits. Note: The ongoing administrative period end date must end 1 day prior to the ongoing stability period start date. |
| Ongoing Stability Start Date | Identify the start date of the ongoing stability periods. Note: The ongoing stability start date must be 1 day after the ongoing administrative period end date. |
| Ongoing Stability Duration Type | Select the period type for the ongoing stability periods. |
| Ongoing Stability Duration Number | Set the number of months or days for the ongoing stability periods, to a maximum of three digits. |

6. Save your changes.

Configure Legal Reporting Units for Affordable Care Act Reporting

Your legal reporting units (LRUs) require the following configuration.

- Identify your reporting establishments
- Configure your tax reporting units

Identify your reporting establishments

For **Human Resources or None** implementations, you perform your ACA reporting at the tax reporting unit (TRU) level, and you must have your employees associated with a reporting establishment.

To identify a LRU as a reporting establishment:

1. From **My Client Groups**, click **Workforce Structures**.
2. In **Organizations**, click **Manage Legal Reporting Unit HCM Information**.
3. In **Manage Legal Reporting Unit HCM Information**, enter the LRU name and click **Search**.
4. Select the name in the search results, and click **Manage Legal Reporting Unit Classification**.
5. Select **Reporting Establishment**.
6. Click **Next**, and then review and submit.

Configure your tax reporting units

To configure a TRU for ACA reporting:

1. Make sure your TRUs and registrations are set up.
Each TRU with a United States Federal Tax registration is considered a separate authoritative transmitter.
For further info, see Overview of Legal Reporting Unit Configuration for the US in the Help Center.
2. Verify your United States Federal Tax registrations.
 - a. From **My Client Groups**, click **Workforce Structures**.
 - b. In **Organizations**, click **Manage Legal Reporting Unit Registrations**.
 - c. Verify the following for the United States Federal Tax registration.

| Field name | What reports use it |
|--------------------|---------------------|
| EIN or TIN | 1094-C and 1095-C |
| Registered Address | 1094-C and 1095-C |
| Registered Name | 1094-C and 1095-C |

3. Configure each TRU.
 - a. From **My Client Groups**, click **Workforce Structures**.
 - b. In **Organizations**, click **Manage Legal Reporting Unit HCM**.
 - c. Click **Tax Reporting Unit** and then **Federal**.
 - d. Enter the following in **ACA Reporting Information**.

| Field name | What uses it | How it's used |
|-------------------------|--------------|--|
| ACA Contact First Name | 1094-C | The 1094-C Employer Report flow requires this value on all TRUs. |
| ACA Contact Middle Name | 1094-C | The 1094-C Employer Report flow requires this value on all TRUs. |

| Field name | What uses it | How it's used |
|---|-------------------|--|
| ACA Contact Last Name | 1094-C | The 1094-C Employer Report flow requires this value on all TRUs. |
| ACA Contact Suffix | 1094-C | The 1094-C Employer Report flow requires this value on all TRUs. |
| ACA Contact Phone | 1094-C and 1095-C | The 1094-C Employer Report flow requires this value on all TRUs. Enter the full number as digits, including country code. |
| Qualifying Offer Method | 1094-C | The 1094-C Employer Report flow requires this value on all TRUs. |
| Qualifying Offer Method Transition Relief | 1094-C | No longer used as of the 2016 reporting period. |
| 98 Percent Offer Method | 1094-C | The 1094-C Employer Report flow requires this value on all TRUs. |
| Safe Harbor | 1094-C | Overrides line 16 for all employees associated with this TRU. |
| Minimum Coverage Offered All 12 Months | 1094-C | The 1094-C Employer Report flow requires this value on all TRUs. |
| Employee Count Date to Use | 1094-C | The 1094-C Employer Report flow supports only the last day of the month. |
| Calculation Date | 1094-C and 1095-C | Defines the milestone day of the month for employee coverage. |
| Calculation Day | 1094-C and 1095-C | This field is available only if you selected Given day for Calculation Date . If the current month has fewer days than the value you selected, the report treats this as Last day of the month . |

| Field name | What uses it | How it's used |
|---------------------------------------|-------------------|--|
| Grant full coverage for partial month | 1094-C and 1095-C | When selected, the report considers employees hired or terminated midmonth covered for the full month. |

e. Enter the following in **ACA Aggregated Group Information**.

For a definition of ALE member (ALEM), see the IRS instructions.

| Field name | What uses it | How it's used |
|-----------------------------|--------------|--|
| Aggregated ALE Group Member | 1094-C | Used if you're an aggregated applicable large employer (ALE) group employer. |
| Aggregated ALE Group Name | 1094-C | Used to group employers for reporting. |

For example, TRU A is the parent of TRU B and TRU C. Combined, A, B, and C have 55 full-time employees. The three collective TRUs represent one ALE. The Form 1094-C refers to the same concept as the aggregated ALE group.

- i. For TRU A, you set **Aggregated ALE Group Member** to **Yes**. Its TRU name now appears in **Aggregated ALE Group Name**.
- ii. For TRUs B and C, you set **Aggregated ALE Group Member** to **No**.
- iii. Select TRU A's name for **Aggregated ALE Group Name**.
- iv. Leave these fields blank for any TRU reporting separately.

4. Save your changes.

Configure the 1094-C Transmission Manifest

Before you can submit your Affordable Care Act (ACA) info to the IRS, you need to update your Form 1094-C transmission manifest.

Use a standard text editor to set these values.

- Unique transmission ID
- Checksum number
- Attachment byte size

For further info, see the following sections.

How you update the unique transmission ID

The XML schemas for Forms 1094-C and 1095-C include elements designed to uniquely identify ACA Information Returns (AIR) transmissions, submissions within the transmission, and records within the submission. The transmitter that generates the form data file for transmission to the IRS must generate these IDs and maintain them along with their

associated transmissions. They use unique IDs to simplify and increase the precision of communications, corrections, and replacements.

The transmitter uniquely identifies each transmission by the unique transmission identifier (UTID) in the header.

The format for the UTID includes these fields separated by colons.

| Field | What it does |
|--------------------------|---|
| UUID | <p>Universally unique identifier (UUID) is an identifier standard defined by the Internet Engineering Task Force (IETF) in Request For Comments (RFC) 4122. The UUID consists of a 16-octet (128-bit) number. In its canonical form, a UUID is represented by 32 hexadecimal digits, displayed in five groups separated by hyphens. It uses the form 8-4-4-4-12 for a total of 36 characters (32 digits and 4 hyphens).</p> <p>For example: 550e8400-e29b-41d4-a716-44665540000</p> <ol style="list-style-type: none">1. Use an online UUID generator to create this value, such as the Online UUID Generator.2. Open the Manifest file in a text editor, and enter the UUID you created. <p>Don't change the rest of the data in that line.</p> |
| Application ID | SYS12 |
| Transmitter Control Code | 5-character alphanumeric all-capital string that contains the transmitter's control code (TCC). Specify the TCC the IRS assigned the transmitter when you applied to file electronically. |
| Reserved | Empty field. |
| Request type | Must be T (Transactional). |

How you set the checksum

Use an online checksum generator, such as OnlineMD5, to create a checksum number of SHA-256 type and then apply it to the manifest file. For further info, see [Overview of Affordable Care Act Reporting](#) in the Help Center.

After you have the checksum number, open manifest file in a text editor and enter the number.

How you set the attachment byte size

From File Explorer, right-click on the 1094-C form data file, and select **Properties**. Enter the file's size in bytes in the `<irs:AttachmentByteSizeNum>` tag of the manifest file.

Related Topics

- [Affordable Care Act Information Returns System](#)
- [Configure Affordable Care Act Reporting](#)
- [How the 1094-C Transmission Manifest Gets Its Info](#)
- [Overview of Affordable Care Act Reporting](#)

Configure the Form 1095-C Template

When preparing to print Form 1095-C, you have a couple configuration options.

- Print using ComplyRight paper stock with preprinted instructions
- Mask Social Security Numbers (SSNs)

If you're using ComplyRight paper stock

If you're using ComplyRight plain white paper stock with preprinted instructions, you must edit the predefined template to remove the instructions.

1. Configure the 1095-C template.
 - a. From **Tools**, click **Reports and Analytics**.
 - b. Click **>>**, and select **Shared Folders**.
 - c. Expand **Human Capital Management, Benefits, US**, and then **ACA**.
 - d. Click **Edit** for the 1095-C template.
 - The print folder is **1095c**, and the template is **1095c_print_YYYY**.
 - The online folder is **US1095c**, and the template is **1095c_online_YYYY**.

Where **YYYY** is the reporting year.

- e. Click **Edit** for the selected template.

This downloads the template as an RTF file. Save it to an appropriate location.
 - f. Open the file in a text editor, such as Microsoft Word.
 - g. On the second page, navigate to the `count CoveredIndividualGrp` entry.
 - h. Move it to after the `PrintInstructionsEP` entry on the first page.
 - i. Delete the page that provides the instructions.
 - j. Confirm that Page 3 has changed to Page 2.
 - k. Save the template with a new name.
2. Upload the template.
 - a. From **Reports and Analytics**, click **>>** and select **Shared Folders**.
 - b. Expand **Custom, Human Capital Management, Payroll, Regulatory and Tax Reporting, US**, and then **Year End**.
 - c. Select **+Add New Layout**.
 - d. In **Upload or Generate Layout**, click **Upload**.
 - e. In **Upload Template File**, enter or select the following.

| Field name | What you do |
|---------------|---------------------------------|
| Layout Name | Enter a memorable name. |
| Template File | Select the file you just saved. |

| Field name | What you do |
|------------|------------------------------|
| Type | Select RTF Template . |
| Locale | Select English . |

- f. Click **Upload**.

If you need to mask Social Security Numbers

To mask the SSNs of employees and their dependents:

1. Open the appropriate predefined 1095-C template.
 - a. From **Tools**, click **Reports and Analytics**.
 - b. Click **>>**, and select **Shared Folders**.
 - c. Expand Human Capital Management, Benefits, US, ACA, and then **1095c**.
 - d. Open the appropriate predefined 1095-C template.
 - The print folder is **1095c**, and the template is **1095c_print_YYYY**.
 - The online folder is **US1095c**, and the template is **1095c_online_YYYY**.

Where **YYYY** is the reporting year.

2. To mask the employee SSN:
 - a. Navigate to **Part 1: box #2 Social security number (SSN)**.
 - b. Right-click **SSN**, and select **BI-Publisher** and then **Properties**.
 - c. Replace:

```
<?US_ACA_PER_PRIMARY_NID?>
```

with:

```
<?concat('XXX-XX-', substring(US_ACA_PER_PRIMARY_NID,string-length(US_ACA_PER_PRIMARY_NID)-4))?>
```

- d. Click **Apply**.

3. To mask dependent SSNs:

- a. Navigate to Part III: column (b) SSN or other TIN.
- b. Right-click **SSN**, and select **BI-Publisher** and then **Properties**.
- c. For the employee SSNs, replace:

```
<?US_ACA_PER_PRIMARY_NID?>
```

with:

```
<?concat('XXX-XX-', substring(US_ACA_PER_PRIMARY_NID,string-length(US_ACA_PER_PRIMARY_NID)-4)) ?>
```

- d. For the dependent SSNs, replace:

```
<?US_ACA_PER_DEP_INFO/US_ACA_DEP_PER_SSN?>
```

with:

```
<?concat('XXX-XX-', substring(US_ACA_PER_DEP_INFO/US_ACA_DEP_PER_SSN,string-length(US_ACA_PER_DEP_INFO/US_ACA_DEP_PER_SSN)-4)) ?>
```

- e. Click **Apply**.

- 4. Save the template with a new name.
- 5. Upload the template.

- a. Open the **Custom** folder.
- b. Select **+Add New Layout**.
- c. In **Upload or Generate Layout**, click **Upload**.
- d. In **Upload Template File**, enter or select the following.

| Field name | What you do |
|---------------|---------------------------------|
| Layout name | Enter a memorable name. |
| Template File | Select the file you just saved. |
| Type | Select RTF Template . |
| Locale | Select English . |

- e. Click **Upload**.

Related Topics

- [Configure Affordable Care Act Reporting](#)
- [Overview of Affordable Care Act Reporting](#)
- [US 1095-C Employee Report](#)

Define Balance Feeds for Affordable Care Act Employee Eligible Hours

When configuring your balances for Affordable Care Act eligible hours calculation, the steps you take depend on your license type.

- Payroll customers must use balances.
- HR-Only customers must use element entry.

Neither solution works for both.

What to do if you're a Cloud Payroll customer

Define feeds for the ACA Eligible Employee Hours balance.

1. Start the Balance Definitions task.
2. Select your legislative data group (LDG), and search for **ACA**.
3. Select **ACA Eligible Employee Hours** in the search results.
4. Click **Balance Feeds**.
5. Feed this balance to all qualifying Hours Worked elements.
Select their Hours input value.

Note: The predefined ACA Eligible Employee Hours balance tracks values up to three decimal places, so the feeds you define must be three decimal places.

What to do if you're not a Cloud Payroll customer

You must define Information elements to track the hours worked for variable-hour employees.

1. Use the Elements task to define Information elements for each earning type.
Depending on your organization, this can include:
 - Regular pay
 - Overtime pay
 - Jury duty
 - Vacation
2. Identify the elements as nonrecurring.
3. Add these elements with the eligible hours for the measurement period to element entry.
Be sure the element end date is within the measurement period start and end dates.
4. Create an **Hours** element input value of with these values.
 - Unit of Measure
Hours in decimal format, 3 places
 - Displayed
 - Allow User Entry

5. Feed the predefined ACA Employee Eligible Hours balance using the **Hours** input value from all qualifying Hours Worked elements.

Define Your Affordable Care Act Break-in-Service Rules

The ACA Break-in-Service Attributes table determines how your organization handles Affordable Care Act (ACA) eligibility for employees who have been terminated and rehired.

Depending upon the length of time away from employment and the duration of their employment prior to termination, the employee may be eligible to retain their previous benefits status.

There are no defaults and no data validation.

- You must define at least one row for each ACA Eligibility profile you've defined.
- You must define sufficient rows to capture all employee cases.
- Assign lower priority numbers to the more-specific rules. This ensures the Break-in-Service process enforces those rules first.

Note: You must ensure the best match has the lower priority. Once an employee is processed, they're ignored for subsequent rows, even if they meet those criteria.

To define the break-in-service rules for your organization:

1. Start the Manage Legal Entity HCM Information task from your implementation project
2. Open your legal entity for editing.
3. Under **Legal Employer**, click **Federal**.
4. In **ACA Break-in-Service Attributes**, click **Add Row**.

For each eligibility profile, you must define sufficient rows to capture all possible benefits restoration and restart outcomes.

5. Define the following.

| Column header | What you do |
|--|---|
| Priority | <p>Set the order in which the Break-in-Service process evaluates the rehired employee.</p> <p>The process runs from lowest priority to highest. Set the priority order to align with the eligibility and row for each day range from lowest to highest.</p> |
| Eligibility Profile | <p>Select the ACA Eligibility profile for this priority. If all employees follow the same rules, leave this null.</p> <p>For further info, see Configure Benefits for Affordable Care Act Reporting in the Help Center.</p> |
| Break Days Greater Than or Equal Break Days Less Than | <p>These two fields define the length of the break-in-service period for this benefits restoration outcome.</p> <p>Break Days Greater Than or Equal represents the number of days since the person's termination.</p> |

| Column header | What you do |
|--|---|
| | The value you enter for Break Days Less Than must be greater than or equal to the value for Break Days Greater Than or Equal . |
| Service Greater Than or Equal to Break | Select one: <ul style="list-style-type: none"> ○ Yes: Employee's length of service immediately prior to the break is greater than or equal to the duration of the break. ○ No: Length of service immediately prior to the break is less than the duration of the break. ○ Null: Don't consider. |
| Result | For employees that meet these criteria, identify their ACA eligibility. <ul style="list-style-type: none"> ○ Restore: Uses their eligibility prior to the break. ○ New Hire: Treats them as a new hire. |
| Assignment ACA Field Start Date | If you selected the Restore result, select when their restored eligibility begins. <ul style="list-style-type: none"> ○ First of month: First day of the month following the date of hire. ○ Hire date: Date of employee rehire. ○ Start date of next pay period: First payroll period start date following the date of rehire. ○ Start of pay period hire or next: Rehire date if the same as a pay period start date, else the next pay period start date. ○ Start of month hire or next: Rehire date if the same as the first day of the month, else the first day of the month following date of hire. |

6. Save your work.
7. Repeat until you've defined sufficient rows to capture all possible benefits restoration and restart outcomes for every eligibility profile.

How the 1094-C Transmission Manifest Gets Its Info

The info 1094-C Transmission Manifest uses comes from multiple sources.

| File value | What it does | Where it comes from |
|-----------------------------------|---|---|
| <code>UniqueTransmissionId</code> | Unique identifier assigned by the transmitter to each transmission. | Manual entry. For further info, see Configure the 1094-C Transmission Manifest in the Help Center. |
| <code>Timestamp</code> | Date and time the data file was created, based on the local time zone of the transmitter. | File transmission date. |
| <code>PaymentYr</code> | Tax year of this information return. | Set by the US 1094-C Employer Report flow. |

| File value | What it does | Where it comes from |
|-----------------------------|---|---|
| EIN | <p>Employer identification number (EIN) belonging to the transmitter.</p> <p>For aggregated group employers, this is the federal tax registration number of the aggregated Applicable Large Employer (ALE) group's tax reporting unit (TRU).</p> <p>For single legal employers, it's the TRU federal tax registration number.</p> | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. EIN or TIN |
| TestFileCd | Identifies the file type as either test or production. | <ul style="list-style-type: none"> • P: Production This is the default. • T: Test Manually set to this value when you are testing. |
| BusinessNameLine1Txt | Filer's company name. | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Name |
| CompanyNm | Filer's company name. | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Name |
| AddressLine1Txt | Filer's complete address where all correspondence is to be sent. | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Address |
| AddressLine2Txt | Filer's complete address where all correspondence is to be sent. | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Address |
| CityNm | Filer's complete address where all correspondence is to be sent. | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Address |
| USStateCd | Filer's complete address where all correspondence is to be sent. | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Address |
| USZIPCd | Filer's complete address where all correspondence is to be sent. | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Address |
| PersonFirstNm | Filer's contact person info. | <ol style="list-style-type: none"> 1. Manage Legal Reporting Unit HCM Information task 2. Tax Reporting Unit 3. Federal 4. ACA Reporting Information 5. ACA Contact First Name |

| File value | What it does | Where it comes from |
|--------------------------------|--|--|
| PersonMiddleNm | Filer's contact person info. | <ol style="list-style-type: none"> 1. Manage Legal Reporting Unit HCM Information task 2. Tax Reporting Unit 3. Federal 4. ACA Reporting Information 5. ACA Contact Middle Name |
| PersonLastNm | Filer's contact person info. | <ol style="list-style-type: none"> 1. Manage Legal Reporting Unit HCM Information task 2. Tax Reporting Unit 3. Federal 4. ACA Reporting Information 5. ACA Contact Last Name |
| ContactPhoneNum | Filer's contact person info. | <ol style="list-style-type: none"> 1. Manage Legal Reporting Unit HCM Information task 2. Tax Reporting Unit 3. Federal 4. ACA Reporting Information 5. ACA Contact Phone |
| TotalPayeeRecordCnt | Total number of Forms 1095-C included in the entire transmission. | Run the US 1094-C Employer Report flow. |
| TotalPayerRecordCnt | Total number of Forms 1094-C included in the entire transmission. | Run the US 1094-C Employer Report flow. |
| SoftwareId | Identifies the reporting year. | Predefined on the file. |
| ChecksumAugmentationNum | The SHA-256 checksum value on the form data file attached to the transmission. | <p>Manually set this value.</p> <p>For further info, see Configure the 1094-C Transmission Manifest in the Help Center.</p> |
| AttachmentByteSizeNum | Size in bytes of the form data file attached to the transmission. | <p>Manually set this value. Check the 1094-C form data file size properties, and update the file size in bytes.</p> <p>For further info, see Configure the 1094-C Transmission Manifest in the Help Center.</p> |

For further info, see Configure for Affordable Care Act Reporting in the Help Center.

Related Topics

- [Affordable Care Act Information Returns System](#)
- [Configure Affordable Care Act Reporting](#)
- [Configure the 1094-C Transmission Manifest](#)

How the ACA Eligibility Process Determines Employee Eligibility

The ACA Eligibility Process evaluates each employee to determine their eligibility and then updates their ACA assignment fields appropriately.

For further info, see ACA Eligibility Process in the Help Center.

Settings that affect this process

Your organization must be completely configured for the ACA Eligibility process to run accurately.

For further info, see Configure Affordable Care Act Reporting in the Help Center.

How it determines eligibility for new hires

When you run this process:

1. It identifies all active employee primary assignments that fall within the parameters you set when you start the process.
2. For each of these employees, it captures the following.
 - o ACA Eligibility
 - o Limited Nonassessment
 - o ACA Full Time
 - o Measurement Start Date
 - o Measurement End Date
 - o Administrative Start Date
 - o Administrative End Date
 - o Stability Start Date
 - o Stability End Date
3. For each employee, it checks if their hire or rehire date is within the start and end date parameters you set.
4. If the person's hire date is in the process's date range, the process uses the Initial columns of the ACA Eligibility Attributes table.

It uses the Ongoing columns of the table when:

- a. The person's hire isn't within the process's date range.
 - b. One of their measurement, administrative, or stability end dates is within the date range.
 - c. There are no other prohibitions as defined by the process's logic.
5. It checks each row in the ACA Eligibility Attributes table in sequence.
 - o If the employee isn't eligible based on any of the criteria in the Eligibility table, the process skips them and proceeds to the next employee.
 - o If it finds an eligibility match for that person, it uses the info in that row to determine the new values.

The process notes these as being the new values for the assignment parameters listed above.

6. It uses the following to determine what updates are needed on the employee's primary assignment, if any.
 - o Current values on the person's assignment as of the end date of the date range selected
 - o New values determined based on the ACA Eligibility Attributes table
 - o Additional process logic
7. If an existing employee has a status of **Yes-weekly**, **Yes-monthly**, **No-weekly**, or **No-monthly**, the process determines their new status.
 - a. Sums the hours in the predefined ACA Employee Eligible Hours balance for the current measurement period's duration.
 - b. Divides this sum by either the number of weeks or months in the measurement period, depending on the person's eligibility.
 - c. It does the following.

| If the person's eligibility is | Then the process |
|--------------------------------|---|
| Yes-weekly | i. Determines the number of weeks in the measurement period. ii. If the resulting average hours per week are greater than or equal to 30, it leaves their eligibility as Yes-weekly . Otherwise, it changes the eligibility to No-weekly . |
| No-weekly | i. Determines the number of weeks in the measurement period. ii. If the resulting average hours per week are greater than or equal to 30, it sets their eligibility to Yes-weekly . Otherwise, it leaves the eligibility as No-weekly . |
| Yes-monthly | i. Determines the number of months in the measurement period. ii. If the resulting average hours per month are greater than or equal to 130, it leaves their eligibility as Yes-monthly . Otherwise, it changes the eligibility to No-monthly . |
| No-monthly | i. Determines the number of months in the measurement period. ii. If the resulting average hours per month are greater than or equal to 130, it changes their eligibility to Yes-monthly . Otherwise, it leaves the eligibility as No-monthly . |

8. If the ACA Eligibility process detects a change, it updates the primary assignment.
9. It generates audit and exception reports.

Related Topics

- [ACA Eligibility Process](#)
- [Configure Affordable Care Act Reporting](#)

How the ACA Eligibility Process Handles Crossing the Initial Stability Start Date

In cases where an employee's initial stability start date falls during the ACA Eligibility Process's date range, it makes these changes.

| To grant employees this initial ACA eligibility | When this date is within the process range | Process makes these changes |
|---|--|--|
| Always Yes-weekly Yes-monthly | Stability period start date | <p>Assignment update date: Sets this to the initial stability start date.</p> <p>ACA Eligibility: No change.</p> <p>ACA Full Time: Sets this to Yes.</p> <p>Limited Nonassessment Period: Sets this to No.</p> <p>Measurement Period Start Date: No change.</p> <p>Measurement Period End Date: No change.</p> <p>Administrative Period Start Date: No change.</p> <p>Administrative Period End Date: No change.</p> <p>Stability Period Start Date: No change.</p> <p>Stability Period End Date: No change.</p> |

How the ACA Eligibility Process Handles New Employees

When you onboard a person, either a new employee or rehiring one who is being treated as new, the ACA Eligibility Process assigns them the initial ACA values based on the ACA Eligibility Attributes table.

For employees with a hire or rehire date in the process date range, the process makes these changes to their assignments.

Note: For the purpose of clarity, the following table abbreviates the **Yes, Weekly** and **Yes, Monthly** values to **Yes** and the **No, Weekly** and **No, Monthly** values to **No**.

| To grant employees this initial ACA eligibility | When this date is within the process range | Process makes these changes |
|---|--|---|
| Always | Hire date | <p>Assignment update Effective Date: Hire date.</p> <p>Effective Start Date: Hire date</p> <p>ACA Eligibility: No change</p> |

| To grant employees this initial ACA eligibility | When this date is within the process range | Process makes these changes |
|---|--|--|
| | | <p>ACA Full Time:</p> <ul style="list-style-type: none"> If the administrative period dates aren't null, sets this to No. Otherwise, sets this to Yes. <p>Limited Nonassessment Period:</p> <ul style="list-style-type: none"> If the administrative period's start date isn't null, sets this to Yes. Otherwise, sets this to No. <p>Measurement Period Start Date: Sets this to the value you set on the ACA Eligibility Attributes table.</p> <p>Measurement Period End Date:</p> <ul style="list-style-type: none"> Sets this to the measurement period's start date plus its duration. If the period's start date is null, no change. <p>Administrative Period Start Date: Derives this date based on the values you set on the ACA Eligibility Attributes table.</p> <p>Administrative Period End Date:</p> <ul style="list-style-type: none"> Sets this to the administrative period's start date plus its duration. If the period's start date is null, no change. <p>Stability Period Start Date:</p> <ul style="list-style-type: none"> Sets this to 1 day after the initial administrative period's end date. If there's no administrative period start date, sets this to the initial measurement period's start date. If there's no initial measurement period start date, sets this to the person's hire date. <p>Stability Period End Date:</p> <ul style="list-style-type: none"> Uses the stability period's start date plus its duration. If there's no stability period start date, no change. |
| <p>Yes-weekly Yes-monthly</p> | <p>Hire date</p> | <p>Assignment update Effective Date: Hire date.</p> <p>Effective Start Date: Hire date</p> <p>ACA Eligibility: No change</p> <p>ACA Full Time:</p> |

| To grant employees this initial ACA eligibility | When this date is within the process range | Process makes these changes |
|---|--|---|
| | | <ul style="list-style-type: none"> If the administrative period dates aren't null, sets this to No. Otherwise, sets this to Yes. <p>Limited Nonassessment Period:</p> <ul style="list-style-type: none"> If the administrative period's start date isn't null, sets this to Yes. Otherwise, sets this to No. <p>Measurement Period Start Date: Sets this to the value you set on the ACA Eligibility Attributes table.</p> <p>Measurement Period End Date:</p> <ul style="list-style-type: none"> Sets this to the measurement period's start date plus its duration. If the period's start date is null, no change. <p>Administrative Period Start Date: Derives this date based on the values you set on the ACA Eligibility Attributes table.</p> <p>Administrative Period End Date:</p> <ul style="list-style-type: none"> Sets this to the administrative period's start date plus its duration. If the period's start date is null, no change. <p>Stability Period Start Date:</p> <ul style="list-style-type: none"> Sets this to 1 day after the initial administrative period's end date. If there's no administrative period start date, sets this to the initial measurement period's start date. If there's no initial measurement period start date, sets this to the person's hire date. <p>Stability Period End Date:</p> <ul style="list-style-type: none"> Uses the stability period's start date plus its duration. If there's no stability period start date, no change. |
| <p>No-weekly No-monthly</p> | <p>Hire date</p> | <p>Assignment update Effective Date: Hire date.</p> <p>Effective Start Date: Hire date</p> <p>ACA Eligibility: No change.</p> <p>ACA Full Time: Sets this to No.</p> <p>Limited Nonassessment Period: Sets this to No.</p> |

| To grant employees this initial ACA eligibility | When this date is within the process range | Process makes these changes |
|---|--|---|
| | | <p>Measurement Period Start Date: Uses the value you set on the ACA Eligibility Attributes table.</p> <p>Measurement Period End Date:</p> <ul style="list-style-type: none"> Sets this to the measurement period's start date plus its duration. If the measurement period's start date is null, no change. <p>Administrative Period Start Date: No change.</p> <p>Administrative Period End Date: No change.</p> <p>Stability Period Start Date: No change.</p> <p>Stability Period End Date: No change.</p> |
| Never | Hire date | <p>Assignment update Effective Date: Hire date.</p> <p>Effective Start Date: Hire date</p> <p>ACA Eligibility: No change.</p> <p>ACA Full Time: Sets this to No.</p> <p>Limited Nonassessment Period: Sets this to No.</p> <p>Measurement Period Start Date: No change.</p> <p>Measurement Period End Date: No change.</p> <p>Administrative Period Start Date: No change.</p> <p>Administrative Period End Date: No change.</p> <p>Stability Period Start Date: No change.</p> <p>Stability Period End Date: No change.</p> |
| Exclude | Hire date | Doesn't update any fields. |

Related Topics

- [How the ACA Eligibility Process Updates Assignment Data](#)

How the ACA Eligibility Process Handles Ongoing Employees

Once an employee is in Ongoing status, their Affordable Care Act (ACA) processing primarily consists of checking and maintaining their eligibility

The ACA Eligibility Process considers a person in Ongoing status if their measurement period's end date:

1. Is within the process's date range
2. Is 1 day before the ongoing measurement period start date

The process makes these changes to the assignments belonging to employees who have Ongoing status.

| Employees with this ACA eligibility | Migrating to this eligibility | When this date is within the process range | Process makes these changes |
|-------------------------------------|-------------------------------|--|--|
| Any | Always | Measurement period end date | <p>Assignment update Effective Date: 1 day after the measurement period end date.</p> <p>ACA Eligibility: Sets this to Always.</p> <p>ACA Full Time:</p> <ul style="list-style-type: none"> • If this field is Yes, no change. • If this field is No, no change. • If this field is null, sets it to No. <p>Measurement Period Start Date: Sets this to the ongoing date, as defined in the ACA Eligibility Attributes table, and the appropriate year.</p> <p>Measurement Period End Date: Sets this to the measurement period's start date plus its duration.</p> <p>Administrative Period Start Date:</p> <ul style="list-style-type: none"> • Sets this to the ongoing date, as defined in the ACA Eligibility Attributes table, and the appropriate year. • If these values are null in the ACA Eligibility Attributes table, then set it to null. <p>Administrative Period End Date:</p> <ul style="list-style-type: none"> • Sets this to the administrative period's start date plus its duration. • If there's no administrative period start date in the ACA Eligibility Attributes table, then sets it to null. <p>Stability Period Start Date: No change.</p> <p>Stability Period End Date: No change.</p> |

| Employees with this ACA eligibility | Migrating to this eligibility | When this date is within the process range | Process makes these changes |
|-------------------------------------|-------------------------------|--|--|
| | | Administrative period end date | <p>Assignment update Effective Date: 1 day after the administrative period end date.</p> <p>Stability Period Start Date: Sets this to 1 day after the administrative period's end date.</p> <p>Note: If this isn't the ongoing stability start date, check your settings in the ACA Eligibility Attributes table.</p> <p>Stability Period End Date: Sets this to the stability period's start date plus its duration.</p> <p>ACA Full Time: Sets this to Yes.</p> |
| Any | Yes-weekly Yes-monthly | Measurement period end date | <p>Assignment update Effective Date: 1 day after the measurement period end date.</p> <p>ACA Eligibility: Sets this to Yes-weekly or Yes-monthly, as appropriate.</p> <p>ACA Full Time:</p> <ul style="list-style-type: none"> • If this field is Yes, no change. • If this field is No, no change. • If this field is null, sets it to No. <p>Measurement Period Start Date: Sets this to the ongoing measurement period start date, as defined in the ACA Eligibility Attributes table, and the appropriate year.</p> <p>Measurement Period End Date: Sets this to the measurement period's start date plus its duration.</p> <p>Administrative Period Start Date:</p> <ul style="list-style-type: none"> • Uses the ongoing administrative period start date, as defined in the ACA Eligibility Attributes table, and the appropriate year. • If these values are null in the ACA Eligibility Attributes table, then sets it to null. |

| Employees with this ACA eligibility | Migrating to this eligibility | When this date is within the process range | Process makes these changes |
|-------------------------------------|-------------------------------|--|---|
| | | | <p>Administrative Period End Date:</p> <ul style="list-style-type: none"> If the start date is null, sets the end date to null. Otherwise sets this to the administrative period's start date plus its duration. <p>Stability Period Start Date: No change.</p> <p>Stability Period End Date: No change.</p> |
| | | Administrative period end date | <p>Assignment update Effective Date: 1 day after the administrative period end date.</p> <p>Stability Period Start Date: Sets this to 1 day after the current administrative period's end date.</p> <p>Note: If this isn't the ongoing stability start date, check your settings in the ACA Eligibility Attributes table.</p> <p>Stability Period End Date: Sets this to the stability period's start date plus its duration.</p> <p>ACA Full Time: Sets this to Yes.</p> |
| Any | No-weekly No-monthly | Measurement period end date | <p>Assignment update Effective Date: 1 day after the measurement period end date.</p> <p>ACA Eligibility: Sets this to No-weekly or No-monthly, as appropriate.</p> <p>ACA Full Time:</p> <ul style="list-style-type: none"> If this field is Yes, no change. If this field is No, no change. If this field is null, sets it to No. <p>Measurement Period Start Date: Uses the ongoing measurement period start date, as defined in the ACA Eligibility Attributes table, and the appropriate year.</p> |

| Employees with this ACA eligibility | Migrating to this eligibility | When this date is within the process range | Process makes these changes |
|-------------------------------------|-------------------------------|--|---|
| | | | <p>Measurement Period End Date: Sets this to the measurement period start date plus its duration.</p> <p>Administrative Period Start Date: Sets this to null.</p> <p>Administrative Period End Date: Sets this to null.</p> <p>Stability Period Start Date: No change.</p> <p>Stability Period End Date: No change.</p> |
| | | Stability period end date | <p>Assignment update Effective Date: 1 day after the stability period end date.</p> <p>ACA Full Time:</p> <ul style="list-style-type: none"> • If this is Yes, sets it to No. • If this is No, no change. • If this is null, sets it to No. <p>Stability Period Start Date: Sets this to null.</p> <p>Stability Period End Date: Sets this to null.</p> |
| Any | Never | Measurement period end date | <p>Assignment update Effective Date: 1 day after the measurement period end date.</p> <p>ACA Eligibility: Sets this to Never.</p> <p>ACA Full Time:</p> <ul style="list-style-type: none"> • If this is Yes, no change. • If this is No, no change. • If this is null, sets it to No. <p>Measurement Period Start Date: Sets this to null.</p> <p>Measurement Period End Date: Sets this to null.</p> <p>Administrative Period Start Date: Sets this to null.</p> <p>Administrative Period End Date: Sets this to null.</p> <p>Stability Period Start Date: No change.</p> |

| Employees with this ACA eligibility | Migrating to this eligibility | When this date is within the process range | Process makes these changes |
|-------------------------------------|-------------------------------|--|--|
| | | | <p>Stability Period End Date: No change.</p> |
| | | Stability period end date | <p>Assignment update Effective Date: 1 day after the stability period end date.</p> <p>ACA Full Time:</p> <ul style="list-style-type: none"> • If this is Yes, sets it to No. • If this is No, no change. • If this is null, sets it to No. <p>Stability Period Start Date: Sets this to null.</p> <p>Stability Period End Date: Sets this to null.</p> |
| Any | Exclude | Measurement period end date | <p>Assignment update Effective Date: 1 day after the measurement period end date.</p> <p>ACA Eligibility: Sets this to Exclude.</p> <p>Note: This status indicates you're maintaining this employee's eligibility manually or through a third-party application.</p> <p>ACA Full Time: Sets this to null.</p> <p>Measurement Period Start Date: Sets this to null.</p> <p>Measurement Period End Date: Sets this to null.</p> <p>Administrative Period Start Date: Sets this to null.</p> <p>Administrative Period End Date: Sets this to null.</p> <p>Stability Period Start Date: Sets this to null.</p> <p>Stability Period End Date: Sets this to null.</p> |

How the ACA Eligibility Process Migrates Employees from Initial to Ongoing Periods

The ACA Eligibility Process migrates new employees to Ongoing status if their initial measurement period's end date is within the process's date range.

- If the initial measurement end date is more than 1 day prior to the ongoing measurement period start month and day, the process assigns the employee ongoing dates that started in the prior year.
- If the initial measurement end date is 1 day prior the ongoing measurement period start month and day or later, the process assigns the employee the ongoing dates that started in the current calendar year.

The process makes these changes to the assignments belonging to employees who are migrating to Ongoing status.

Note: If you aren't using measurement dates, the employee goes from Initial to Ongoing status on their initial stability end date.

| Employees with this initial ACA eligibility | Migrating to this Ongoing eligibility | When this date is within the process range | Process makes these changes |
|--|---------------------------------------|--|--|
| Yes-weekly Yes-monthly No-weekly No-monthly | Yes-weekly Yes-monthly | Measurement period end date | <p>Assignment update Effective Date: 1 day after the measurement period end date.</p> <p>ACA Eligibility: Sets this to Yes-weekly or Yes-monthly, as appropriate.</p> <p>ACA Full Time: Sets this to Yes.</p> <p>Limited Nonassessment Period: Sets this to No.</p> <p>Measurement Period Start Date:</p> <ul style="list-style-type: none"> • If the measurement period end date is before the ongoing measurement period's start date, sets this to the ongoing measurement period's start date, as defined in the ACA Eligibility Attributes table, and the prior calendar year. • If the measurement period end date is on or after the ongoing measurement period's start date, sets this to the ongoing measurement period's start date, as defined in the ACA Eligibility Attributes table, and the current calendar year. <p>Measurement Period End Date: Sets this to the measurement</p> |

| Employees with this initial ACA eligibility | Migrating to this Ongoing eligibility | When this date is within the process range | Process makes these changes |
|---|---------------------------------------|--|---|
| | | | <p>period's start date plus its duration type and number.</p> <p>Administrative Period Start Date:</p> <ul style="list-style-type: none"> If the measurement period end date is before the ongoing measurement period's start date, sets this to the ongoing administrative period's start date, as defined in the ACA Eligibility Attributes table, and the prior calendar year. If the measurement period end date is on or after the ongoing measurement period's start date, sets this to the ongoing administrative period's start date, as defined in the ACA Eligibility Attributes table, and the current calendar year. <p>Administrative Period End Date: Sets this to the administrative period's start date plus its duration.</p> <p>Stability Period Start Date:</p> <ul style="list-style-type: none"> If the measurement period end date is before the ongoing measurement period's start date, sets this to the ongoing stability period's start date, as defined in the ACA Eligibility Attributes table, and the prior calendar year. If the measurement period end date is on or after the ongoing measurement period's start date, sets this to the ongoing stability period's start date, as defined in the ACA Eligibility Attributes table, and the current calendar year. <p>Stability Period End Date: Sets this to the stability period's start date plus its duration.</p> |
| | | Stability period end date | <p>Assignment update Effective Date: 1 day after the stability period end date.</p> <p>Stability Start Date:</p> |

| Employees with this initial ACA eligibility | Migrating to this Ongoing eligibility | When this date is within the process range | Process makes these changes |
|--|---------------------------------------|--|--|
| | | | <ul style="list-style-type: none"> If the stability period end date isn't the day prior to the ongoing stability start date, sets this to the ongoing stability period's start date, as defined in the ACA Eligibility Attributes table, with calendar year of the current ongoing stability period. If the stability period end date is one day prior to the ongoing stability period's start date, sets this to the ongoing stability period's start date, as defined in the ACA Eligibility Attributes table, and the year of the next ongoing stability start date. <p>Stability End Date: Sets this to the stability period's start date plus its duration.</p> |
| Yes-weekly Yes-monthly No-weekly No-monthly | No-weekly No-monthly | Measurement period end date | <p>Assignment update Effective Date: 1 day after the measurement period end date.</p> <p>ACA Eligibility: Sets this to No-weekly or No-monthly, as appropriate.</p> <p>ACA Full Time:</p> <ul style="list-style-type: none"> If the person's initial eligibility was No-weekly or No-monthly, no change. If the person's eligibility is changing to No-weekly or No-monthly, no change. <p>Measurement Period Start Date:</p> <ul style="list-style-type: none"> If the measurement period end date is before the ongoing measurement period's start date, sets this to the ongoing measurement period's start date, as defined in the ACA Eligibility Attributes table, and the prior calendar year. If the measurement period end date is on or after the ongoing measurement period's start date, sets this to the ongoing measurement period's start date, as defined in the ACA Eligibility Attributes table, and the appropriate year. |

| Employees with this initial ACA eligibility | Migrating to this Ongoing eligibility | When this date is within the process range | Process makes these changes |
|---|---------------------------------------|--|---|
| | | | <p>Measurement Period End Date: Sets this to the measurement period's start date plus its duration.</p> <p>Administrative Period Start Date: Sets this to null.</p> <p>Administrative Period End Date: Sets this to null.</p> <p>Stability Dates: No change.</p> |
| | | Stability period end date | <p>Assignment update Effective Date: 1 day after the measurement period end date.</p> <p>ACA Full Time: Sets this to No.</p> <p>Stability Period Start Date: If a date exists, sets this to null.</p> <p>Stability Period End Date: If a date exists, sets this to null.</p> |
| Always | Always | Measurement period end date | <p>Assignment update Effective Date: 1 day after the measurement period end date.</p> <p>ACA Eligibility: No change.</p> <p>ACA Full Time: No change.</p> <p>Measurement Period Start Date:</p> <ul style="list-style-type: none"> • If the measurement period end date is before the ongoing measurement period's start date, sets this to the ongoing measurement period's start date, as defined in the ACA Eligibility table, and the prior calendar year. • If the measurement period end date is on or after the ongoing measurement period's start date, sets this value to the ongoing measurement period's start date, as defined in the ACA Eligibility Attributes table, and the appropriate year. <p>Measurement Period End Date: Sets this to the measurement period's start date plus its duration.</p> <p>Administrative Period Start Date:</p> <ul style="list-style-type: none"> • If the measurement period end date is before the |

| Employees with this initial ACA eligibility | Migrating to this Ongoing eligibility | When this date is within the process range | Process makes these changes |
|---|---------------------------------------|--|--|
| | | | <p>ongoing measurement period, sets this to the ongoing administrative period's start date as defined in the ACA Eligibility Attributes table, and the prior calendar year.</p> <ul style="list-style-type: none"> If the measurement period end date is on or after the ongoing measurement period's start date, sets this to the ongoing administrative period's start date, as defined in the ACA Eligibility Attributes table, and the appropriate year. <p>Administrative Period End Date:</p> <ul style="list-style-type: none"> If the administrative period's start date isn't null, sets this to the administrative period's start date plus its duration. If the start date is null, no change. <p>Stability Period Start Date:</p> <ul style="list-style-type: none"> If the measurement period end date is before the ongoing measurement period's start date, sets this to the ongoing stability period's start date, as defined in the ACA Eligibility Attributes table, and the prior calendar year. If the measurement period end date is on or after the ongoing measurement period's start date, sets this to the ongoing stability period's start date, as defined in the ACA Eligibility Attributes table, and the appropriate year. <p>Stability Period End Date: Sets this to the stability period's start date plus its duration.</p> |
| Never | Never | | No changes. |
| Exclude | Exclude | | No changes. |

How the ACA Eligibility Process Updates Assignment Data

The ACA Eligibility Process evaluates each employee to determine their eligibility and then updates their Affordable Care Act (ACA) assignment fields appropriately.

For further info, see [ACA Eligibility Process](#) in the Help Center.

It uses these criteria to determine these changes.

- Legal employer ACA settings
- Employee primary assignment ACA field values
- Work hours for employees with a Yes or No eligibility

For employees whose hours fluctuate during a given measurement period, the process can consider them full time in some periods and not in others.

- Any changes you made since the last time you ran the process

You can summarize this process's actions into these scenarios.

- Determining eligibility for new employees

For further info, see [How the ACA Eligibility Process Handles New Employees](#) in the Help Center.

- Processing employee new hires and rehires

For further info, see [How the ACA Eligibility Process Handles New Hires and Rehires](#) in the Help Center.

- Transitioning employees from initial to ongoing periods

For further info, see [How the ACA Eligibility Process Migrates Employees from Initial to Ongoing](#) in the Help Center.

- Evaluating employee eligibility on an ongoing basis

For further info, see [How the ACA Eligibility Process Handles Ongoing Employees](#) in the Help Center.

Related Topics

- [How the ACA Eligibility Process Handles Crossing the Initial Stability Start Date](#)
- [How the ACA Eligibility Process Handles New Employees](#)
- [How the ACA Eligibility Process Handles Ongoing Employees](#)
- [How the ACA Eligibility Process Migrates Employees from Initial to Ongoing Periods](#)

How the ACA Flows Obtain Their Info

The info the ACA flows use to populate your Forms 1094-C and 1095-C come from multiple sources.

For further info, see [Configure for Affordable Care Act Reporting](#) in the Help Center.

Form 1094-C

The Form 1094-C electronic XML file reports your employer info as well as the related 1095-C info.

PART I

This section provides info on the form's ALE (Applicable Large Employer) member.

| Form line | Form label | Where you set it |
|-----------|--|--|
| 1 | Name of ALE Member (Employer) | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Name |
| 2 | Employer identification number (EIN) | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. EIN or TIN |
| 3 | Street address | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task, United States Federal Tax jurisdiction, Registered Address |
| 4 | City or town | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Address |
| 5 | State or province | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Address |
| 6 | Country and ZIP or foreign postal code | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Address |
| 7 | Name of person to contact | <ol style="list-style-type: none"> 1. Manage Legal Reporting Unit HCM Information task 2. Tax Reporting Unit 3. Federal 4. ACA Reporting Information <ul style="list-style-type: none"> ○ ACA Contact First Name ○ ACA Contact Middle Name ○ ACA Contact Last Name |
| 8 | Contact telephone number | <ol style="list-style-type: none"> 1. Manage Legal Reporting Unit HCM Information task 2. Tax Reporting Unit 3. Federal 4. ACA Reporting Information 5. ACA Contact Phone |
| 9 | Name of Designated Government Entity | Designated Government Entities (DGEs) aren't supported |
| 10 | Employer Identification Number (EIN) | DGEs aren't supported |

| Form line | Form label | Where you set it |
|-----------|--|-------------------------------------|
| 11 | Street address | DGEs aren't supported |
| 12 | City or town | DGEs aren't supported |
| 13 | State or province | DGEs aren't supported |
| 14 | Country and ZIP or foreign postal code | DGEs aren't supported |
| 15 | Name of person to contact | DGEs aren't supported |
| 16 | Contact telephone number | DGEs aren't supported |
| 18 | Total number of Forms 1095-C submitted with this transmittal | Value is derived by the report flow |

PART II

This section collects ALE member (ALEM) info.

| Form line | Form label | Where you set it |
|-----------|--|---|
| 19 | Is this the authoritative transmittal for this ALE Member? | Value is derived by the report flow |
| 20 | Total number of Forms 1095-C filed by or on behalf of ALE Member | Value is derived by the report flow |
| 21 | Is ALE Member a member of an Aggregated ALE Group? | <ol style="list-style-type: none"> 1. Manage Legal Reporting Unit HCM Information task 2. Tax Reporting Unit 3. Federal 4. ACA Aggregated Group Information 5. Aggregated ALE Group Member |
| 22 | Certifications of Eligibility | <ol style="list-style-type: none"> 1. Manage Legal Reporting Unit HCM Information task 2. Tax Reporting Unit 3. Federal 4. ACA Reporting Information <ul style="list-style-type: none"> o Qualifying Offer Method o 98 Percent Offer Method |

PART III

Part III reports the following for the ALEM.

- Minimum essential coverage offered by the ALEM to full-time employees
- Full-time employee count
- Total employee count

| Form line | Form label | Where you set it |
|-----------------|--|---|
| 23 (a) | Minimum Essential Coverage Offer Indicator | <ol style="list-style-type: none"> 1. Manage Legal Reporting Unit HCM Information task 2. Tax Reporting Unit 3. Federal 4. ACA Reporting Information 5. Minimum Coverage Offered All 12 Months |
| 23 (b) | Full-Time Employee Count for ALE Member | Value is derived by the report flow |
| 23 (c) | Total Employee Count for ALE Member | Value is derived by the report flow |
| 23 (d) | Aggregated Group Indicator | Value is derived by the report flow |
| 24 - 35 (a - d) | Minimum Essential Coverage Offer Indicator | <ol style="list-style-type: none"> 1. Manage Legal Reporting Unit HCM Information task 2. Tax Reporting Unit 3. Federal 4. ACA Reporting Information 5. Minimum Coverage Offered All 12 Months |

PART IV

Part IV lists all other members of the aggregated ALE group.

| Form line | Form label | Where you set it |
|-----------|------------|--|
| 36 - 65 | Name | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Name <p>Note: Applies to every TRU you identified as an aggregated ALE group member through Aggregated ALE Group Member.</p> |
| | EIN | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. EIN or TIN |

| Form line | Form label | Where you set it |
|-----------|------------|---|
| | | <p>Note: Applies to every TRU you identified as an aggregated ALE group member through Aggregated ALE Group Member.</p> |

Form 1095-C

This form reports info about your ALEs and the group health coverage they offer to your ACA full-time employees. You must provide Form 1095-C to your employees and file electronic copies, along with Form 1094-C (transmittal form), to the IRS.

Before generating this form, be sure you have:

1. Identified all ACA eligible full-time employees. Make sure you date-effectively update any changes to their status.
2. Identified which employees are in limited nonassessment periods. Make sure you date-effectively update any changes to their status.
3. Identified if you offer employer-sponsored self-insured health coverage in which the employee or other individual is enrolled.
4. Provided an SSN for all employees.
5. Provided at least one of the following for each employee dependent:
 - o SSN or TIN
 - o Date-of-birth

PART I

Identifies info about you as the employer and your employees.

The employer details in Form 1095-C are the same as the employer details on the corresponding 1094-C transmittal file you send to the IRS.

| Form line | Form label | Where you set it |
|-----------|------------------------------|--|
| 1 | Name of employee | <ol style="list-style-type: none"> 1. Person task 2. Person Information 3. Name and Addresses <ul style="list-style-type: none"> o Last Name o First Name |
| 2 | Social security number (SSN) | <ol style="list-style-type: none"> 1. Person task 2. Person Information 3. National Identifiers |
| 3 | Street address | <ol style="list-style-type: none"> 1. Person task 2. Person Information 3. Name and Addresses 4. Address Line 1 |
| 4 | City or town | <ol style="list-style-type: none"> 1. Person task |

| Form line | Form label | Where you set it |
|-----------|---|---|
| | | <ol style="list-style-type: none"> 2. Person Information 3. Name and Addresses 4. City |
| 5 | State or province | <ol style="list-style-type: none"> 1. Person task 2. Person Information 3. Name and Addresses 4. State |
| 6 | Country and ZIP Code or foreign postal code | <ol style="list-style-type: none"> 1. Person task 2. Person Information 3. Name and Addresses <ul style="list-style-type: none"> o Country o Postal Code |
| 7 | Name of employer | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Name |
| 8 | Employer identification number (EIN) | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations 2. United States Federal Tax jurisdiction 3. EIN or TIN |
| 9 | Street address | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Address |
| 10 | Contact telephone number | <ol style="list-style-type: none"> 1. Manage Legal Reporting Unit HCM Information 2. Tax Reporting Unit 3. Federal 4. ACA Reporting Information 5. ACA Contact Phone |
| 11 | City or town | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Address |
| 12 | State or province | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Address |
| 13 | Country and ZIP Code or foreign postal code | <ol style="list-style-type: none"> 1. Legal Reporting Unit Registrations task 2. United States Federal Tax jurisdiction 3. Registered Address |

PART II

Reports info about your offer of group health coverage.

| Form line | Form label | Where you set it |
|-----------|-------------------|--|
| 14 | Offer of Coverage | <p>The report flow uses this hierarchy to determine the Offer of Coverage value.</p> <ol style="list-style-type: none"> Checks for an override at the legal employer level. For further info, see Configure for Affordable Care Act Reporting in the Help Center. Uses the ACA Override Upload process to check for an override. For further info, see ACA Override Upload in the Help Center. Derives the value. <p>Here's how the flows derive the various values.</p> <ul style="list-style-type: none"> 1A Qualifying offer. Minimum essential coverage that provides minimum value. Available to full-time employees with: <ul style="list-style-type: none"> Self-only coverage contributions equal to or less than 9.5% of the mainland single federal poverty line At least minimum essential coverage offered to their spouse and dependents <p>Note: Set these on the legal entity:</p> <ul style="list-style-type: none"> Mainland single federal poverty line: Annual Poverty Level Value Mainland single federal percentage: Annual Announced Percentage <p>These fields are available in the Legal Entity HCM Information task in Federal ACA Reporting Information.</p> <ul style="list-style-type: none"> 1B Minimum essential coverage. Provides minimum value to the employee. 1C Minimum essential coverage. Provides: <ul style="list-style-type: none"> Minimum value to the employee At least minimum essential coverage to their dependents but not the spouse |

| Form line | Form label | Where you set it |
|-----------|------------|--|
| | | <ul style="list-style-type: none"> • 1D Minimum essential coverage. Provides: <ul style="list-style-type: none"> ○ Minimum value offered to the employee ○ At least minimum essential coverage offered to their spouse but not their dependents • 1E Minimum essential coverage. Provides: <ul style="list-style-type: none"> ○ Minimum value to the employee ○ At least minimum essential coverage offered to their dependents and spouse <p>Note: The report flow checks the employees' contact info to derive the 1 series codes. To submit 1095-C forms to all ACA-eligible employees with 1E code, enter an override in Offer of Coverage Override Value at the Legal Employer level.</p> <p>For further info, see Configure for Affordable Care Act Reporting in the Help Center.</p> <ul style="list-style-type: none"> • 1F Minimum essential coverage that doesn't provide minimum value to: <ul style="list-style-type: none"> ○ The employee ○ The employee and their spouse or dependents ○ The employee, their spouse, and their dependents • 1G Offer of coverage to employees that: <ul style="list-style-type: none"> ○ Weren't full-time employees for any month of the calendar year ○ Enrolled in self-insured coverage for one or more months of the calendar year <p>Note: The report uses this coverage code for employees that have ACA Full Time set to No but are enrolled into qualified ACA plans.</p> |

| Form line | Form label | Where you set it |
|-----------|------------|--|
| | | <ul style="list-style-type: none"> • 1H No offer of coverage. The employee: <ul style="list-style-type: none"> ○ Isn't offered health coverage at any point during the month ○ Is offered coverage that's not minimum essential coverage • 1J Minimum essential coverage. Provides: <ul style="list-style-type: none"> ○ Minimum value to the employee ○ At least minimum essential coverage conditionally offered to their spouse ○ Minimum essential coverage isn't offered to their dependents • 1K Minimum essential coverage. Provides: <ul style="list-style-type: none"> ○ Minimum value offered to the employee ○ At least minimum essential coverage offered to their dependents ○ At least minimum essential coverage conditionally offered to their spouse • 1L Individual coverage HRA. Provides affordable coverage to the employee only. Determines affordability based on the employee's primary residence ZIP Code. • 1M Individual coverage HRA. Provides affordable coverage to the employee and dependents but not the spouse. Determines affordability based on the employee's primary residence ZIP Code. • 1N Individual coverage HRA. Provides affordable coverage to the employee, spouse, and dependents. Determines affordability based on the employee's primary residence ZIP Code. • 1O Individual coverage HRA. Provides affordable coverage to the employee only. Determines affordability based on the employer's primary location ZIP Code. • 1P Individual coverage HRA. Provides affordable coverage to the employee |

| Form line | Form label | Where you set it |
|-----------|---|---|
| | | <p>and dependents but not the spouse. Determines affordability based on the employer's primary location ZIP Code.</p> <ul style="list-style-type: none"> 1Q <p>Individual coverage HRA. Provides affordable coverage to the employee, spouse, and dependents. Determines affordability based on the employer's primary location ZIP Code.</p> <ul style="list-style-type: none"> 1R <p>Individual coverage HRA. Doesn't provide affordable coverage.</p> <ul style="list-style-type: none"> 1S <p>Individual coverage HRA. Offered to employees who weren't full-time for any month of the calendar year.</p> <ul style="list-style-type: none"> 1T <p>Individual coverage HRA. Provides affordable coverage to the employee and spouse. Determines affordability based on the employee's primary residence ZIP Code.</p> <ul style="list-style-type: none"> 1U <p>Individual coverage HRA offered to employee and spouse. Uses the employer's primary employment location ZIP Code affordability safe harbor.</p> <p>Alternately, you can use the ACA Override Upload task to override the line 14 data. For further info, see ACA Override Upload in the Help Center.</p> <p>Note: You might also need to set the minimum essential coverage and Minimum value for your benefit plan. For further info, see Configure for Affordable Care Act Reporting in the Help Center.</p> |
| 15 | Employee Share of Lowest Cost Monthly Premium, for Self-Only Minimum Value Coverage | <p>Value is derived by the report flow</p> <p>Use the ACA Override Upload task to override any incorrect values. For further info, see ACA Override Upload in the Help Center.</p> |
| 16 | Applicable Section 4980H Safe Harbor | <p>The report process uses this hierarchy to determine the appropriate Safe Harbor value.</p> |

| Form line | Form label | Where you set it |
|-----------|------------|--|
| | | <ul style="list-style-type: none"> • 2A Not employed for any days in the reporting month. • 2B One of the following. <ul style="list-style-type: none"> ○ The employee isn't an ACA full-time employee for the month and didn't enroll in minimum essential coverage (if offered). ○ The employee: <ul style="list-style-type: none"> i. Is an ACA full-time employee for the month. ii. Their offer of coverage (or coverage if the employee was enrolled) ended before the last day of the month. It ended solely because the employee terminated employment during the month. • 2C Employee with an active assignment is enrolled in the offered coverage. Use the ACA Override Upload task to override value 2C for employees. For further info, see ACA Override Upload in the Help Center. • 2D Employee's ACA Full Time is set to No, and their Limited Nonassessment Period is set to Yes. To use codes 2E, 2F, 2G, or 2H, use Safe Harbor Override on the Employment task to override this value at the employee level. Alternately, use the ACA Override Upload task to override any incorrect values. For further info, see ACA Override Upload in the Help Center. |

PART III

This section provides info about your self-funded health coverage (if any), including the covered individuals' names, SSNs, and dates-of-birth. The report flow automatically completes this section if you have employees or other individuals enrolled in employer-sponsored self-insured health coverage.

| Form line | Form label | Where you set it |
|-----------|----------------------------|------------------|
| (a) | Name of covered individual | 1. Person task |

| Form line | Form label | Where you set it |
|-----------|-----------------------|--|
| | | 2. Contacts <ul style="list-style-type: none"> ○ Last Name ○ First Name |
| (b) | SSN | 1. Person task 2. Contacts 3. TIN Number |
| (c) | DOB | 1. Person task 2. Contacts 3. Date of Birth |
| (d) | Covered all 12 months | Value is derived by the report flow |
| (e) | Months of Coverage | Value is derived by the report flow if you don't select Covered all 12 months Use the ACA Override Upload task to update coverage info for the employees and dependents. For further info, see ACA Override Upload in the Help Center. |

Related Topics

- [Configure Affordable Care Act Reporting](#)

Identify and Update Assignments for ACA Reporting

As part of your ACA reporting, you must regularly review your employees' eligibility and update their assignments appropriately.

Before you begin

Be sure you have completed all ACA reporting configuration steps. For further info, see [Configure for Affordable Care Act Reporting](#) in the Help Center.

If this is your first reporting year

If you implemented Oracle Cloud during this reporting year, make sure your employees' hours worked balances for the entire year are available to the ACA reporting processes. For employees experiencing an eligibility change during the reporting year, you must also have their hours worked balances for the prior year.

The payroll process automatically captures this info during the payroll run, but you must make sure you uploaded the legacy hours-worked data before your implementation.

1. Perform a balance initialization for the ACA Employee Eligible Hours balance as of the first month of the lookback period.

For further info, see Oracle Cloud Human Capital Management for the United States: Balance Initialization (1912298.1) on My Oracle Support.

2. Perform balance adjustments for the subsequent months before your first Oracle Cloud payroll run.

For further info, see Oracle Cloud Human Capital Management for the United States: Balance Adjustments (1600728.1) on My Oracle Support.

Note: You don't specify a balance dimension. Elements are loaded as of a specific date during the balance initialization and adjustments.

Related Topics

- [Configure Affordable Care Act Reporting](#)
- [Overview of Affordable Care Act Reporting](#)

Overview of Affordable Care Act Reporting

Use the reports and processes provided by Oracle to generate and submit your annual Affordable Care Act (ACA) forms.

Note: Oracle Fusion HCM doesn't support Consolidated Omnibus Budget Reconciliation Act (COBRA) ACA reporting. ACA reporting isn't supported for retirees.

Follow these steps to generate and submit your ACA forms to the IRS.

| What you do | Check here for more info |
|--|--|
| Make sure your organization and person info are up-to-date. | Configure for Affordable Care Act Reporting in the Help Center |
| Check your employees' assignments for ACA eligibility, and make necessary updates. | Identify and Update Assignments, below |
| Run the Archive End-of-Year ACA flow. | How You Run the Archive, below |
| Use its audit report to evaluate the archived data. | How You View the Archive Audit, below |
| Fix the info reported by the audit report. | How You Fix Your ACA Info, below |
| Rerun the archive if needed. | |

| What you do | Check here for more info |
|--|---|
| Generate Form 1095-C, and check your results. | How You Generate Form 1095-C and View the Results, below |
| Generate the Form 1094-C, and submit it. | How You Generate the Form 1094-C Electronic Data File, below |
| Make changes to the manifest file as needed and submit it. | How You Configure the 1094-C Manifest File and Submit Your Data, below Note: Before submission, you must be registered with the ACA Information Returns (AIR) electronic filing system. For further info, see Affordable Care Act Information Returns System in the Help Center. |

Identify and update assignments

You must periodically evaluate your employees' ACA eligibility and make the appropriate updates. Run it on consecutive time periods to ensure no days are missed. Running it weekly is recommended and monthly at the maximum.

Note: When running the process at the end of the calendar year, its end date must be December 31 to ensure the process applies the year correctly. You would then perform the next run with a January 1 start date.

For further info, see Identify and Update Assignments for ACA Reporting in the Help Center.

There are two methods for evaluating and updating employee assignments.

| Method | What it does |
|-------------------------|---|
| ACA Eligibility Process | This evaluates each employee to determine their eligibility and then updates their ACA assignment fields appropriately. For further info, see ACA Eligibility Process in the Help Center. Note: You can set initial values for most of these fields through the Employment task. This process doesn't update the Reporting Establishment or Safe Harbor fields. For further info, see Configure for Affordable Care Act Reporting in the Help Center. |
| HCM Data Loader (HDL) | Perform a mass upload of the ACA legislative flex fields using HDL. Do this for cases like: <ul style="list-style-type: none"> You have employees that were on-boarded due to a merger or acquisition, and you don't want their hire date to follow the eligibility processing logic. You want to update the ACA fields for employees that were excluded from the ACA Eligibility Process. |

To update your employees' ACA eligibility with the ACA Eligibility Process:

1. Run this flow in Draft mode.
2. Audit the proposed updates.

To review the process's output file:

- a. Start the Person Process Results task.
 - b. Click the process name's link.
 - c. In **Output and Log Files**, open the **US ACA Eligibility.txt** file.
3. Use the Employment task to make any necessary changes.

For further info, see Configure for Affordable Care Act Reporting in the Help Center.

4. Run the process again in Final mode. This applies the actual assignment updates.

The type of assignment update depends on the effective date of the change.

- o **Correct:** Last assignment start date is the same as the effective date from the process.
- o **Update:** Process effective date is later than the last assignment start date.
- o **Update Insert:** Process assignment update date is later than the current assignment but prior to a future dated assignment change.

How you run the archive

The archival flow picks all employees who have an active assignment during the calendar year.

1. If you have already run the archive for this reporting year, roll back the flow before running the archive again. This makes sure you have the latest software updates and are including all corrections to historical data.
2. Run the Archive End-of-Year ACA Information extract from the Submit a Flow task. For further info, see Archive End-of-Year ACA Information in the Help Center.
3. Click **Submit**.
4. Continue with How You View the Archive Audit below.

How you view the archive audit

The archive flow generates audit reports for the 1094-C and 1095-C reports.

To view these reports:

1. When the flow completes, click **Archive End-of-Year ACA Information** in **Tasks**.
2. In **Person Process Results**, view the employees processed.
3. In **Output and Log Files**, select the file to view.
 - o 1094Audit.txt
 - o 1095Audit.txt
4. Click **Download**.
5. Save the audit report as a .csv file, and open it in a spreadsheet application, such as Microsoft Excel.
6. Review the audit report.
7. If you find any discrepancies, continue with How You Fix Your ACA Info below. Otherwise, you can skip to How You Generate Form 1095-C and View the Results.

How you fix your ACA info

After you have run the Archive End-of-Year ACA flow, use the audit report to evaluate the archived data. If anything is incorrect, use the ACA Override Upload task to correct it. For further info, see ACA Override Upload in the Help Center.

Fields that often need fixing are:

- Coverage information values for employees
- Employee share of lowest cost
- Offer of Coverage
- Section 4980H Safe Harbor and Other Relief - Code 2C

To set overrides for your employees' ACA values:

1. Roll back the Archive End-of-Year ACA Information flow if you have already run it for this calendar year.
2. Start the Person Data Loader task.
3. Start the ACA Override Upload task.
 - a. From **Benefits Administration**, click **Evaluation and Reporting**.
 - b. Click **Person Data Loaders**.
 - c. Click **Go to Task** for the ACA Override Upload task.

It opens a Microsoft Excel spreadsheet where you can enter the overrides.

4. Specify values for the following.

| Field name | What you enter |
|------------------------|--|
| Effective Date | Enter the last day of the reporting year, such as 12/31/2017 for 2017. |
| Changed | Populated automatically. |
| Status | Populated automatically. |
| Person Number | Enter the person number of the employee requiring the change. |
| Participant First Name | Enter the first name of the employee. |
| Participant Last Name | Enter the last name of the employee. |
| Contact First Name | If you select Covered Individuals - Dependent for ACA Report Line Number below, enter the contact person's first name. If not, leave blank. |
| Legal Entity | Select the appropriate legal entity name. |

| Field name | What you enter |
|------------------------|---|
| ACA Report Line Number | <p>The line corresponding to the value you're overriding. Create a separate row for each value you're overriding.</p> <p>For example, use Line 14 to override the Offer of Coverage and Line 15 to override the Employee share of lowest cost. To enter overrides for both, you would create 2 rows for the same employee:</p> <ul style="list-style-type: none"> ○ Offer of Coverage ○ Employee share of lowest cost <p>For Line 14, Offer of Coverage, valid values are:</p> <ul style="list-style-type: none"> ○ 1A ○ 1B ○ 1C ○ 1D ○ 1E ○ 1F ○ 1H ○ 1I ○ 1J ○ 1K ○ 1L ○ 1M ○ 1N ○ 1O ○ 1P ○ 1Q ○ 1R ○ 1S ○ 1T ○ 1U ○ 1V Reserved for future use ○ 1W Reserved for future use ○ 1X Reserved for future use ○ 1Y Reserved for future use ○ 1Z Reserved for future use <p>For Line 15, Employee share of lowest cost, the valid value can be any positive number with decimals, such as 10 . 5. If the value is the same for the whole year, then select All 12 Months.</p> |

| Field name | What you enter |
|--------------------------|---|
| | <p>For Line 16, Section 4980H Safe Harbor and Other Relief, the valid value is 2C.</p> <p>For Line 17, ZIP Code, enter an applicable ZIP Code to use to determine affordability. Do this if you have offered the employee individual Health Reimbursement Account (HRA) coverage.</p> <p>For Lines 18 through 22, Covered Individuals - Dependent and Covered Individuals - Employee, valid values are Y or N.</p> |
| Year | Enter the reporting year. This must be the same year that you ran the archive against. |
| January through December | <p>Use these fields to enter overrides for specific months.</p> <p>You must provide a value for every month. If you don't enter an override, the report uses the value provided by the ACA Archival Process.</p> <p>Note: If the value for Line 15 is the same for all 12 months, you don't need to set an override for each month.</p> |
| Override Reason | Enter an optional reason. |
| Delete | <p>Select No to save the override values in the spreadsheet.</p> <p>Select Yes to remove any previous overrides for the employee.</p> |
| Flagged | Populated automatically. |
| Key | Populated automatically. |

5. Click **Upload** to apply the changes.
6. Run the Archive End-of-Year ACA Information flow to capture your changes.
For further info, see Archive End-of-Year ACA Information in the Help Center.
7. Continue with How You Generate Form 1095-C and View the Results below.

How you generate Form 1095-C and view the results

To generate the Forms 1095-C from archived data and distribute them to your employees:

1. Run the US 1095-C Employee Report flow.
 - a. From **My Client Groups**, click **Payroll**.
 - b. Click **Submit a Flow**.
 - c. Select your US legislative data group (LDG).
 - d. Search for and select **US 1095-C Employee Report**.
 - e. Enter the required info, and click **Submit**.

For further info, see US 1095-C Employee Report in the Help Center.

2. View the generated output file.
 - a. When the flow completes, click **US 1095-C Employee Report** in **Tasks**.
 - b. In **Person Process Results**, view the employees processed.
 - c. In **Output and Log Files**, select the file to view.
 - i. 1095C.pdf
 - d. Select **Download**.
 - e. Review the report.
 - f. If you find any discrepancies, continue with How You Fix Your ACA Info below.
3. Use the output file to print your Forms 1095-C.

Use the settings on your printer to produce the required output.

- o Two pages, with the form on one page and instructions on another
- o As a two-sided form
- o This requires a duplex printer.
- o On ComplyRight plain white paper stock with instructions on the back, form L1095CBLK500

Because this stock already includes the instructions, you must edit the 1095-C template to remove them from the print. For further info, see Customize the 1095c Template in the Help Center.

Note: You can use a standard business #10-C envelope for mailing.

How you generate the Form 1094-C electronic data file

To generate your employer Form 1094-C electronic data file and submit it to the IRS:

1. Run the US 1094-C Employer Report flow.
 - a. From My Client Groups, click **Payroll**.
 - b. Click **Submit a Flow**.
 - c. Select your US LDG.
 - d. Search for and select **US 1094-C Employer Report**.
 - e. Enter the required info, and click **Submit**.

For further info, see US 1094-C Employer Report in the Help Center.

2. View the generated output file.
 - a. When the flow completes, click **US 1094-C Employer Report** in **Tasks**.
 - b. In **Person Process Results**, view the employees processed.
 - c. In **Output and Log Files**, select the file to view.
 - 1094C.xml
 - Manifest 1094C.xml
 - d. Select **Download**.
 - e. Review the reports.
 - f. If you find any discrepancies, continue with How You Fix Your ACA Info below.
3. Continue with How You Configure the 1094-C Manifest File and Submit Your Data below.

How you configure the 1094-C manifest file and submit your data

The Manifest file contains the ACA business header and request manifest details.

1. Update the following in the manifest file.
 - o UniqueTransmissionId
 - o ChecksumAugmentationNum
 - o AttachmentByteSizeNum

For further info, see [Configure the 1094-C Transmission Manifest](#) in the Help Center.

2. Use the AIR electronic filing system to transmit your ACA data to the IRS. This involves uploading the information returns to the channel as XML files through your ACA transmitter's Web browser.

For further info, see [Affordable Care Act Information Returns System](#) in the Help Center.

Related Topics

- [ACA Eligibility Process](#)
- [Affordable Care Act Information Returns System](#)
- [Configure Affordable Care Act Reporting](#)
- [Configure the 1094-C Transmission Manifest](#)
- [How the ACA Flows Obtain Their Info](#)

State-Specific Configuration for Affordable Care Act Reporting

Because the ACA reporting flow pattern includes support for files in state-specific formats, you must perform additional configuration for some states before you can generate your Affordable Care Act (ACA) reports.

| For this state | Do this |
|----------------|--|
| California | Enroll for the Minimum Essential Coverage Information Reporting (MEC IR) program. For further info, see the State of California Franchise Tax Board website. |

| For this state | Do this |
|----------------|---|
| New Jersey | Register for a Division of Revenue and Enterprise Services (DORES) account. For further info, see the New Jersey Treasury website. |
| Rhode Island | In addition to submitting through the ACA Information Returns (AIR) electronic filing system, you must submit the 1094-C Employer Report electronically to the Rhode Island Division of Taxation. For further info, see the State of Rhode Island Division of Taxation Department of Revenue website. |
| Washington DC | In addition to submitting through the AIR electronic filing system, you must submit the 1094-C Employer Report electronically with the Office of Tax and Revenue (OTR). For further info, see the Washington DC Office of Tax and Revenue website. |

US 1094-C Employer Report

The US 1094-C Employer Report flow uses the latest Affordable Care Act (ACA) archive info to generate the 1094-C electronic data file for all eligible employees in XML format.

To run this flow:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group (LDG).
4. Search for and select **US 1094-C Employer Report**.

Before you start

Run the archive flow to ensure you capture the latest updates of the ACA data. There's no need to run the archive flow again if:

1. You ran it before and issued 1095-C forms to employees.
2. There are no changes to employee or employer data.

Configure the transmission manifest for this reporting cycle. For further info, see [Configure the 1094-C Transmission Manifest](#) in the Help Center.

Report parameters

Year

Enter the reporting year as a 4-digit number, such as **2022**.

Legal Employer

Search for and select the legal employer you want to report. The flow uses the ACA info for all employees attached to it.

State

Select **CA** to generate a file in XML format for California.

Select **DC** to generate a file in .txt format for Washington DC.

Select **NJ** to generate a file XML format for New Jersey.

Select **RI** to generate a file XML format for Rhode Island.

The report flow includes any employees who lived in these locations for at least 1 day during the reporting year.

ACA File Type

Identify the transmittal file as either an original or replacement file.

Receipt ID

If you're generating a replacement file and using the Transmission mode, specify the receipt ID you received after submitting the original data file to IRS.

Replacement Mode

If you're generating a replacement file:

- Select **Submission** to generate a replacement file for a submission rejected by the IRS.
- Select **Transmission** to generate a replacement file for a rejected transmission by the IRS. This is required only for original records that were rejected.

Leave blank if this is an original file.

Process Configuration Group

To post Form 1094-C to Document Records, configure a different process configuration group that has the **XML Data Source** parameter set to **N**. Select this process configuration group here when running the 1094-C employer report.

Report output

To view the output of this flow:

1. Open the **Navigator**, and select **Reports and Analytics** in **Tools**.
2. Click **>>**, and select **Shared Folders**.
3. Expand **Human Capital Management, Benefits, US**, and then **ACA**.
4. For **1094cElectronicFile**.
5. In **Actions**, click **Report History**.
6. In **Filters**, clear the values in **Owner** and **Start Processing**.
7. Click **Search**.
8. Select the name of the report job you want to view.
9. Select **Output Name** in **Output & Delivery**.

Related Topics

- [Configure the 1094-C Transmission Manifest](#)
- [Configure Affordable Care Act Reporting](#)
- [Overview of Affordable Care Act Reporting](#)
- [Archive End-of-Year ACA Info](#)

US 1095-C Employee Report

The US 1095-C Employee Report flow uses the latest Affordable Care Act (ACA) archive info to generate the Form 1095-C employee report for all eligible employees. Use this flow to generate the original or replacement 1095-C form.

To run this flow:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group (LDG).
4. Search for and select **US 1095-C Employee Report**.

Before you start

Run the archive flow to ensure you capture the latest updates of the ACA data. There's no need to run the archive flow again if:

1. You ran it before and issued 1095-C forms to employees.
2. There are no changes to employee or employer data.

To roll back the documents posted to Document Records:

1. Roll back the ACA archive.
2. Rerun the archive and 1095-C flow.

Report parameters

Year

Enter the reporting year as a 4-digit number, such as **2022**.

Legal Employer

Search for and select the legal employer you want to report. The flow uses the ACA info for all employees attached to it.

Reporting Mode

Choose one of the following.

- Select **Draft** to create a draft of this report for data verification purposes.
- Select **Final** to generate the final version of the report. The report flow automatically publishes a copy of the 1095-C to the Document Records.

Process Configuration Group

To post Form 1095-C to Document Records, configure a different process configuration group that has the **XML Data Source** parameter set to **N**. Select this process configuration group here when running the 1095-C employee report.

Report output

This flow generates a 1095-C report for all eligible employees as a PDF file. It stores a copy in Document Records for employee access through their **Me** page.

Note: This flow doesn't recognize 1095-C document preferences set by the employee.

Rerun the report

If you are rerunning this report for a previous reporting period, you must roll back the documents already posted to Document Records.

1. Roll back the 1095-C process.
2. Roll back the ACA archive.

3. Rerun the archive and 1095-C process.

Related Topics

- [Configure the 1094-C Transmission Manifest](#)
- [Configure Affordable Care Act Reporting](#)
- [Overview of Affordable Care Act Reporting](#)
- [Archive End-of-Year ACA Info](#)

Application Configuration

Configure Additional Person Data for the US

The fields in the Person Management areas include all the options required for Human Resources and legislative reporting. However, your organization might require additional options.

For example, you have an employee who identifies as transgender and doesn't feel **Nonbinary** is applicable. You can modify the **Gender** field to include this as an option.

System lookup codes are predefined values you can use for legislative reporting. You can't modify them. However, you can modify their related user lookup codes. Doing so, and then refreshing their mapping, you can use the new values in your reporting.

You can modify the following codes.

| These user lookup codes | Map to these system lookup codes | With this lookup type |
|---|----------------------------------|---------------------------|
| PER_ETHNICITY CAUTION: Best practice is to not modify this code. If you do, your EEO reports might be invalid. | ORA_PER_ETHNICITY | Ethnicity |
| SEX | ORA_PER_SEX | Gender of person |
| CONTACT | ORA_PER_CONTACT | Relationship |
| MAR_STATS | ORA_PER_MAR_STATUS | Marital status for person |
| PER_HIGHEST_EDUCATION_LEVEL | ORA_PER_HIGHEST_EDUCATION_LEVE | Highest education level |
| PER_NATIONAL_IDENTIFIER_TYPE | ORA_PER_NATIONAL_IDENTIFIER_TY | National identifier type |

Example

You want to add **Transgender** as an option for employee gender self-identification.

1. Modify the SEX user look-up code to include a "Transgender" option.
 - a. Start the Common Lookups task.
 - b. Search for the SEX user lookup type.
 - c. Add a row to the **Sex: Lookup Codes** table.
 - d. Enter the following values in the new row.

| Column name | What you enter |
|-------------|---|
| Lookup Code | A simple code to represent your new value. Enter TG . |
| Meaning | The value as it would appear in the UI. Enter Transgender . |
| Description | Provide a meaningful description. |
| Tag | Enter +US . |

- e. Save your work.
2. Map your new type to an existing system type.

If you don't, the user lookup code you configured won't be available in your legislative reports.

- a. Start the Extended Lookup Codes task.
- b. In **Lookup Type**, locate and select **Sex (System Lookup)**.
- c. Add a row to the **Sex (System Lookup): Extended Lookup Codes** table.
- d. Enter the following values in the new row.

| Column name | What you enter |
|-------------|--|
| Country | Select United States . Note: If the lookup code is specific to the US, you must select United States . If you don't, the lookup code is global. |
| Lookup Code | This refers to the system lookup code. |

| Column name | What you enter |
|-----------------|--|
| | <p>Select Nonbinary.</p> <p>Note: This is mapping your new Transgender option to the existing Nonbinary option. While your new value appears in fields as "Transgender", it appears in reports as "Nonbinary". This maintains the integrity of your EEO and other reporting.</p> |
| Extended Code | <p>This must match the lookup code you defined above.</p> <p>Enter TG.</p> |
| Extended Name | <p>This must match the meaning you defined above.</p> <p>Enter Transgender.</p> |
| All Enterprises | <p>Select Yes.</p> |

- e. Save your work.

Create an Implementation Project for the US

You define setup tasks for organization hierarchy through implementation projects.

To create an implementation project:

1. Sign in using a role that has the profile of a super-user and privileges to create all organizational structures.
2. Select **Setup and Maintenance** from the Navigator.
3. Click **Manage Implementation Projects**.
4. Click **Create**.
5. Provide a name and start date for your project, and click **Next**.
6. Select **Workforce Deployment**.

This parent project contains all the tasks to set up HCM organizational structures.

7. For Payroll implementations, select **Payroll**.
8. Click **Save and Open Project**.

Related Topics

- [Overview of Creating HCM Implementation Users](#)

Disable Address Validation for the US

When you disable address validation, you disable the US-specific programmatic validation rules. You can disable address validation on through the Manage Features by Country or Territory task.

Note: The Manage Geographies task provides predefined rules for validating address structure, format, and values. Disabling address validation doesn't have any impact on these validations.

If you're using the Payroll product extension, never disable this programmatic validation.

For example, suppose you have chosen Human Resources with address validation enabled. During data conversion, you want to temporarily bypass address validation rules to load a batch of worker data. You can achieve this by deselecting the **Address Validation** check box before loading your data. After loading the batch, if the address validation remains disabled, any new address data you enter later could be potentially invalid. Errors can occur in subsequent processes and reports. As a result, you must reenable address validation and update your existing address data to resolve validation errors.

Related Topics

- [Configure Addresses for the US](#)
- [Manage Geography Info for the US](#)
- [Vertex Data for the US](#)

Balance Adjustments

Adjust an Employee's Pennsylvania Act 32 City and School District Taxes

In this example, you have found that an employee hasn't been paying sufficient city and school district taxes for their Pennsylvania PA Act 32 jurisdiction. Therefore, you must adjust these local-level balances.

In this case, the employee:

- Works in Salford Township jurisdiction for the entire year (PSD code 461503)
- Resides in Allentown and Allentown City school district jurisdiction for the entire year (PSD code 390101)

The payroll process under-taxed:

- City tax by \$10
- School district by \$5

You want to make these corrections during your next payroll run.

This involves multiple steps.

| What you need to do | How you do it |
|---|---|
| Ensure you created the eligibility links for the elements | Use the Elements task to verify eligibility links exist for these predefined balances. <ul style="list-style-type: none"> Residence City Tax Residence School District Tax Local Wages and Taxes |
| Check the employee balances before you adjust them | Use the Person Results task to confirm the taxes' balance results on the person's SOE. |
| Adjust the balances | Use the Adjust Individual Balances task to correct these balances. |
| Verify the adjustments | Use the Person Results task to verify you adjusted the balances correctly. |

For further info, see the following sections.

Create the Eligibility Links

You must ensure you have created the eligibility links for your elements. If not, the elements aren't available for adjustment. In this example, you're adjusting the employee's residence city and school district taxes, as well as the local withheld balances.

To adjust the City Withheld, School Withheld, and Local Withheld balances:

- View these elements in the Element task.
 - Residence City Tax
 - Residence School District Tax
 - Local Wages and Taxes
- Make sure you have established eligibility links for them.

Check the Employee Balances

Before performing the adjustment, verify the employee's current balance values.

- Start the Person Results task.
- Search for and select the employee.
- Navigate to their statement of earnings.
- Select the **City or Tax District Tax** balance group, and click **Search**.
- In the search results, select the **City Withheld** balance.
- Select the **School District Tax** balance group, and click **Search**.
- In the search results, select the **School Withheld** balance.
- Select **Payroll Archive**.
- Select the **Balance group usage used for archiving local city balances** balance group, and click **Search**.
- In the search results, select the **Local Withheld** balance.

Adjust the Balances

You must perform individual adjustments for each balance: city, school, and local.

1. Start the **Adjust Individual Balances** task.
2. Search for and select the employee.
3. Enter the appropriate effective date.
Choose a date that's relevant to the PSD codes at the time of adjustment.
4. Select the **Residence City Tax** element.
5. For **Tax Calculated**, enter \$10 as the adjustment value for the Allentown city balance to resolve the city withheld shortfall.
6. In **Costing and Payment Details**, enter the following.

| Field name | What you select |
|---------------------------------------|-----------------|
| Include adjustment in payment balance | No |
| Include adjustment in costing process | No |

7. Click **Submit**.
8. Click **OK**.
9. Repeat this process to adjust the School Withheld balance for the Residence School District Tax element.
10. Repeat this process to adjust the Local Withheld balance for the Local Wages and Taxes element. This adjustment is required because the employee's work and residence are in a Pennsylvania PA Act 32 jurisdiction.

Note: This applies even if this jurisdiction has only one address.

When you perform this adjustment:

- a. Adjust the same withheld values in the Local Wages and Taxes element that you did in the previous two adjustments.

For example, for a total adjustment of \$15, make these adjustments.

- \$10 for Resident City Withheld
- \$5 for Resident School Withheld

- b. Set the **State** input value to **PA**.

11. Click **Submit**.
12. Click **OK**.

Verify the Adjustment

To review the balances after the adjustment:

1. Click **Person Results** under **My Client Groups**.
2. Search for and select the employee you adjusted.
3. Click **Show Filters**. Clear the filters so the search displays all results.
4. Enter the date of the adjustment as the process date.
5. Click **OK**.
6. Click **Search**. This displays the details of the processes.

7. Confirm the balance adjustment of the City Withheld balance.

The results should show the additional \$10 for the Pay run, Calendar month-to-date, Calendar quarter-to-date, and Calendar year-to-date values. If not, verify the adjustment amounts and correct as required.

8. Repeat these steps to confirm the adjustment of the School Withheld balance.

The results should show the additional \$5 for the Pay run, Calendar month-to-date, Calendar quarter-to-date, and Calendar year-to-date values. If not, verify the adjustment amounts and correct as required.

9. Repeat these steps to confirm the adjustment of the Local Withheld balance.

The results should show:

- Total of \$15 for both the city and school district tax adjusted values
- Additional \$15 for the Calendar year-to-date value

If not, verify the adjustment amounts and correct as required.

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Person-Level Balance Adjustments for the US](#)
- [Verify the Results of a Balance Adjustment for the US](#)

Adjust an Employee's State Disability Insurance Tax Withholding

In this example, an employee working in New York reports that their State Disability Insurance (SDI) Employee Withheld tax was over-taxed by \$10.

You must adjust the tax and refund the money.

Note: If there are also Employer taxes requiring adjustment, you would repeat this process to adjust those balances as well.

This involves multiple steps.

| What you need to do | How you do it |
|--|---|
| Ensure you created the eligibility links for the element | Use the Elements task to verify eligibility links exist for the predefined State Disability Insurance Employee Tax element. |
| Check the employee balance before you adjust it | Use the Person Results task to confirm the tax's SDI Employee Gross balance results on the person's SOE. |
| Adjust the balance | Use the Adjust Individual Balances task to correct the SDI Employee Gross balance. |
| Verify the adjustment | Use the Person Results task to verify you adjusted the SDI Employee Gross balance correctly. |
| Pay the adjusted monies | Use the Calculate Payroll process to generate the adjustment payments. |

| What you need to do | How you do it |
|---------------------|---------------|
| | |

For further info, see the following sections.

Create the Eligibility Links

You must ensure you have created the eligibility links for your elements. If not, the element isn't available for adjustment. In this example, you're adjusting the employee's SDI tax. To adjust the SDI Employee value:

1. View the element in the Elements task.
2. Make sure you have established eligibility links for it.

Check the Employee Balance

Before performing the adjustment, verify the employee's current balance value.

1. Start the Person Results task.
2. Search for and select the employee.
3. Navigate to their statement of earnings.
4. Search for and select the **SDI Employee Gross** balance.
5. View the State Disability Insurance Employee Tax run results to determine the current value and the amount to be adjusted.

Adjust the Balance

To adjust the SDI Employee Gross balance for the employee:

1. Start the **Adjust Individual Balances** task.
2. Search for and select the employee.
3. Enter the appropriate effective date.
4. Select the State Disability Insurance Employee Tax element.
5. In **Adjustment Values**, enter the adjustments for the appropriate balances.

Because you're adjusting a state-level balance to the same state, you must specify New York for the State context. This links the balance adjustment to the state.

6. In **Costing and Payment Details**, select the following.

| Field name | What you select |
|---------------------------------------|-----------------|
| Include adjustment in payment balance | Yes |
| Include adjustment in costing process | No |

7. Click **Submit**.
8. Click **OK**.

Verify the Adjustment

To review the balances after the adjustment:

1. Click **Person Results** under **My Client Groups**.
2. Search for and select the employee you adjusted.
3. Click **Show Filters**. Clear the filters so the search displays all results.
4. Enter the date of the adjustment as the process date.
5. Click **OK**.
6. Click **Search**. This displays the details of the processes.
7. Click **Adjust Multiple Balances**. This displays of the adjustments you made.
8. Confirm the balance adjustment.

Pay the Adjusted Monies

To process the payment and verify the adjustment is correctly refunded:

1. Submit the Calculate Payroll process for the next pay period.
2. Use the Person Results task to verify its results.
3. Submit the Calculate Prepayments process.

For this example, the refunded amount on the payment is:

Net Pay + Adjusted Pay = Check Amount

\$1215.89 + \$10 = \$1225.89

Note: You don't need to run the payroll process if you're paying only the adjusted value. In this case:

- a. Run the prepayment process. This picks up the adjustment amount.
- b. Pay the adjustment amount through check or electronic funds transfer.

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Person-Level Balance Adjustments for the US](#)
- [Verify the Results of a Balance Adjustment for the US](#)

Adjust an Employee's State Taxes After a Jurisdiction Correction

In this example, you have found an employee with the wrong state jurisdiction configuration. Because of this, their state income taxes (SIT) were deducted for California instead of New York.

Having already corrected the jurisdiction error, you want to perform adjustments to the person's state tax and 401 (k) deductions.

- This person has \$9,318.72 as their subject withholdable income.
- They need to be refunded \$641.38 in California taxes and pay the appropriate amount in New York taxes
- You want to perform these adjustments for your 3/31/2023 quarter-end payroll run.

This involves multiple steps.

| What you need to do | How you do it |
|--|--|
| Ensure you created the eligibility links for the element | Use the Elements task to verify eligibility links exist for the Residence State Income Tax predefined element. |
| Check the employee balances before you adjust them | Use the Person Results task to confirm the results on the person's SOE for these tax balances. <ul style="list-style-type: none"> • SIT 401k Reductions • SIT Gross • SIT Pretax Reductions • SIT Reduced Subject Withholdable • SIT Subject Withholdable • SIT Withheld |
| Adjust the balances | Use the Adjust Individual Balances task to correct the affected balances. |
| Verify the adjustment | Use the Person Results task to verify you adjusted the balances correctly. |
| Pay the adjusted monies | Use the Calculate Payroll process for the next pay period to generate the adjustment payments. |

For further info, see the following sections.

Create the Eligibility Links

You must ensure you have created the eligibility links for your elements. If not, the element isn't available for adjustment. In this example, you're adjusting the employee's Residence State Income Tax predefined element.

1. View the element in the Elements task.
2. Make sure you have established eligibility links for it.

Check the Employee Balances

Before performing the adjustment, verify the employee's current balance values.

1. Start the Person Results task.
2. Search for and select the employee.
3. Navigate to their statement of earnings.
4. Select the **State Income Tax** balance group, and click **Search**.
5. In the search results, select the balance views of the balances related to SIT.
 - SIT 401k Reductions
 - SIT Gross
 - SIT Pretax Reductions
 - SIT Reduced Subject Withholdable
 - SIT Subject Withholdable
 - SIT Withheld

These balances include **CA** in their references.

6. View the Residence State Income Tax run results. In this case, note the CA state geography code.

Adjust the Balances

To fix the balances for an employee that was coded for the wrong tax jurisdiction, first go to the **Payroll** work area in **My Client Groups**.

1. Click **Adjust Individual Balances**.
2. Search for and select the employee.
3. Enter **3/31/2023** as the effective date.
4. Select the **Residence State Income Tax** element.
5. Enter the assignment number, if applicable.
6. In **Adjustment Values**, click **Add**.
7. Select **Residence state** as the adjustment element.
8. Select **Residence State Income Tax**.

Note: If you don't see the relevant elements here, confirm you set up the element eligibility and that the employee meets the eligibility requirements.

9. Select **CA** as the state.
10. Enter the appropriate balance adjustments to negate the entry to the California jurisdiction.
 - o Gross: -9318.72
 - o Subject withholdable: -9318.72
 - o Reduced subject withholdable: -9318.72
 - o Tax calculated: -641.38
11. In **Costing and Payment Details**, set the following.

| Field name | What you select |
|---------------------------------------|-----------------|
| Include adjustment in payment balance | Yes |
| Include adjustment in costing process | Yes |

12. Click **Submit**.
13. Click **OK**.
14. Repeat this process to perform another adjustment that enters a positive value for the New York SIT deductions.

After you submit the balance adjustments, the task uses the Adjust Multiple Balances flow to submit the changes for the employee. It automatically generates a name for the flow that includes the name of the employee and the date of the balance adjustment. For example, if you performed an adjustment for Patricia Smith on March 31, it would name the flow `Balance_Adjustment_Patricia_Smith_2023_03_31`.

Verify the Adjustment

To review the balances after the adjustment:

1. Start the **Person Results** task.
2. Search for and select the employee you adjusted.

3. Click **Show Filters**, and click **Clear**.
This displays all search results.
4. Enter **3/31/22** as the process date.
5. Click **OK**.
6. Click **Search**.
The task displays the process details according to your search criteria.
7. Click **Adjust Multiple Balances** to view the details of the adjustments you made.
The California deductions should be refunded, and the appropriate New York taxes deducted.

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Person-Level Balance Adjustments for the US](#)
- [Verify the Results of a Balance Adjustment for the US](#)

Adjust an Employee's Union Dues Voluntary Deduction

In this example, you created a voluntary deduction element for union dues. However, the payroll process has over-deducted an employee by \$20, so you must adjust the balance and refund their money.

This involves multiple steps.

| What you need to do | How you do it |
|--|--|
| Ensure you created the eligibility links for the element | Use the Elements task to verify eligibility links exist for the union dues voluntary deductions element. |
| Review the balance feed | Use the Balance Definitions task to review the balance feed. This identifies the elements feeding the balance. |
| Check the employee balance before you adjust it | Use the Person Results task to confirm the tax's Employee Union Dues balance results on the person's SOE. |
| Adjust the balance | Use the Adjust Individual Balances task to correct the Employee Union Dues balance. |
| Verify the adjustment | Use the Person Results task to verify you adjusted the Employee Union Dues balance correctly. |
| Pay the adjusted monies | Use the Calculate Payroll process generate the adjustment payments. |

For further info, see the following sections.

Before You Begin

For this example, assume you have defined a Voluntary Deductions element for union dues. In this case, you want the employee to receive a \$25 deduction per weekly pay period.

For the base element, you have performed the following configuration.

1. You defined it with the following values.

| Parameter on the element template | What you enter |
|--|--|
| Legislative Data Group | Your US LDG |
| Primary Classification | Voluntary Deductions |
| Secondary Classification | Union Deductions |
| Name | Employee Union Dues |
| Reporting Name | Employee Union Dues |
| Description | Employee Union Dues |
| Effective Date | Any date after 1950, but before the effective date of the balance adjustment, such as 01/01/1970 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Last Standard Process Date |
| Input Value Default | 25.00 |

2. You created the element eligibility for this element.
3. For the base element's Results indirect element, you have done the following.
 - a. Created the element eligibility link.
 - b. Deselected **Accept Results from formulas only**.

Review the Balance Feed

1. Use the Balance Definitions task to review the balance feed.

For this example, the Employee Union Dues Results element feeds the primary balance of the Employee Union Dues base element.

Check the Employee Balance

For this example, you ran the weekly payroll five times before becoming aware of the overpayment. This has resulted in a year-to-date value of \$125 for the Employee Union Dues balance.

Before performing the adjustment, verify the employee's current balance values.

1. Start the View Person Process Results task.
2. Search for and select the employee.
3. Navigate to their statement of earnings.
4. Search for and select the **Employee Union Dues** balance.
5. View the Employee Union Dues run results to determine the current value and the amount to be adjusted.

Adjust the Balance

To adjust the Employee Union Dues balance for the employee:

1. Start the **Adjust Individual Balances** task.
2. Search for and select the employee.
3. Enter the appropriate effective date.
4. Select the Employee Union Dues Results element.
5. In **Adjustment Values**, enter the adjustments for the appropriate balances.

In this case, enter -20.00 as the **Pay Value**.

6. In **Costing and Payment Details**, enter the following.

| Field name | What you select |
|---------------------------------------|-----------------|
| Include adjustment in payment balance | Yes |
| Include adjustment in costing process | Yes |

7. Click **Submit**.
8. Click **OK**.

Verify the Adjustment

To review the balances after the adjustment:

1. Click **Person Results** under **My Client Groups**.
2. Search for and select the employee you adjusted.
3. Click **Show Filters**. Clear the filters so the search displays all results.
4. Enter the date of the adjustment as the process date.
5. Click **OK**.

6. Click **Search**. This displays the details of the processes.
7. Click **Adjust Multiple Balances**. This displays of the adjustments you made.
8. Confirm the balance adjustment.

Pay the Adjusted Monies

To process the payment and verify the adjustment is correctly refunded:

1. Submit the Calculate Payroll process for the next pay period.
2. Use the Person Results task to verify its results.
3. Submit the Calculate Prepayments process.

For this example, the refunded amount on the payment is:

Net Pay + Adjusted Pay = Check Amount

\$1217.27 + \$20 = \$1237.27

Note: You don't need to run the payroll process if you're paying only the adjusted value. In this case:

- a. Run the prepayment process. This picks up the adjustment amount.
- b. Pay the adjustment amount through check or electronic funds transfer.

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Person-Level Balance Adjustments for the US](#)
- [Verify the Results of a Balance Adjustment for the US](#)

Adjust Individual Balances for the US

There are three methods for adjusting individual balances.

- Adjust Individual Balances task
- Person Results task
- Balance Results task

After performing the adjustment, verify it with the Payroll Process Results task.

For further info, see the following sections.

Adjust Individual Balances Task

Use the Adjust Individual Balances task to:

- Adjust balances for elements that you have processed during:
 - Payroll run
 - Balance initialization
- Create balance results for elements that haven't been processed during either of those operations

- Correct balance tax dimensions or tax jurisdictions

Person Results Task

Use the Person Results task when you need to adjust element entries that:

1. Are already associated with a person
2. Their contexts don't require updates

Note: Don't use this method if:

- The person doesn't yet have an element entry to adjust

For example, the element was never assigned to the person and hasn't been processed in any of their previous payrolls.

- The element's input value contexts need to be updated

In these cases, use the Adjust Individual Balances task. For further info, see the previous section.

Adjust Balances Action

Use **Adjust Balances** on the Balance Results page when you need to adjust element entries that:

1. Are already associated with a person
2. Have contexts that don't require updates

Verify the Adjustment

After making the adjustments, use the Payroll Process Results task to verify the correct adjusted values.

If you set the adjustment to be refunded in the employee's payment, the payment amount includes the adjusted amount.

You can verify the amount in the employee's payment once a prepayment process runs for an effective date that includes the date of the adjustment.

For further info, see [Verify the Results of a Balance Adjustment for the US](#) in the Help Center.

Related Topics

- [Balance Adjustment Prerequisites for the US](#)
- [Overview of Balance Adjustments for the US](#)
- [Person-Level Balance Adjustments for the US](#)
- [Verify the Results of a Balance Adjustment for the US](#)

Adjust Multiple Tax Balances for the US

Use the Adjust Multiple Tax Balances task when you need to adjust multiple tax balances for a single employee.

Use this feature to enter common payroll transactions such as third-party sick pay, stock option exercises, and moving and relocation transactions. You can:

1. Enter all person and balance adjustment details.

2. Review before and after results.
3. Submit the transaction from a single page.

How to Use This Task

Before you can run this task, you must have enabled its UI. For further info, see the next section.

1. Start the Adjust Multiple Tax Balances task.
2. Search for and select the person needing the adjustment.
3. Enter or select the required values in **Person Details**.

| Field label | How you use it |
|---------------------|---|
| Effective Date | Enter the date of the adjustment. |
| Payroll | Select the payroll and pay period of the results you are adjusting. The default is the person's payroll for the effective date. If the person has more than one, you can select a different one. |
| Payroll Period | This is derived based on the payroll and the effective date. |
| Tax Reporting Unit | Select the tax reporting unit (TRU) associated with the adjustment. This defaults to the person's TRU as of the effective date. |
| Consolidation Group | Select the consolidation group associated with the adjustment. This defaults to the consolidation group as of the effective date. |

4. Enter or select the required values in **Gross-to-Net**.

This section identifies the element you are adjusting as well as the gross and net adjustment values. The process uses this to determine the amount of the tax balance adjustment.

For example, if you enter \$5,000 gross and \$4,000 net, the tax adjustment would be \$1,000.

| Field label | How you use it |
|------------------------|--|
| Element Name | Select the Results element you are adjusting. This field lists only elements applicable to the selected employee. |
| Gross Adjustment Value | Use these fields to identify the tax amount you are adjusting. |
| Net Adjustment Value | For example, if you set the gross amount as \$5,000 and the net as \$4,000, the tax amount to adjust is \$1,000. |

5. Identify the employee tax balances that were withheld and require adjustment in **Employee Tax**.

This section identifies the employee tax balances that were withheld and require adjustment as well as their required contexts, such as state, county, and city. This section accumulates the tax adjustment amounts to make sure the total equals your adjustment amount.

Note: **Unallocated Taxes** represents the remaining tax amount that still needs adjustment. You can't click **Continue** until this value is \$0.

To select the balances:

- a. Click **Add**.
- b. Select the appropriate employee tax balance.
Based on what you select, other fields might become available.
For example, if you select a state-level tax, you can select the state.
- c. Enter an amount.
- d. Enter other context values as needed.
- e. Repeat for any other employee tax balances until **Unallocated Taxes** equals \$0.

After you allocate all taxes, you can proceed with the adjustment.

6. Identify any employer tax balances that were withheld and require adjustment in **Employer Tax**.

- a. Click **Add**.
- b. Select the appropriate employer tax balance.
Based on what you select, other fields might become available.
- c. Enter an amount.
- d. Enter other context values as needed.

Taxable or Reduced Subject Wage shows the amount being used to calculate the employer tax. It's informational to the user.

- e. Repeat for any other employer tax balances.

7. In **Calculation Review**, click **Calculate**.

This button isn't available until **Unallocated Taxes** equals \$0.

This displays an analysis of how your entries affect the various tax balances.

| Section | How you use it |
|------------------------------|---|
| Balances Prior to Adjustment | Review the balance details as they are before adjustment. |
| Tax Adjustments | Review the balance details as they would be after adjustment. Click Edit to make manual changes to individual balance adjustments. Based on the amount you enter in Gross-to-Net , all applicable balances are automatically calculated and displayed here (for example, Gross, Subject Withholdable, Reduced Subject Withholdable). |

| Section | How you use it |
|---------|--|
| | Calculated Tax represents either the employee tax withheld or the employer liability, depending on if it's an employee or employer tax. |

8. In **Costing and Payment**, designate whether to include adjustments in the costing or payment processes. These boxes aren't available until **Unallocated Taxes** equals \$0. For costing, the values you enter are overrides.
9. In **Comments**, select a reason for the adjustment. This list is extensible by the user.
10. Review the changes. If they are acceptable, click **Submit**. This submits the balance adjustment entries to the balance adjustment process.
11. Use the Balance Exception Report to determine if any limits are exceeded. For further info, see Balance Exception Report for the US in the Help Center.

What the Task Does

Here's what Adjust Multiple Balances does:

1. Based on the values you set, it determines which balances and dimensions to update.
2. It uses the **Adjust Multiple Balances** flow to submit the changes for the employee.
3. It generates a name for the flow that includes the name of the employee and the date of the balance adjustment.
4. It performs gross-to-net adjustments to a selected Results element belonging to one of these primary classifications.
 - o Absences
 - o Imputed Earnings
 - o Standard Earnings
 - o Supplemental Earnings

Note: The element you adjust must be applicable to the user you select and have eligibility configured.

How You Enable This Task

Before you can run this task, you must enable the interface. This involves multiple steps.

1. Configure the profile options.
2. Create the Adjust US Tax Balances role.
3. Assign the security profiles to the role.
4. Attach the role to your users.
5. Confirm the Adjust Multiple Tax Balances UI is available.

For additional info, see Oracle Applications Cloud: Securing Applications Guide on the Help Center.

Configure the Profile Options

1. Start the **Manage Administrator Profile Values** task.

2. Ensure the following profile option codes contain **Y** in **Profile Value**.
 - ORA_PAY_PAYROLL_ADMIN_PHASE_2_RESPONSIVE_ENABLED
 - HCM_RESPONSIVE_PAGES_ENABLED
 - HCM_SAVE_CHANGES_WARNING_ENABLED
3. If required for any missing profile values, perform the following to set the profile option codes to **Y**.
 - a. Click **New** to add a profile value.
 - b. Select **Site** as the profile level.
 - c. Enter **Y** for **Profile Value**.
4. Click **Save and Close**.

Create a Role for the Adjust US Tax Balances Task

1. In **Tools**, start the Security Console.
2. Click **Roles**, and then click **Create Role**.
3. Enter a role name and a role code.
4. Select **HCM - Job Roles** as the role category.
5. Click **Next**, **Next**, and **Next**.
6. In the Role Hierarchy task, click **Add Role**.
7. In **Add Role Membership**, search for and select **Adjust US Tax Balances**.
8. Click **Add Role Membership** and then **Cancel**.
9. Click **Next** and then **Next**.
10. Click **Save and Close**.

Assign the Security Profiles

1. Start the Data Roles and Security Profiles task.
2. Search for the role you created.
3. Click **Edit** and then **Yes**.
4. Click **Next** and then **Next**.
5. Start the Security Criteria task.
6. Select an LDG security profile, such as **View All Legislative Data Groups**.
7. Select a person security profile, such as **View All People**.
8. Click **Next** and then **Next**.
9. Click **Submit**.

Attach the New Role to Users

1. In **Tools**, start the Security Console.
2. Click **Users** and then **Create Role**.
3. Search for and select the user requiring the role.
4. Click **Edit** and then **Add Role**.
5. Search for the newly created role, and then click **Add Role Membership**.
6. Click **Done** and then **Save and Close**.

Confirm the User Interface Is Available

1. Sign in with user credentials having the role and the assigned security profiles.
2. Start the Adjust Multiple Tax Balances task.

Related Topics

- [Balance Adjustment Prerequisites for the US](#)
- [Overview of Balance Adjustments for the US](#)
- [Balance Exception Report for the US](#)

Balance Adjustment Prerequisites for the US

Before performing a balance adjustment, you must have completed these tasks.

Sample Table

| What you need to do | How you do it |
|--|--|
| Complete the setup of your organization | For further info, see Define Enterprise Structures for the US in the Help Center. |
| Create definitions for your employees, and attach payrolls to them | <p>This occurs when you perform the Hire an Employee task for the person.</p> <p>Use the Employment task to assign a payroll to a person definition that doesn't already have one.</p> <p>For further info, see Personal Payroll Info for the US in the Help Center.</p> |
| Establish eligibility links | <p>To perform adjustments on an element, you must have created their eligibility links.</p> <p>For further info, see Element Eligibility in the Help Center.</p> |
| Establish balance feeds | <p>To perform adjustments on an element, you must have created an eligibility link.</p> <p>If you're performing a balance adjustment on an employee tax element, you must create balance feeds for these balances.</p> <ul style="list-style-type: none"> • Net Pay • Gross Pay • Any balances associated with the employee tax-deduction element <p>For example, if you're adjusting an employee tax deduction, you configure balance feeds for:</p> <ul style="list-style-type: none"> • Net pay • Gross pay • Balances associated with the Employer Liability element <p>However, if you were performing a balance adjustment for a 401(k) deferred compensation element, no action is needed. The Elements task automatically sets up the necessary balance feeds for elements of that type.</p> <p>For further info, see Balance Feeds for the US in the Help Center.</p> |
| | |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Define Enterprise Structures for the US](#)
- [Personal Payroll Info for the US](#)

Balance Category Eligibility for Initialization and Adjustment for the US

There are four categories of balances eligible for initialization and adjustment. Each has its own adjustment requirements.

- Legislative balances
- User-defined balances
- Summary-level balances
- Miscellaneous balances

For further info, see US Legislative Balances in the Help Center.

When identifying these balances, consider the following.

| Issue | Considerations |
|-------------------|--|
| Overtime balances | <ol style="list-style-type: none"> 1. When initializing balances related to the overtime base rate, you must also initialize these balances. <ul style="list-style-type: none"> ○ Overtime Earnings ○ Overtime Hours ○ Total Overtime Earnings ○ Total Overtime Hours 2. Perform the Overtime balance initialization for mid-pay period conversions whenever the payroll period start date overlaps with the overtime period start and end dates. <p>You initialize the Overtime and Total Overtime balances with the same values.</p> 3. Initialize the Assignment Tax Unit, Balance Date, Time Definition Run dimension for these balances. <p>For example, for a payroll run using these dates:</p> <ul style="list-style-type: none"> • Payroll Period Start Date: 1-Jan-17 • Overtime Period Dates: 25-Dec -2016 to 01-Jan-2017 • Go-Live Date: 01-Jan-2017 <p>You would calculate the following for the overlapping payroll start date and overtime period start and end dates.</p> <ul style="list-style-type: none"> • Blended rate for overtime premium calculation • Overtime Hours balance • Overtime Earnings balance |

| Issue | Considerations |
|----------------------------|---|
| | <ul style="list-style-type: none"> Total Overtime Hours balance Total Overtime Earnings balance |
| Associated hours balances | <ol style="list-style-type: none"> When initializing balances, you must also initialize any associated hours balances to the base balance (such as Vacation and Vacation Hours). When initializing the hours balances, the dimension must be the same as the associated base balance. |
| Inception-to-date balances | <p>When initializing Inception-to-Date balances, the payroll you reference in the batch must:</p> <ol style="list-style-type: none"> Exist in the previous year Have payroll periods defined for that previous year <p>The process attempts to create a balance initialization in the previous year. The process goes as far back as required to distinguish between the dimensions in the batch.</p> <p>For example, if the batch contains only a period-to-date (PTD) and an inception-to-date (ITD), it must go back only as far as the beginning of an earlier period to be able to satisfy the rows written. However, if there are YTD and ITD lines, it uses the first day in the year for YTD and then looks for a day earlier than that to set the ITD.</p> |
| Year to Date dimension | <p>All dimension names refer only to the "Year to Date" dimension. You may need to load other periods, depending on your implementation date, such as "Quarter to Date" or "Period to Date". The additional dimensions required depend on when you perform the upload activity and your specific requirements.</p> |
| Relationship dimension | <p>All dimension names refer to the "Relationship" dimension, establishing a connection with the payroll relationship. Assignment-level dimensions may also be required, depending on the level of the element.</p> |
| Dimension eligibility | <p>Some dimensions are valid only for specific levels of balances, such as state and local-level taxes.</p> <p>For example, the City Gross balance has the "Relationship Area1,2,3 Year to Date" dimension. It requires this dimension because the Geography area codes 1, 2, and 3 accompanying it identify the jurisdiction to which the balance relates.</p> |
| Employment model | <p>The payroll process calculates taxes at the relationship level, so it requires initialization of dimensions at this level. However, if you defined other elements at the assignment level, you must initialize dimensions at that level.</p> |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Overview of Balance Initialization for the US](#)

Balance Limit Validation During Adjustments for the US

The balance adjustment process bypasses any legislative balance validation.

Vertex validation occurs during payroll processing but not during balance adjustment processing. Therefore, legislative limits aren't verified. It's your responsibility to ensure you don't adjust taxable balances beyond the government-regulated limit.

For further info, see Oracle Cloud Human Capital Management for the United States: Balance Adjustments (1600728.1) on My Oracle Support.

Related Topics

- [Overview of Balance Adjustments for the US](#)

Configure City Tax Residence Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for residence city tax.

For further info, see Use Element Entries for Tax Refund Balance Adjustments for the US in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Residence City Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|--|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Resident City Tax |
| Reporting Name | Enter a meaningful name, such as TA Resident City Tax |
| Description | Enter a meaningful description, such as Element for adjusting Resident City Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |

| Field name | What you enter |
|---|---|
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note:

- Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.
- Don't define the Subject Not Withholdable input value, as it's valid for federal and state income taxes only.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| City | 3 | | Integer | Yes | Yes | No | No | No |
| County | 2 | | Integer | Yes | Yes | No | No | No |
| Deferred Compensation 401K Reductions | 100 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 110 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 120 | | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Dependent Care Reductions | 130 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 50 | | Money | Yes | Yes | No | No | No |
| Gross | 40 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 140 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 80 | | Money | Yes | Yes | No | No | No |
| Resident PSD Code | 301 | | Integer | Yes | Yes | No | No | No |
| Section 125 Reductions | 90 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |
| Subject Withholdable | 60 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 150 | Primary output value | Money | Yes | Yes | No | No | No |
| Tax Collection District Code | 302 | | Integer | Yes | Yes | No | No | No |
| Work PSD Code | 201 | | Integer | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Residence City Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.

a. Define a DAT file with the necessary element details.

For further info, see Example of Creating Earnings Element for Payroll in the Help Center.

b. Define a DAT file for these input values.

These are the same input values as described in the Use the Elements Task section above.

For further info, see Example of Updating Payroll Element Definitions in the Help Center.

2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract |
|-----------------------------------|---------------------------------------|-----------------|
| City 401k Reductions | Deferred Compensation 401K Reductions | Add |
| City 403b Reductions | Deferred Compensation 403B Reductions | Add |
| City 457 Reductions | Deferred Compensation 457 Reductions | Add |
| City Dependent Care Reductions | Dependent Care Reductions | Add |
| City Exempt | Excess Income | Add |
| City Gross | Gross | Add |
| City Gross Resident | Gross | Add |
| City Other Pretax Reductions | Other Pretax Reductions | Add |
| City Pretax Reductions | Deferred Compensation 401K Reductions | Add |
| City Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| City Pretax Reductions | Deferred Compensation 457 Reductions | Add |
| City Pretax Reductions | Dependent Care Reductions | Add |
| City Pretax Reductions | Other Pretax Reductions | Add |
| City Pretax Reductions | Section 125 Reductions | Add |
| City Reduced Subject Withholdable | Reduced Subject Withholdable | Add |

| Feed these balances | Using these input values | Add or subtract |
|--|------------------------------|-----------------|
| | | |
| City Reduced Subject Withholdable Resident | Reduced Subject Withholdable | Add |
| City Section 125 Reductions | Section 125 Reductions | Add |
| City Subject Not Withholdable | Subject Not Withholdable | Add |
| City Subject Not Withholdable Resident | Subject Not Withholdable | Add |
| City Subject Withholdable | Subject Withholdable | Add |
| City Withheld | Tax Calculated | Add |
| City Withheld Resident | Tax Calculated | Add |
| Employee Tax Deductions | Tax Calculated | Add |
| Net | Tax Calculated | Subject |
| Net Payment | Tax Calculated | Subject |
| Tax Deductions | Tax Calculated | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure City Tax Work Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for work city tax. For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Work City Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|---|---|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Work City Tax |
| Reporting Name | Enter a meaningful name, such as TA Work City Tax |
| Description | Enter a meaningful description, such as Element for adjusting Work City Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note:

- Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.
- Don't define the Subject Not Withholdable input value, as it's valid for federal and state income taxes only.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| City | 3 | | Integer | Yes | Yes | No | No | No |
| County | 2 | | Integer | Yes | Yes | No | No | No |
| Deferred Compensation 401K Reductions | 130 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 140 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 150 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 160 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 50 | | Money | Yes | Yes | No | No | No |
| Gross | 40 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 170 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 80 | | Money | Yes | Yes | No | No | No |
| Resident PSD Code | 301 | | Integer | Yes | Yes | No | No | No |
| Reverse Gross | 90 | | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|----------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Reverse Subject Not Withholdable | 110 | | Money | Yes | Yes | No | No | No |
| Reverse Subject Withholdable | 100 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 120 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |
| Subject Withholdable | 60 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 180 | Primary output value | Money | Yes | Yes | No | No | No |
| Tax Collection District Code | 302 | | Integer | Yes | Yes | No | No | No |
| Work PSD Code | 201 | | Integer | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Work City Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.

- a. Define a DAT file with the necessary element details.

For further info, see Example of Creating Earnings Element for Payroll in the Help Center.

- b. Define a DAT file for these input values.

These are the same input values as described in the Use the Elements Task section above.

For further info, see Example of Updating Payroll Element Definitions in the Help Center.

2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract |
|---|---------------------------------------|-----------------|
| City 401k Reductions | Deferred Compensation 401K Reductions | Add |
| City 403b Reductions | Deferred Compensation 403B Reductions | Add |
| City 457 Reductions | Deferred Compensation 457 Reductions | Add |
| City Dependent Care Reductions | Dependent Care Reductions | Add |
| City Exempt | Excess Income | Add |
| City Gross | Gross | Add |
| City Gross Nonresident | Gross | Add |
| City Other Pretax Reductions | Other Pretax Reductions | Add |
| City Pretax Reductions | Deferred Compensation 401K Reductions | Add |
| City Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| City Pretax Reductions | Deferred Compensation 457 Reductions | Add |
| City Pretax Reductions | Dependent Care Reductions | Add |
| City Pretax Reductions | Other Pretax Reductions | Add |
| City Pretax Reductions | Section 125 Reductions | Add |
| City Reduced Subject Withholdable | Reduced Subject Withholdable | Add |
| City Reduced Subject Withholdable Nonresident | Reduced Subject Withholdable | Add |
| City Section 125 Reductions | Section 125 Reductions | Add |
| City Subject Not Withholdable | Subject Not Withholdable | Add |
| City Subject Not Withholdable Nonresident | Subject Not Withholdable | Add |
| City Subject Withholdable | Subject Withholdable | Add |

| Feed these balances | Using these input values | Add or subtract |
|---------------------------|--------------------------|-----------------|
| | | |
| City Withheld | Tax Calculated | Add |
| City Withheld Nonresident | Tax Calculated | Add |
| Employee Tax Deductions | Tax Calculated | Add |
| Head Tax Withheld | Tax Calculated | Add |
| Net | Tax Calculated | Subject |
| Net Payment | Tax Calculated | Subject |
| Tax Deductions | Tax Calculated | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure County Mental Health Tax Work Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for work county mental health tax.

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Work County Mental Health Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|------------------------|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |

| Field name | What you enter |
|---|---|
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Work County Mental Health Tax |
| Reporting Name | Enter a meaningful name, such as TA Work County Mental Health Tax |
| Description | Enter a meaningful description, such as Element for adjusting Work County Mental Health Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note:

- Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.
- Don't define the Subject Not Withholdable input value, as it's valid for federal and state income taxes only.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| County | 2 | | Integer | Yes | Yes | No | No | No |
| Excess | 100 | | Money | Yes | Yes | No | No | No |
| Exempt | 40 | | Money | Yes | Yes | No | No | No |
| Gross | 110 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 70 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |
| Subject Withholdable | 50 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 30 | Primary output value | Money | Yes | Yes | No | No | No |
| Taxable | 90 | | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Work County Mental Health Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.

- a. Define a DAT file with the necessary element details.

For further info, see [Example of Creating Earnings Element for Payroll](#) in the Help Center.

- b. Define a DAT file for these input values.

These are the same input values as described in the [Use the Elements Task](#) section above.

For further info, see [Example of Updating Payroll Element Definitions](#) in the Help Center.

2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Use the [Balance Definitions](#) task to add the input values as balance feeds to the tax balances. For info on what balances to feed, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure County School District Tax Work Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for work county school district tax.

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Work County School District Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|--|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Work County School District Tax |
| Reporting Name | Enter a meaningful name, such as TA Work County School District Tax |
| Description | Enter a meaningful description, such as Element for adjusting Work County School District Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |

| Field name | What you enter |
|---|---|
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note:

- Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.
- Don't define the Subject Not Withholdable input value, as it's valid for federal and state income taxes only.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Deferred Compensation 401K Reductions | 120 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 130 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 140 | | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|----------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Dependent Care Reductions | 150 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 40 | | Money | Yes | Yes | No | No | No |
| Gross | 30 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 160 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 70 | | Money | Yes | Yes | No | No | No |
| Reverse Gross | 80 | | Money | Yes | Yes | No | No | No |
| Reverse Subject Not Withholdable | 100 | | Money | Yes | Yes | No | No | No |
| Reverse Subject Withholdable | 90 | | Money | Yes | Yes | No | No | No |
| School | 4 | | Integer | Yes | Yes | No | No | No |
| Section 125 Reductions | 110 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |
| Subject Withholdable | 50 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 170 | Primary output value | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Work County School District Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.
 - a. Define a DAT file with the necessary element details.

For further info, see [Example of Creating Earnings Element for Payroll](#) in the Help Center.
 - b. Define a DAT file for these input values.

These are the same input values as described in the [Use the Elements Task](#) section above.

For further info, see [Example of Updating Payroll Element Definitions](#) in the Help Center.
2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Use the Balance Definitions task to add the input values as balance feeds to the tax balances. For info on what balances to feed, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure County Tax Residence Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for residence county tax.

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Residence County Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|---|---|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Residence County Tax |
| Reporting Name | Enter a meaningful name, such as TA Residence County Tax |
| Description | Enter a meaningful description, such as Element for adjusting Resident County Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note:

- Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.
- Don't define the Subject Not Withholdable input value, as it's valid for federal and state income taxes only.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| County | 2 | | Integer | Yes | Yes | No | No | No |
| Deferred Compensation 401K Reductions | 90 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 100 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 110 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 120 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 40 | | Money | Yes | Yes | No | No | No |
| Gross | 30 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 130 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 70 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 80 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |
| Subject Withholdable | 50 | | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|----------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Tax Calculated | 140 | Primary output value | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Residence County Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.
 - a. Define a DAT file with the necessary element details.
For further info, see Example of Creating Earnings Element for Payroll in the Help Center.
 - b. Define a DAT file for these input values.
These are the same input values as described in the Use the Elements Task section above.
For further info, see Example of Updating Payroll Element Definitions in the Help Center.
2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract |
|----------------------------------|---------------------------------------|-----------------|
| County 401k Reductions | Deferred Compensation 401K Reductions | Add |
| County 403b Reductions | Deferred Compensation 403B Reductions | Add |
| County 457 Reductions | Deferred Compensation 457 Reductions | Add |
| County Dependent Care Reductions | Dependent Care Reductions | Add |
| County Exempt | Excess Income | Add |
| County Gross | Gross | Add |
| County Gross Resident | Gross | Add |

| Feed these balances | Using these input values | Add or subtract |
|--|---------------------------------------|-----------------|
| County Other Pretax Reductions | Other Pretax Reductions | Add |
| County Pretax Reductions | Deferred Compensation 401K Reductions | Add |
| County Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| County Pretax Reductions | Deferred Compensation 457 Reductions | Add |
| County Pretax Reductions | Dependent Care Reductions | Add |
| County Pretax Reductions | Other Pretax Reductions | Add |
| County Pretax Reductions | Section 125 Reductions | Add |
| County Reduced Subject Withholdable | Reduced Subject Withholdable | Add |
| County Reduced Subject Withholdable Resident | Reduced Subject Withholdable | Add |
| County Section 125 Reductions | Section 125 Reductions | Add |
| County Subject Not Withholdable | Subject Not Withholdable | Add |
| County Subject Not Withholdable Resident | Subject Not Withholdable | Add |
| County Subject Withholdable | Subject Withholdable | Add |
| County Withheld | Tax Calculated | Add |
| County Withheld Resident | Tax Calculated | Add |
| Employee Tax Deductions | Tax Calculated | Add |
| Net | Tax Calculated | Subject |
| Net Payment | Tax Calculated | Subject |
| Tax Deductions | Tax Calculated | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure County Tax Work Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for work county tax.

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Element Task

You define the element with the same values as your predefined Work County Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|--|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Work County Tax |
| Reporting Name | Enter a meaningful name, such as TA Work County Tax |
| Description | Enter a meaningful description, such as Element for adjusting Work County Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |

| Field name | What you enter |
|---|---|
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note:

- Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.
- Don't define the Subject Not Withholdable input value, as it's valid for federal and state income taxes only.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| County | 2 | | Integer | Yes | Yes | No | No | No |
| Deferred Compensation 401K Reductions | 120 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 130 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 140 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 150 | | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|----------------------------------|------------------|-----------------|----------------------|-----------|------------------|----------|------------------------|---------------------------|
| Exempt Income | 40 | | Money | Yes | Yes | No | No | No |
| Gross | 30 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 160 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 70 | | Money | Yes | Yes | No | No | No |
| Reverse Gross | 80 | | Money | Yes | Yes | No | No | No |
| Reverse Subject Not Withholdable | 100 | | Money | Yes | Yes | No | No | No |
| Reverse Subject Withholdable | 90 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 110 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |
| Subject Withholdable | 50 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 170 | | Primary output value | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Work County Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.
 - a. Define a DAT file with the necessary element details.
For further info, see [Example of Creating Earnings Element for Payroll](#) in the Help Center.
 - b. Define a DAT file for these input values.
These are the same input values as described in the [Use the Elements Task](#) section above.
For further info, see [Example of Updating Payroll Element Definitions](#) in the Help Center.
2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract |
|----------------------------------|---------------------------------------|-----------------|
| County 401k Reductions | Deferred Compensation 401K Reductions | Add |
| County 403b Reductions | Deferred Compensation 403B Reductions | Add |
| County 457 Reductions | Deferred Compensation 457 Reductions | Add |
| County Dependent Care Reductions | Dependent Care Reductions | Add |
| County Exempt | Excess Income | Add |
| County Gross | Gross | Add |
| County Gross Nonresident | Gross | Add |
| County Other Pretax Reductions | Other Pretax Reductions | Add |
| County Pretax Reductions | Deferred Compensation 401K Reductions | Add |
| County Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| County Pretax Reductions | Deferred Compensation 457 Reductions | Add |

| Feed these balances | Using these input values | Add or subtract |
|---|------------------------------|-----------------|
| | | |
| County Pretax Reductions | Dependent Care Reductions | Add |
| County Pretax Reductions | Other Pretax Reductions | Add |
| County Pretax Reductions | Section 125 Reductions | Add |
| County Reduced Subject Withholdable | Reduced Subject Withholdable | Add |
| County Reduced Subject Withholdable Nonresident | Reduced Subject Withholdable | Add |
| County Section 125 Reductions | Section 125 Reductions | Add |
| County Subject Not Withholdable | Subject Not Withholdable | Add |
| County Subject Not Withholdable Nonresident | Subject Not Withholdable | Add |
| County Subject Withholdable | Subject Withholdable | Add |
| County Withheld | Tax Calculated | Add |
| County Withheld Nonresident | Tax Calculated | Add |
| Employee Tax Deductions | Tax Calculated | Add |
| Net | Tax Calculated | Subject |
| Net Payment | Tax Calculated | Subject |
| Tax Deductions | Tax Calculated | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure Employee Disabilities for the US

Before you assign disabilities to employees, you must define the specific disability types and statuses required for your organization's business needs.

Use the **Manage Common Lookups** task to set the valid entries for these lookups.

| Lookup | Field |
|---------------------|--------------------------------|
| HRX_US_ADA_TYPE | Type |
| HRX_US_ADA_STATUSES | Requested Accommodation Status |

Note: When using the Person task, you select these values using **Type** and **Requested Accommodation Status** in the **Legislative Information** region on the **Disabilities** tab.

Global Human Resources also provides additional person disability lookups you can enable. For further info, see Person Lookups in the Help Center.

Related Topics

- [Person Lookups](#)

Configure FIT Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for tax adjustment element for federal income tax (FIT).

Note: FIT has no annual taxable limit. For an example of configuring a tax adjustment element with a taxable limit, see Configure SUI Employee Elements for Balance Adjustments in the Help Center.

For further info, see Use Element Entries for Tax Refund Balance Adjustments for the US in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Federal Income Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|------------------------|---|
| Legislative Data Group | Select your US legislative data group (LDG), such as My US LDG |
| Primary Classification | Employee Tax Deductions |

| Field name | What you enter |
|---|---|
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Federal Income Tax |
| Reporting Name | Enter a meaningful name, such as TA Federal Income Tax |
| Description | Enter a meaningful description, such as Element for adjusting Federal Income Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note: Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default during pay run |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|------------------------------|
| Deferred Compensation 401K Reductions | 70 | | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default during pay run |
|---------------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|------------------------------|
| Deferred Compensation 403B Reductions | 80 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 90 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 100 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 20 | | Money | Yes | Yes | No | No | No |
| Gross | 10 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 110 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 50 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 60 | | Money | Yes | Yes | No | No | No |
| Subject Not Withholdable | 40 | | Money | Yes | Yes | No | No | No |
| Subject Withholdable | 30 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 120 | Primary output value | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Federal Income Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.

- a. Define a DAT file with the necessary element details.

For further info, see Example of Creating Earnings Element for Payroll in the Help Center.

For example, here's how you'd use the **PayrollElementDetails** and **PayrollElementQuestionnaire** sections to define the FIT element.

```
METADATA|PayrollElementDetails|ElementName|ReportingName|Description|LegislativeDataGroupName|
PrimaryClassificationName|SecondaryClassificationName|Category|ElementStartDate
MERGE|PayrollElementDetails|TA Federal Income Tax|TA Federal Income Tax|Element for adjusting
Federal Income Tax|My US LDG|Employee Tax Deductions|||1951/01/01
METADATA|PayrollElementQuestionnaire|ElementName|LegislativeDataGroupName|RuleCode|Rule|Response
MERGE|PayrollElementQuestionnaire|TA Federal Income Tax|My US LDG|SpecCurrency|Input Currency|US
Dollar
MERGE|PayrollElementQuestionnaire|TA Federal Income Tax|MY US LDG|Availability Rule|Should every
person eligible for the element automatically receive it?|No
MERGE|PayrollElementQuestionnaire|TA Federal Income Tax|MY US LDG|Hire Process|What is the
earliest entry date for this element?|First Standard Earning Date
MERGE|PayrollElementQuestionnaire|TA Federal Income Tax|MY US LDG|Terminate Process|What is the
latest entry date for this element?|Final Close
MERGE|PayrollElementQuestionnaire|TA Federal Income Tax|MY US LDG|Processing Level|At which
employment level should this element be attached?|Assignment level
MERGE|PayrollElementQuestionnaire|TA Federal Income Tax|MY US LDG|Processing Asg Level|Do you want
the element to be processed at Payroll Assignment level?|Yes
MERGE|PayrollElementQuestionnaire|TA Federal Income Tax|MY US LDG|Recurring Or NonRecurring|Does
this element recur each payroll period, or does it require explicit entry?|Nonrecurring
MERGE|PayrollElementQuestionnaire|TA Federal Income Tax|MY US LDG|Multiple Entries|Can a person
have more than one entry of this element in a payroll period?|Yes
MERGE|PayrollElementQuestionnaire|TA Federal Income Tax|MY US LDG|CalculationRuleBasic|What is the
calculation rule?|Flat amount
```

- b. Define a DAT file for the required input values. These are the same input values as described in the Use the Elements Task section above.

For further info, see Example of Updating Payroll Element Definitions in the Help Center.

For example, here's how you'd define the **Gross** input value.

```
MERGE|InputValue|1951/01/01||Gross|Y|Y|Money |Y|Y||TA Federal Income Tax|10|My USA LDG|Gross|N
```

2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract |
|----------------------------------|---------------------------------------|-----------------|
| Employee Tax Deductions | Tax Calculated | Add |
| FIT 401k Reductions | Deferred Compensation 401K Reductions | Add |
| FIT 403b Reductions | Deferred Compensation 403B Reductions | Add |
| FIT 457 Reductions | Deferred Compensation 457 Reductions | Add |
| FIT Dependent Care Reductions | Dependent Care Reductions | Add |
| FIT Exempt | Exempt Income | Add |
| FIT Gross | Gross | Add |
| FIT Other Pretax Reductions | Other Pretax Reductions | Add |
| FIT Pretax Reductions | Other Pretax Reductions | Add |
| FIT Pretax Reductions | Section 125 Reductions | Add |
| FIT Pretax Reductions | Dependent Care Reductions | Add |
| FIT Pretax Reductions | Deferred Compensation 401K Reductions | Add |
| FIT Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| FIT Pretax Reductions | Deferred Compensation 457 Reductions | Add |
| FIT Reduced Subject Withholdable | Reduced Subject Withholdable | Add |
| FIT Section 125 Reductions | Section 125 Reductions | Add |
| FIT Subject Not Withholdable | Subject Not Withholdable | Add |
| FIT Subject Withholdable | Subject Withholdable | Add |
| FIT Withheld | Tax Calculated | Add |
| Net | Tax Calculated | Subtract |
| Net Payment | Tax Calculated | Subtract |

| Feed these balances | Using these input values | Add or subtract |
|---------------------|--------------------------|-----------------|
| Tax Deductions | Tax Calculated | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure FLI Employee Tax Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for employee family leave insurance (FLI) tax.

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Family Leave Insurance Employee Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|--|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Family Leave Insurance Employee Tax |
| Reporting Name | Enter a meaningful name, such as TA Family Leave Insurance Employee Tax |
| Description | Enter a meaningful description, such as Element for adjusting Family Leave Insurance Employee Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |

| Field name | What you enter |
|---|---|
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note: Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|----------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| FLI Gross | 100 | | Money | Yes | Yes | No | No | No |
| FLI Reduced Subject Withholdable | 280 | | Money | Yes | Yes | No | No | No |
| FLI Tax Calculated | 350 | Primary output value | Money | Yes | Yes | No | No | No |
| FLI Taxable Income | 250 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Family Leave Insurance Employee Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.
 - a. Define a DAT file with the necessary element details.
For further info, see [Example of Creating Earnings Element for Payroll](#) in the Help Center.
 - b. Define a DAT file for these input values.
These are the same input values as described in the [Use the Elements Task](#) section above.
For further info, see [Example of Updating Payroll Element Definitions](#) in the Help Center.
2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Use the Balance Definitions task to add the input values as balance feeds to the tax balances. For info on what balances to feed, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure FUTA Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for Federal Unemployment Tax Act (FUTA).

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Federal Unemployment Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|------------------------|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |

| Field name | What you enter |
|---|---|
| Primary Classification | Employer Taxes |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Federal Unemployment Tax |
| Reporting Name | Enter a meaningful name, such as TA Federal Unemployment Tax |
| Description | Enter a meaningful description, such as Element for adjusting Federal Unemployment Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note: Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default during pay run |
|---------------------------------------|------------------|---------------------|-----------------|-----------|------------------|----------|------------------------|------------------------------|
| Deferred Compensation 401K Reductions | 80 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 90 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 100 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 110 | | Money | Yes | Yes | No | No | No |
| Excess Income | 30 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 20 | | Money | Yes | Yes | No | No | No |
| FUTA Taxable | 40 | | Money | Yes | Yes | No | No | No |
| Gross | 10 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 120 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 60 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 70 | | Money | Yes | Yes | No | No | No |
| State | 140 | | Integer | No | No | No | Yes | Yes |
| Subject Withholdable | 50 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 130 | Primary input value | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the FUTA adjustment element:

1. Define HDL upload files to upload the element and its input values.
 - a. Define a DAT file with the necessary element details.
For further info, see [Example of Creating Earnings Element for Payroll](#) in the Help Center.
 - b. Define a DAT file for the required input values.
These are the same input values as described in the [Use the Elements Task](#) section above.
For further info, see [Example of Updating Payroll Element Definitions](#) in the Help Center.
2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract |
|-------------------------------|---------------------------------------|-----------------|
| Employee Tax Deductions | Tax Calculated | Add |
| FIT 401k Reductions | Deferred Compensation 401K Reductions | Add |
| FIT 403b Reductions | Deferred Compensation 403B Reductions | Add |
| FIT 457 Reductions | Deferred Compensation 457 Reductions | Add |
| FIT Dependent Care Reductions | Dependent Care Reductions | Add |
| FIT Exempt | Exempt Income | Add |
| FIT Gross | Gross | Add |
| FIT Other Pretax Reductions | Other Pretax Reductions | Add |
| FIT Pretax Reductions | Other Pretax Reductions | Add |
| FIT Pretax Reductions | Section 125 Reductions | Add |

| Feed these balances | Using these input values | Add or subtract |
|----------------------------------|---------------------------------------|-----------------|
| FIT Pretax Reductions | Dependent Care Reductions | Add |
| FIT Pretax Reductions | Deferred Compensation 401K Reductions | Add |
| FIT Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| FIT Pretax Reductions | Deferred Compensation 457 Reductions | Add |
| FIT Reduced Subject Withholdable | Reduced Subject Withholdable | Add |
| FIT Section 125 Reductions | Section 125 Reductions | Add |
| FIT Subject Not Withholdable | Subject Not Withholdable | Add |
| FIT Subject Withholdable | Subject Withholdable | Add |
| FIT Withheld | Tax Calculated | Add |
| Net | Tax Calculated | Subtract |
| Net Payment | Tax Calculated | Subtract |
| Tax Deductions | Tax Calculated | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure Head Tax Work Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for work head tax. For use when the employee's work or residence is in a Pennsylvania Act 32 jurisdiction or in Colorado.

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Work Head Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|---|---|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Work Head Tax |
| Reporting Name | Enter a meaningful name, such as TA Work Head Tax |
| Description | Enter a meaningful description, such as Element for adjusting Work Head Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note:

- Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.
- Don't define the Subject Not Withholdable input value, as it's valid for federal and state income taxes only.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| City | 3 | | Integer | Yes | Yes | No | No | No |
| County | 2 | | Integer | Yes | Yes | No | No | No |
| Deferred Compensation 401K Reductions | 100 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 110 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 120 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 130 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 50 | | Money | Yes | Yes | No | No | No |
| Gross | 40 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 140 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 80 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 90 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|----------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Subject Withholdable | 60 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 40 | Primary output value | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Work Head Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.

a. Define a DAT file with the necessary element details.

For further info, see [Example of Creating Earnings Element for Payroll](#) in the Help Center.

b. Define a DAT file for these input values.

These are the same input values as described in the [Use the Elements Task](#) section above.

For further info, see [Example of Updating Payroll Element Definitions](#) in the Help Center.

2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the Effective As-of Date.

| Feed these balances | Using these input values | Add or subtract |
|-------------------------|--------------------------|-----------------|
| Employee Tax Deductions | Tax Calculated | Add |
| Head Tax Withheld | Tax Calculated | Add |
| Net | Tax Calculated | Subject |
| Net Payment | Tax Calculated | Subject |
| Tax Deductions | Tax Calculated | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure Medicare Employee Tax Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for employee Medicare.

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Medicare Employee Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|--|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Medicare Employee Tax |
| Reporting Name | Enter a meaningful name, such as TA Medicare Employee Tax |
| Description | Enter a meaningful description, such as Element for adjusting Medicare Employee Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |

| Field name | What you enter |
|---|---|
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note: Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Deferred Compensation 401K Reductions | 60 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 70 | | | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 80 | | | Yes | Yes | No | No | No |
| Dependent Care Reductions | 90 | | | Yes | Yes | No | No | No |
| Exempt Income | 20 | | | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Gross | 10 | | | Yes | Yes | No | No | No |
| Other Pretax Reductions | 100 | | | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 40 | | | Yes | Yes | No | No | No |
| Section 125 Reductions | 50 | | | Yes | Yes | No | No | No |
| Subject Withholdable | 30 | | | Yes | Yes | No | No | No |
| Tax Calculated | 110 | Primary output value | | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Medicare Employee Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.

- a. Define a DAT file with the necessary element details.

For further info, see [Example of Creating Earnings Element for Payroll](#) in the Help Center.

- b. Define a DAT file for these input values.

These are the same input values as described in the [Use the Elements Task](#) section above.

For further info, see [Example of Updating Payroll Element Definitions](#) in the Help Center.

2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract |
|-------------------------|--------------------------|-----------------|
| Employee Tax Deductions | Tax Calculated | Add |

| Feed these balances | Using these input values | Add or subtract |
|--|---------------------------------------|-----------------|
| | | |
| Medicare Employee 401k Reductions | Deferred Compensation 401K Reductions | Add |
| Medicare Employee 403b Reductions | Deferred Compensation 403B Reductions | Add |
| Medicare Employee 457 Reductions | Deferred Compensation 457 Reductions | Add |
| Medicare Employee Dependent Care Reductions | Dependent Care Reductions | Add |
| Medicare Employee Exempt | Exempt Income | Add |
| Medicare Employee Gross | Gross | Add |
| Medicare Employee Other Pretax Reductions | Other Pretax Reductions | Add |
| Medicare Employee Pretax Reductions | Section 125 Reductions | Add |
| Medicare Employee Pretax Reductions | Dependent Care Reductions | Add |
| Medicare Employee Pretax Reductions | Other Pretax Reductions | Add |
| Medicare Employee Pretax Reductions | Deferred Compensation 401K Reductions | Add |
| Medicare Employee Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| Medicare Employee Pretax Reductions | Deferred Compensation 457 Reductions | Add |
| Medicare Employee Reduced Subject Withholdable | Reduced Subject Withholdable | Add |
| Medicare Employee Section 125 Reductions | Section 125 Reductions | Add |
| Medicare Employee Subject Withholdable | Subject Withholdable | Add |
| Medicare Employee Withheld | Tax Calculated | Add |
| Net | Tax Calculated | Subtract |
| Net Payment | Tax Calculated | Subtract |
| Tax Deductions | Tax Calculated | Add |

| Feed these balances | Using these input values | Add or subtract |
|---------------------|--------------------------|-----------------|
| | | |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure Medicare Employer Tax Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for employer Medicare.

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Medicare Employer Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|--|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employer Liabilities |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Medicare Employer Tax |
| Reporting Name | Enter a meaningful name, such as TA Medicare Employer Tax |
| Description | Enter a meaningful description, such as Element for adjusting Medicare Employer Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |

| Field name | What you enter |
|---|------------------------------|
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note: Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Deferred Compensation 401K Reductions | 60 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 70 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 80 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 90 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 20 | | Money | Yes | Yes | No | No | No |
| Gross | 10 | | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Other Pretax Reductions | 100 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 40 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 50 | | Money | Yes | Yes | No | No | No |
| Subject Withholdable | 30 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 110 | Primary output value | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Medicare Employer Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.

- a. Define a DAT file with the necessary element details.

For further info, see Example of Creating Earnings Element for Payroll in the Help Center.

- b. Define a DAT file for these input values.

These are the same input values as described in the Use the Elements Task section above.

For further info, see Example of Updating Payroll Element Definitions in the Help Center.

2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract |
|----------------------|--------------------------|-----------------|
| Employer Liabilities | Tax Calculated | Add |

| Feed these balances | Using these input values | Add or subtract |
|--|---------------------------------------|-----------------|
| Medicare Employer 401k Reductions | Deferred Compensation 401K Reductions | Add |
| Medicare Employer 403b Reductions | Deferred Compensation 403B Reductions | Add |
| Medicare Employer 457 Reductions | Deferred Compensation 457 Reductions | Add |
| Medicare Employer Dependent Care Reductions | Dependent Care Reductions | Add |
| Medicare Employer Exempt | Exempt Income | Add |
| Medicare Employer Gross | Gross | Add |
| Medicare Employer Liability | Tax Calculated | Add |
| Medicare Employer Other Pretax Reductions | Other Pretax Reductions | Add |
| Medicare Employer Pretax Reductions | Deferred Compensation 401K Reductions | Add |
| Medicare Employer Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| Medicare EmployerPretax Reductions | Deferred Compensation 457 Reductions | Add |
| Medicare Employer Pretax Reductions | Dependent Care Reductions | Add |
| Medicare Employer Pretax Reductions | Other Pretax Reductions | Add |
| Medicare Employer Pretax Reductions | Section 125 Reductions | Add |
| Medicare Employer Reduced Subject Withholdable | Reduced Subject Withholdable | Add |
| Medicare Employer Section 125 Reductions | Section 125 Reductions | Add |
| Medicare Employer Subject Withholdable | Subject Withholdable | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure School District Tax Residence Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for residence school district tax.

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Residence School District Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|--|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Residence School District Tax |
| Reporting Name | Enter a meaningful name, such as TA Residence School District Tax |
| Description | Enter a meaningful description, such as Element for adjusting School District Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level |

| Field name | What you enter |
|---|---|
| | <p>Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run.</p> |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note:

- Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.
- Don't define the Subject Not Withholdable input value, as it's valid for federal and state income taxes only.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Deferred Compensation 401K Reductions | 90 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 100 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 110 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 120 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 40 | | Money | Yes | Yes | No | No | No |
| Gross | 30 | | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Other Pretax Reductions | 130 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 70 | | Money | Yes | Yes | No | No | No |
| Resident PSD Code | 301 | | Integer | Yes | Yes | No | No | No |
| School | 4 | | Integer | Yes | Yes | No | No | No |
| Section 125 Reductions | 80 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |
| Subject Withholdable | 50 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 140 | Primary output value | Money | Yes | Yes | No | No | No |
| Tax Collection District Code | 302 | | Integer | Yes | Yes | No | No | No |
| Work PSD Code | 201 | | Integer | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Residence School District Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.

- a. Define a DAT file with the necessary element details.

For further info, see Example of Creating Earnings Element for Payroll in the Help Center.

- b. Define a DAT file for these input values.

These are the same input values as described in the Use the Elements Task section above.

For further info, see Example of Updating Payroll Element Definitions in the Help Center.

2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract |
|-------------------------------------|---------------------------------------|-----------------|
| Employee Tax Deductions | Tax Calculated | Add |
| Net | Tax Calculated | Subtract |
| Net Payment | Tax Calculated | Subtract |
| School 401k Reductions | Deferred Compensation 401K Reductions | Add |
| School 403b Reductions | Deferred Compensation 403B Reductions | Add |
| School 457 Reductions | Deferred Compensation 457 Reductions | Add |
| School Dependent Care Reductions | Dependent Care Reductions | Add |
| School Exempt | Exempt Income | Add |
| School Gross | Gross | Add |
| School Other Pretax Reductions | Other Pretax Reductions | Add |
| School Pretax Reductions | Deferred Compensation 401K Reductions | Add |
| School Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| School Pretax Reductions | Deferred Compensation 457 Reductions | Add |
| School Pretax Reductions | Dependent Care Reductions | Add |
| School Pretax Reductions | Other Pretax Reductions | Add |
| School Pretax Reductions | Section 125 Reductions | Add |
| School Reduced Subject Withholdable | Reduced Subject Withholdable | Add |

| Feed these balances | Using these input values | Add or subtract |
|---------------------------------|--------------------------|-----------------|
| School Section 125 Reductions | Section 125 Reductions | Add |
| School Subject Not Withholdable | Subject Not Withholdable | Add |
| School Subject Withholdable | Subject Withholdable | Add |
| School Withheld | Tax Calculated | Add |
| Tax Deductions | Tax Calculated | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure SDI Employee Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for employee state disability insurance (SDI).

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined State Disability Insurance Employee Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|--------------------------|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA State Disability Insurance Employee Tax |
| Reporting Name | Enter a meaningful name, such as TA State Disability Insurance Employee Tax |

| Field name | What you enter |
|---|---|
| Description | Enter a meaningful description, such as Element for adjusting State Disability Insurance Employee Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note: Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.

| Name | Display Sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Deferred Compensation 401K Reductions | 100 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation | 110 | | Money | Yes | Yes | No | No | No |

| Name | Display Sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|--------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| 403B Reductions | | | | | | | | |
| Deferred Compensation 457 Reductions | 120 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 130 | | Money | Yes | Yes | No | No | No |
| Excess Income | 40 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 30 | | Money | Yes | Yes | No | No | No |
| FLI Employee Taxable | 250 | | Money | Yes | Yes | No | No | No |
| FLI Reduced Subject Withholdable | 280 | | Money | Yes | Yes | No | No | No |
| FLI Tax Calculated | 350 | | Money | Yes | Yes | No | No | No |
| Gross | 20 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 140 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 80 | | Money | Yes | Yes | No | No | No |
| SDI Employee Taxable | 50 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 90 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |
| Subject Withholdable | 60 | | Money | Yes | Yes | No | No | No |

| Name | Display Sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|----------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Tax Calculated | 150 | Primary output value | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the State Disability Insurance Employee Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.
 - a. Define a DAT file with the necessary element details.
For further info, see Example of Creating Earnings Element for Payroll in the Help Center.
 - b. Define a DAT file for these input values.
These are the same input values as described in the Use the Elements Task section above.
For further info, see Example of Updating Payroll Element Definitions in the Help Center.
2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the Effective As-of Date.

| Feed these balances | Using these input values | Add or subtract |
|--|----------------------------------|-----------------|
| Employee Tax Deductions | FLI Tax Calculated | Add |
| Employee Tax Deductions | Tax Calculated | Add |
| Family Leave Insurance Employee Gross | Gross | Add |
| Family Leave Insurance Employee Reduced Subject Withholdable | FLI Reduced Subject Withholdable | Add |
| Family Leave Insurance Employee Taxable | FLI Employee Taxable | Add |
| Family Leave Insurance Employee Withheld | FLI Tax Calculated | Add |
| Net | FLI Tax Calculated | Subtract |

| Feed these balances | Using these input values | Add or subtract |
|---|---------------------------------------|-----------------|
| Net | Tax Calculated | Subtract |
| Net Payment | FLI Tax Calculated | Subtract |
| Net Payment | Tax Calculated | Subtract |
| SDI Employee 401k Reductions | Deferred Compensation 401K Reductions | Add |
| SDI Employee 403b Reductions | Deferred Compensation 403B Reductions | Add |
| SDI Employee 457 Reductions | Deferred Compensation 457 Reductions | Add |
| SDI Employee Dependent Care Reductions | Dependent Care Reductions | Add |
| SDI Employee Excess | Excess Income | Add |
| SDI Employee Exempt | Exempt Income | Add |
| SDI Employee Gross | Gross | Add |
| SDI Employee Other Pretax Reductions | Other Pretax Reductions | Add |
| SDI Employee Pretax Reductions | Deferred Compensation 401K Reductions | Add |
| SDI Employee Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| SDI Employee Pretax Reductions | Deferred Compensation 457 Reductions | Add |
| SDI Employee Pretax Reductions | Dependent Care Reductions | Add |
| SDI Employee Pretax Reductions | Other Pretax Reductions | Add |
| SDI Employee Pretax Reductions | Section 125 Reductions | Add |
| SDI Employee Reduced Subject Withholdable | Reduced Subject Withholdable | Add |
| SDI Employee Section 125 Reductions | Section 125 Reductions | Add |
| SDI Employee Subject Withholdable | Subject Withholdable | Add |
| SDI Employee Taxable | SDI Employee Taxable | Add |

| Feed these balances | Using these input values | Add or subtract |
|-----------------------|--------------------------|-----------------|
| SDI Employee Withheld | Tax Calculated | Add |
| Tax Deductions | FLI Tax Calculated | Add |
| Tax Deductions | Tax Calculated | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure SDI Employer Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for employer state disability insurance (SDI).

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined State Disability Insurance Employer Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|--------------------------|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employer Taxes |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA State Disability Insurance Employer Tax |
| Reporting Name | Enter a meaningful name, such as TA State Disability Insurance Employer Tax |
| Description | Enter a meaningful description, such as Element for adjusting State Disability Insurance Employer Tax |
| Effective Date | 1/1/1951 |

| Field name | What you enter |
|---|---|
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note: Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Deferred Compensation 401K Reductions | 100 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 110 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 120 | | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Dependent Care Reductions | 130 | | Money | Yes | Yes | No | No | No |
| Excess Income | 40 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 30 | | Money | Yes | Yes | No | No | No |
| Gross | 20 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 140 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 80 | | Money | Yes | Yes | No | No | No |
| SDI Employer Taxable | 50 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 90 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |
| Subject Withholdable | 60 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 150 | Primary output value | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the State Disability Insurance Employer Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.
 - a. Define a DAT file with the necessary element details.
For further info, see [Example of Creating Earnings Element for Payroll](#) in the Help Center.
 - b. Define a DAT file for these input values.
These are the same input values as described in the [Use the Elements Task](#) section above.
For further info, see [Example of Updating Payroll Element Definitions](#) in the Help Center.
2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract |
|--|---------------------------------------|-----------------|
| Employer Liabilities | Tax Calculated | Add |
| SDI Employer 401k Reductions | Deferred Compensation 401K Reductions | Add |
| SDI Employer 403b Reductions | Deferred Compensation 403B Reductions | Add |
| SDI Employer 457 Reductions | Deferred Compensation 457 Reductions | Add |
| SDI Employer Dependent Care Reductions | Dependent Care Reductions | Add |
| SDI Employer Excess | Excess Income | Add |
| SDI Employer Exempt | Exempt Income | Add |
| SDI Employer Gross | Gross | Add |
| SDI Employer Liability | Tax Calculated | Add |
| SDI Employer Other Pretax Reductions | Other Pretax Reductions | Add |
| SDI Employer Pretax Reductions | Deferred Compensation 401K Reductions | Add |

| Feed these balances | Using these input values | Add or subtract |
|---|---------------------------------------|-----------------|
| | | |
| SDI Employer Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| SDI Employer Pretax Reductions | Deferred Compensation 457 Reductions | Add |
| SDI Employer Pretax Reductions | Dependent Care Reductions | Add |
| SDI Employer Pretax Reductions | Other Pretax Reductions | Add |
| SDI Employer Pretax Reductions | Section 125 Reductions | Add |
| SDI Employer Reduced Subject Withholdable | Reduced Subject Withholdable | Add |
| SDI Employer Section 125 Reductions | Section 125 Reductions | Add |
| SDI Employer Subject Withholdable | Subject Withholdable | Add |
| SDI Employer Taxable | SDI Employer Taxable | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure SIT Residence Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for residence state income tax (SIT).

Note: SIT has no taxable limit. For an example of configuring a state tax adjustment element with a taxable limit, see [Configure SUI Employee Elements for Balance Adjustments](#) in the Help Center.

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Residence State Income Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|---|---|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Residence State Income Tax |
| Reporting Name | Enter a meaningful name, such as TA Residence State Income Tax |
| Description | Enter a meaningful description, such as Element for adjusting resident State Income Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note: Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Deferred Compensation 401K Reductions | 80 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 90 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 100 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 110 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 30 | | Money | Yes | Yes | No | No | No |
| Gross | 20 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 120 | | Money | Yes | Yes | No | No | No |
| PR Exempt Income | 250 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 60 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 70 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |
| Subject Not Withholdable | 50 | | Money | Yes | Yes | No | No | No |
| Subject Withholdable | 40 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 130 | Primary output value | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| | | | | | | | | |

Use the HCM Data Loader

To define the Residence State Income Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.

- a. Define a DAT file with the necessary element details.

For further info, see Example of Creating Earnings Element for Payroll in the Help Center.

- b. Define a DAT file for these input values.

These are the same input values as described in the Use the Elements Task section above.

For further info, see Example of Updating Payroll Element Definitions in the Help Center.

2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract |
|-------------------------------|---------------------------------------|-----------------|
| Employee Tax Deductions | Tax Calculated | Add |
| Net | Tax Calculated | Subtract |
| Net Payment | Tax Calculated | Subtract |
| SIT 401k Reductions | Deferred Compensation 401K Reductions | Add |
| SIT 403b Reductions | Deferred Compensation 403B Reductions | Add |
| SIT 457 Reductions | Deferred Compensation 457 Reductions | Add |
| SIT Dependent Care Reductions | Dependent Care Reductions | Add |
| SIT Exempt | Exempt Income | Add |

| Feed these balances | Using these input values | Add or subtract |
|----------------------------------|---------------------------------------|-----------------|
| SIT Gross | Gross | Add |
| SIT Other Pretax Reductions | Other Pretax Reductions | Add |
| SIT Pretax Reductions | Other Pretax Reductions | Add |
| SIT Pretax Reductions | Section 125 Reductions | Add |
| SIT Pretax Reductions | Dependent Care Reductions | Add |
| SIT Pretax Reductions | Deferred Compensation 401K Reductions | Add |
| SIT Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| SIT Pretax Reductions | Deferred Compensation 457 Reductions | Add |
| SIT Reduced Subject Withholdable | Reduced Subject Withholdable | Add |
| SIT Section 125 Reductions | Section 125 Reductions | Add |
| SIT Subject Not Withholdable | Subject Not Withholdable | Add |
| SIT Subject Withholdable | Subject Withholdable | Add |
| SIT Withheld | Tax Calculated | Add |
| Tax Deductions | Tax Calculated | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure SIT Work Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for work state income tax (SIT).

Note: SIT has no taxable limit. For an example of configuring a state tax adjustment element with a taxable limit, see [Configure SUI Employee Elements for Balance Adjustments in the Help Center](#).

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US in the Help Center](#).

Use the Elements Task

You define the element with the same values as your predefined Work State Income Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|---|---|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Work State Income Tax |
| Reporting Name | Enter a meaningful name, such as TA Work State Income Tax |
| Description | Enter a meaningful description, such as Element for adjusting work State Income Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |

| Field name | What you enter |
|--|----------------|
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note: Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Deferred Compensation 401K Reductions | 110 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 120 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 130 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 140 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 30 | | Money | Yes | Yes | No | No | No |
| Gross | 20 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 150 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 60 | | Money | Yes | Yes | No | No | No |
| Reverse Gross | 70 | | Money | Yes | Yes | No | No | No |
| Reverse Subject Not Withholdable | 90 | | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Reverse Subject Withholdable | 80 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 100 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |
| Subject Not Withholdable | 50 | | Money | Yes | Yes | No | No | No |
| Subject Withholdable | 40 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 160 | Primary output value | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Work State Income Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.

- a. Define a DAT file with the necessary element details.

For further info, see [Example of Creating Earnings Element for Payroll](#) in the Help Center.

- b. Define a DAT file for these input values.

These are the same input values as described in the [Use the Elements Task](#) section above.

For further info, see [Example of Updating Payroll Element Definitions](#) in the Help Center.

2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract |
|----------------------------------|---------------------------------------|-----------------|
| Employee Tax Deductions | Tax Calculated | Add |
| Net | Tax Calculated | Subtract |
| Net Payment | Tax Calculated | Subtract |
| SIT 401k Reductions | Deferred Compensation 401K Reductions | Add |
| SIT 403b Reductions | Deferred Compensation 403B Reductions | Add |
| SIT 457 Reductions | Deferred Compensation 457 Reductions | Add |
| SIT Dependent Care Reductions | Dependent Care Reductions | Add |
| SIT Exempt | Exempt Income | Add |
| SIT Gross | Gross | Add |
| SIT Other Pretax Reductions | Other Pretax Reductions | Add |
| SIT Pretax Reductions | Other Pretax Reductions | Add |
| SIT Pretax Reductions | Section 125 Reductions | Add |
| SIT Pretax Reductions | Dependent Care Reductions | Add |
| SIT Pretax Reductions | Deferred Compensation 401K Reductions | Add |
| SIT Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| SIT Pretax Reductions | Deferred Compensation 457 Reductions | Add |
| SIT Reduced Subject Withholdable | Reduced Subject Withholdable | Add |
| SIT Section 125 Reductions | Section 125 Reductions | Add |
| SIT Subject Not Withholdable | Subject Not Withholdable | Add |
| SIT Subject Withholdable | Subject Withholdable | Add |
| SIT Withheld | Tax Calculated | Add |

| Feed these balances | Using these input values | Add or subtract |
|---------------------|--------------------------|-----------------|
| Tax Deductions | Tax Calculated | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure Social Security Employee Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for employee Social Security.

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Social Security Employee Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|--|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Social Security Employee Tax |
| Reporting Name | Enter a meaningful name, such as TA Social Security Employee Tax |
| Description | Enter a meaningful description, such as Element for adjusting TA Social Security Employee Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |

| Field name | What you enter |
|---|---|
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note: Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Deferred Compensation 401K Reductions | 80 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 90 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 100 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 110 | | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|----------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Excess Income | 30 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 20 | | Money | Yes | Yes | No | No | No |
| Gross | 10 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 120 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 60 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 70 | | Money | Yes | Yes | No | No | No |
| Social Security Employee Taxable | 40 | | Money | Yes | Yes | No | No | No |
| Subject Withholdable | 50 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 130 | Primary output value | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Social Security Employee Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.

- a. Define a DAT file with the necessary element details.

For further info, see Example of Creating Earnings Element for Payroll in the Help Center.

- b. Define a DAT file for these input values.

These are the same input values as described in the Use the Elements Task section above.

For further info, see Example of Updating Payroll Element Definitions in the Help Center.

2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract |
|--|---------------------------------------|-----------------|
| Employee Tax Deductions | Tax Calculated | Add |
| Net | Tax Calculated | Subtract |
| Net Payment | Tax Calculated | Subtract |
| Social Security Employee 401k Reductions | Deferred Compensation 401K Reductions | Add |
| Social Security Employee 403b Reductions | Deferred Compensation 403B Reductions | Add |
| Social Security Employee 457 Reductions | Deferred Compensation 457 Reductions | Add |
| Social Security Employee Dependent Care Reductions | Dependent Care Reductions | Add |
| Social Security Employee Excess | Excess Income | Add |
| Social Security Employee Exempt | Exempt Income | Add |
| Social Security Employee Gross | Gross | Add |
| Social Security Employee Other Pretax Reductions | Other Pretax Reductions | Add |
| Social Security Employee Pretax Reductions | Deferred Compensation 401K Reductions | Add |
| Social Security Employee Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| Social Security Employee Pretax Reductions | Deferred Compensation 457 Reductions | Add |
| Social Security Employee Pretax Reductions | Dependent Care Reductions | Add |
| Social Security Employee Section 125 Reductions | Section 125 Reductions | Add |
| Social Security Employee Subject Withholdable | Subject Withholdable | Add |

| Feed these balances | Using these input values | Add or subtract |
|-----------------------------------|----------------------------------|-----------------|
| Social Security Employee Taxable | Social Security Employee Taxable | Add |
| Social Security Employee Withheld | Tax Calculated | Add |
| Tax Deductions | Tax Calculated | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure Social Security Employer Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for employer Social Security.

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Social Security Employer Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|--------------------------|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employer Liabilities |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Social Security Employer Tax |
| Reporting Name | Enter a meaningful name, such as TA Social Security Employer Tax |
| Description | Enter a meaningful description, such as Element for adjusting TA Social Security Employer Tax |
| Effective Date | 1/1/1951 |

| Field name | What you enter |
|---|---|
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note: Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Deferred Compensation 401K Reductions | 80 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 90 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation | 100 | | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|----------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| 457 Reductions | | | | | | | | |
| Dependent Care Reductions | 110 | | Money | Yes | Yes | No | No | No |
| Excess Income | 30 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 20 | | Money | Yes | Yes | No | No | No |
| Gross | 10 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 120 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 60 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 70 | | Money | Yes | Yes | No | No | No |
| Social Security Employer Taxable | 40 | | Money | Yes | Yes | No | No | No |
| Subject Withholdable | 50 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 130 | Primary output value | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Social Security Employer Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.
 - a. Define a DAT file with the necessary element details.
For further info, see Example of Creating Earnings Element for Payroll in the Help Center.
 - b. Define a DAT file for these input values.
These are the same input values as described in the Use the Elements Task section above.
For further info, see Example of Updating Payroll Element Definitions in the Help Center.
2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract |
|--|---------------------------------------|-----------------|
| Employer Liabilities | Tax Calculated | Add |
| Social Security Employer 401k Reductions | Deferred Compensation 401K Reductions | Add |
| Social Security Employer 403b Reductions | Deferred Compensation 403B Reductions | Add |
| Social Security Employer 457 Reductions | Deferred Compensation 457 Reductions | Add |
| Social Security Employer Dependent Care Reductions | Dependent Care Reductions | Add |
| Social Security Employer Excess | Excess Income | Add |
| Social Security Employer Exempt | Exempt Income | Add |
| Social Security Employer Gross | Gross | Add |
| Social Security Employer Liability | Tax Calculated | Add |
| Social Security Employer Other Pretax Reductions | Other Pretax Reductions | Add |

| Feed these balances | Using these input values | Add or subtract |
|---|---------------------------------------|-----------------|
| Social Security Employer Pretax Reductions | Dependent Care Reductions | Add |
| Social Security Employer Pretax Reductions | Deferred Compensation 401K Reductions | Add |
| Social Security Employer Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| Social Security Employer Pretax Reductions | Deferred Compensation 457 Reductions | Add |
| Social Security Employer Pretax Reductions | Section 125 Reductions | Add |
| Social Security Employer Section 125 Reductions | Section 125 Reductions | Add |
| Social Security Employer Subject Withholdable | Subject Withholdable | Add |
| Social Security Employer Taxable | Social Security Employer Taxable | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure State Transit Tax Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for state transit tax.

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined State Transit Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|------------------------|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |

| Field name | What you enter |
|---|---|
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA State Transit Tax |
| Reporting Name | Enter a meaningful name, such as TA State Transit Tax |
| Description | Enter a meaningful description, such as Element for adjusting State Transit Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note:

- Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.
- Don't define the Subject Not Withholdable input value, as it's valid for federal and state income taxes only.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Exempt Income | 30 | | Money | Yes | Yes | No | No | No |
| Gross | 20 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 60 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |
| Subject Withholdable | 40 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 70 | | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the State Transit Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.

- a. Define a DAT file with the necessary element details.

For further info, see Example of Creating Earnings Element for Payroll in the Help Center.

- b. Define a DAT file for these input values.

These are the same input values as described in the Use the Elements Task section above.

For further info, see Example of Updating Payroll Element Definitions in the Help Center.

2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Use the Balance Definitions task to add the input values as balance feeds to the tax balances. For info on what balances to feed, see Use Element Entries for Tax Refund Balance Adjustments for the US in the Help Center.

Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure SUI Employee Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for employee state unemployment insurance (SUI).

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined State Unemployment Insurance Employee Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|--|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA State Unemployment Insurance Employee Tax |
| Reporting Name | Enter a meaningful name, such as TA State Unemployment Insurance Employee Tax |
| Description | Enter a meaningful description, such as Element for adjusting State Unemployment Insurance Employee Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |

| Field name | What you enter |
|---|---|
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note: Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Deferred Compensation 401K Reductions | 100 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 110 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 120 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 130 | | Money | Yes | Yes | No | No | No |
| Excess Income | 40 | | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Exempt Income | 30 | | Money | Yes | Yes | No | No | No |
| Gross | 20 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 140 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 80 | | Money | Yes | Yes | No | No | No |
| SUI Employee Taxable | 50 | | Money | Yes | Yes | No | No | No |
| SUI Wage Base | 150 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 90 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |
| Subject Withholdable | 60 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 150 | Primary output value | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the State Unemployment Insurance Employee Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.

- a. Define a DAT file with the necessary element details.

For further info, see Example of Creating Earnings Element for Payroll in the Help Center.

- b. Define a DAT file for these input values.

These are the same input values as described in the Use the Elements Task section above.

For further info, see Example of Updating Payroll Element Definitions in the Help Center.

2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract? |
|--|---------------------------------------|------------------|
| Employee Tax Deductions | Tax Calculated | Add |
| Net | Tax Calculated | Subtract |
| Net Payment | Tax Calculated | Subtract |
| SUI Employee 401k Reductions | Deferred Compensation 401K Reductions | Add |
| SUI Employee 403b Reductions | Deferred Compensation 403B Reductions | Add |
| SUI Employee 457 Reductions | Deferred Compensation 457 Reductions | Add |
| SUI Employee Dependent Care Reductions | Dependent Care Reductions | Add |
| SUI Employee Excess | Excess Income | Add |
| SUI Employee Exempt | Exempt Income | Add |
| SUI Employee Gross | Gross | Add |
| SUI Employee Other Pretax Reductions | Other Pretax Reductions | Add |
| SUI Employee Pretax Reductions | Deferred Compensation 401K Reductions | Add |
| SUI Employee Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| SUI Employee Pretax Reductions | Deferred Compensation 457 Reductions | Add |
| SUI Employee Pretax Reductions | Dependent Care Reductions | Add |
| SUI Employee Pretax Reductions | Other Pretax Reductions | Add |
| SUI Employee Pretax Reductions | Section 125 Reductions | Add |

| Feed these balances | Using these input values | Add or subtract? |
|---|------------------------------|------------------|
| SUI Employee Reduced Subject Withholdable | Reduced Subject Withholdable | Add |
| SUI Employee Section 125 Reductions | Section 125 Reductions | Add |
| SUI Employee Subject Withholdable | Subject Withholdable | Add |
| SUI Employee Taxable | SUI Employee Taxable | Add |
| SUI Employee Withheld | Tax Calculated | Add |
| Tax Deductions | Tax Calculated | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure SUI Employer Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for employer state unemployment insurance (SUI)

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined State Unemployment Insurance Employer Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|--------------------------|--|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employer Taxes |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA State Unemployment Insurance Employer Tax |

| Field name | What you enter |
|---|---|
| Reporting Name | Enter a meaningful name, such as TA State Unemployment Insurance Employer Tax |
| Description | Enter a meaningful description, such as Element for adjusting State Unemployment Insurance Employer Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note: Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Deferred Compensation 401K Reductions | 100 | | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|----------------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Deferred Compensation 403B Reductions | 110 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 120 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 130 | | Money | Yes | Yes | No | No | No |
| Excess Income | 40 | | Money | Yes | Yes | No | No | No |
| Exempt Income | 30 | | Money | Yes | Yes | No | No | No |
| Gross | 20 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 140 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 80 | | Money | Yes | Yes | No | No | No |
| SUI Employer Taxable | 50 | | Money | Yes | Yes | No | No | No |
| SUI Wage Base | 150 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 90 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |
| Subject Withholdable | 60 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 150 | Primary output value | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the State Unemployment Insurance Employer Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.
 - a. Define a DAT file with the necessary element details.
For further info, see [Example of Creating Earnings Element for Payroll](#) in the Help Center.
 - b. Define a DAT file for these input values.
These are the same input values as described in the [Use the Elements Task](#) section above.
For further info, see [Example of Updating Payroll Element Definitions](#) in the Help Center.
2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Start the Balance Definitions task, and add these input values as balance feeds to the tax balance. Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the effective as-of date.

| Feed these balances | Using these input values | Add or subtract |
|--|---------------------------------------|-----------------|
| Employer Liabilities | Tax Calculated | Add |
| SUI Employer 401k Reductions | Deferred Compensation 401K Reductions | Add |
| SUI Employer 403b Reductions | Deferred Compensation 403B Reductions | Add |
| SUI Employer 457 Reductions | Deferred Compensation 457 Reductions | Add |
| SUI Employer Dependent Care Reductions | Dependent Care Reductions | Add |
| SUI Employer Excess | Excess Income | Add |
| SUI Employer Exempt | Exempt Income | Add |
| SUI Employer Gross | Gross | Add |
| SUI Employer Liability | Tax Calculated | Add |
| SUI Employer Other Pretax Reductions | Other Pretax Reductions | Add |
| SUI Employer Pretax Reductions | Deferred Compensation 401K Reductions | Add |

| Feed these balances | Using these input values | Add or subtract |
|---|---------------------------------------|-----------------|
| | | |
| SUI Employer Pretax Reductions | Deferred Compensation 403B Reductions | Add |
| SUI Employer Pretax Reductions | Deferred Compensation 457 Reductions | Add |
| SUI Employer Pretax Reductions | Dependent Care Reductions | Add |
| SUI Employer Pretax Reductions | Other Pretax Reductions | Add |
| SUI Employer Pretax Reductions | Section 125 Reductions | Add |
| SUI Employer Reduced Subject Withholdable | Reduced Subject Withholdable | Add |
| SUI Employer Section 125 Reductions | Section 125 Reductions | Add |
| SUI Employer Subject Withholdable | Subject Withholdable | Add |
| SUI Employer Taxable | SUI Employer Taxable | Add |

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure Voluntary Plan Employee Disability Insurance Tax Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for voluntary disability insurance employee tax.

For further info, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Voluntary Plan Employee Disability Insurance Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|---|---|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employee Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Voluntary Plan Employee Disability Insurance Tax |
| Reporting Name | Enter a meaningful name, such as TA Voluntary Plan Employee Disability Insurance Tax |
| Description | Enter a meaningful description, such as Element for adjusting Voluntary Plan Employee Disability Insurance Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

Configure these input values on the element.

Note:

- Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.
- Don't define the Subject Not Withholdable input value, as it's valid for federal and state income taxes only.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Deferred Compensation 401K Reductions | 90 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 100 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 110 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 120 | | Money | Yes | Yes | No | No | No |
| Employee Taxable | 70 | | Money | Yes | Yes | No | No | No |
| Excess | 190 | | Money | Yes | Yes | No | No | No |
| Exempt | 30 | | Money | Yes | Yes | No | No | No |
| Gross | 20 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 130 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 60 | | Money | Yes | Yes | No | No | No |
| Section 125 Reductions | 80 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|----------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Subject Withholdable | 40 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 180 | | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Voluntary Plan Employee Disability Insurance Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.

- a. Define a DAT file with the necessary element details.

For further info, see [Example of Creating Earnings Element for Payroll](#) in the Help Center.

- b. Define a DAT file for these input values.

These are the same input values as described in the [Use the Elements Task](#) section above.

For further info, see [Example of Updating Payroll Element Definitions](#) in the Help Center.

2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Use the Balance Definitions task to add the input values as balance feeds to the tax balances. For info on what balances to feed, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the Effective As-of Date.

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Configure Voluntary Plan Employer Disability Insurance Tax Elements for Balance Adjustments

You can use either the Elements task or HCM Data Loader (HDL) to define the tax adjustment element for voluntary disability insurance employer tax.

For further info, see Use Element Entries for Tax Refund Balance Adjustments for the US in the Help Center.

Use the Elements Task

You define the element with the same values as your predefined Voluntary Plan Employee Disability Insurance Tax element, with the exception that you define this tax adjustment element at the assignment level.

| Field name | What you enter |
|---|---|
| Legislative Data Group | Select your US LDG, such as My US LDG |
| Primary Classification | Employer Tax Deductions |
| Secondary Classification | Leave blank |
| Name | Enter a meaningful name, such as TA Voluntary Plan Employer Disability Insurance Tax |
| Reporting Name | Enter a meaningful name, such as TA Voluntary Plan Employer Disability Insurance Tax |
| Description | Enter a meaningful description, such as Element for adjusting Voluntary Plan Employer Disability Insurance Tax |
| Effective Date | 1/1/1951 |
| Input Currency | US Dollar |
| Should every person eligible for the element automatically receive it? | No |
| What is the earliest entry date for this element? | First Standard Earnings Date |
| What is the latest entry date for this element? | Final Close |
| At which employment level should this element be attached? | Assignment level Note: This results in elements processing in the payroll run. If you defined elements at the Relationship level and not the Assignment level, the adjustment amounts aren't reflected in the payroll run. |
| Does this element recur each payroll period, or does it require explicit entry? | Nonrecurring |
| Can a person have more than one entry of this element in a payroll period? | Yes |

| Field name | What you enter |
|------------|----------------|
| | |

Configure these input values on the element.

Note:

- Don't define the Statutory Reference Type or Statutory Reference Code input values, as they aren't applicable for tax adjustments.
- Don't define the Subject Not Withholdable input value, as it's valid for federal and state income taxes only.

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|---------------------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Deferred Compensation 401K Reductions | 90 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 403B Reductions | 100 | | Money | Yes | Yes | No | No | No |
| Deferred Compensation 457 Reductions | 110 | | Money | Yes | Yes | No | No | No |
| Dependent Care Reductions | 120 | | Money | Yes | Yes | No | No | No |
| Employee Taxable | 70 | | Money | Yes | Yes | No | No | No |
| Excess | 190 | | Money | Yes | Yes | No | No | No |
| Exempt | 30 | | Money | Yes | Yes | No | No | No |
| Gross | 20 | | Money | Yes | Yes | No | No | No |
| Other Pretax Reductions | 130 | | Money | Yes | Yes | No | No | No |
| Reduced Subject Withholdable | 60 | | Money | Yes | Yes | No | No | No |

| Name | Display sequence | Special purpose | Unit of measure | Displayed | Allow user entry | Required | Create a database item | Apply default at run time |
|------------------------|------------------|-----------------|-----------------|-----------|------------------|----------|------------------------|---------------------------|
| Section 125 Reductions | 80 | | Money | Yes | Yes | No | No | No |
| State | 1 | | Integer | Yes | Yes | No | No | No |
| Subject Withholdable | 40 | | Money | Yes | Yes | No | No | No |
| Tax Calculated | 180 | | Money | Yes | Yes | No | No | No |

Use the HCM Data Loader

To define the Voluntary Plan Employee Disability Insurance Tax adjustment element:

1. Define HDL upload files to upload the element and its input values.

- a. Define a DAT file with the necessary element details.

For further info, see [Example of Creating Earnings Element for Payroll](#) in the Help Center.

- b. Define a DAT file for these input values.

These are the same input values as described in the [Use the Elements Task](#) section above.

For further info, see [Example of Updating Payroll Element Definitions](#) in the Help Center.

2. Use HDL to upload the files.

Feed the Balances

After creating the input values for the element, link the element to the balances you intend to update.

Use the Balance Definitions task to add the input values as balance feeds to the tax balances. For info on what balances to feed, see [Use Element Entries for Tax Refund Balance Adjustments for the US](#) in the Help Center.

Feed these balances before you feed the balances to the parent tax elements.

Note: You must use 1951-01-01 as the Effective As-of Date.

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Example of Creating Earnings Element for Payroll](#)
- [Example of Updating Payroll Element Definitions](#)

Overview of Balance Adjustments for the US

Perform balance adjustments when you complete any of these tasks and you want to correct the processed balance values.

- Correct balances that have these issues.
 - Incorrect tax balance dimensions
 - Assigned to the incorrect state tax jurisdiction
 - Over or understated wage or tax amounts
 - Balances you didn't load initially, and you have since processed payroll for the person
- Adjust balances you loaded with the Load Initial Balances task.
- Load balances for payroll payments administered by a third-party, such as:
 - Sick pay
 - Stock options
 - Relocation expenses

Note: Though a third party is calculating these payments, you must report the earnings and taxes withheld. Therefore, you must import the details using balance adjustments.

- Zero out arrears after you have manually recovered or written off the dues from terminated employees after processing their final pay.
- Process retrospective changes to elements that don't support retroactive payroll processing.

For further info, see [Payroll Balance Definitions for the US](#) in the Help Center.

There are several issues you must consider when planning a balance adjustment. For further info, see the following in the Help Center.

- [Balance Limit Validation During Adjustments for the US](#)
- [Balances Eligible for Adjustment for the US](#)
- [Balance Adjustment Prerequisites for the US](#)
- [Perform Balance Adjustments for the US](#)

Check Here for Additional Info

Refer to the following on My Oracle Support.

- [Oracle Cloud Human Capital Management for the United States: Batch Balance Adjustments \(2053488.1\)](#)
- [Oracle Cloud Human Capital Management for United States: HR Implementation and Use \(1676530.1\)](#)
- [Oracle Cloud Human Capital Management for the United States: US Balance Adjustments \(1600728.1\)](#)
- [All Documents for Oracle Cloud Human Capital Management Applications \(1504483.1\)](#)

Related Topics

- [Balance Limit Validation During Adjustments for the US](#)
- [Balance Adjustment Prerequisites for the US](#)
- [Perform Balance Adjustments for the US](#)
- [Payroll Balance Definitions for the US](#)

Perform Balance Adjustments for the US

Here's how you perform a balance adjustment.

1. Document the changes you plan to make.

Before making a balance adjustment, use the Person Results task to view the balance results for the employee and document these details.

- Employee name
- Effective date of adjustment
- Balance before your adjustment
- Adjustment amount
- Expected balance after adjustment

You will use this info to keep track of what you're adjusting, when it's adjusted, and for whom.

2. Choose your preferred method of balance adjustment.

When it comes to performing balance adjustments, you have multiple options.

| What you want to do | How you do it |
|---|--|
| Perform an adjustment for a specific person | <p>You have two options.</p> <ul style="list-style-type: none"> ○ Adjust Individual Balances task. ○ Adjust Balance action. <p>For further info, see Person-Level Balance Adjustments for the US in the Help Center.</p> |
| Perform balance adjustments for multiple people or multiple balances | <p>Perform a batch balance adjustment.</p> <p>For further info, see Oracle Cloud Human Capital Management for the United States: Batch Balance Adjustments (2053488.1) on My Oracle Support.</p> |
| Perform a mass balance adjustment for federal or regional taxes, such as after a credit-reduction rate change | <p>You have three options.</p> <ul style="list-style-type: none"> ○ For a single employee, use the Adjust Multiple Tax Balances task. <p>For further info, see Adjust Multiple Tax Balances for the US in the Help Center.</p> |

| What you want to do | How you do it |
|---|--|
| | <ul style="list-style-type: none"> ○ For multiple employees, use the US Tax Balance Adjustment flow. <p>For further info, see US Tax Balance Adjustment Flow in the Help Center.</p> <ul style="list-style-type: none"> ○ For multiple employees, use HCM Data Loader. <p>This method also determines the additional tax balances to adjust based on your input.</p> <p>For further info, see Oracle Fusion Cloud HCM: HCM Data Loader on the Help Center.</p> |
| Perform an adjustment using element entries | <p>Define elements specifically designed for tax balance adjustments. Use the Element Entry task or the HCM Data Loader to enter this info en masse.</p> <p>For further info, see the following.</p> <ul style="list-style-type: none"> ○ Balance Adjustments for Tax Refunds Using Element Entries for the US in the Help Center ○ Loading Balance Adjustments for the US Using HCM Data Loader (2558276.1) on My Oracle Support |

Related Topics

- [Adjust Multiple Tax Balances for the US](#)
- [Balance Adjustment Prerequisites for the US](#)
- [Use Element Entries for Tax Refund Balance Adjustments for the US](#)
- [Overview of Balance Adjustments for the US](#)
- [Person-Level Balance Adjustments for the US](#)
- [Batch Balance Adjustments](#)
- [Loading Balance Adjustments for the US Using HCM Data Loader](#)
- [US Tax Balance Adjustment Flow](#)

Person-Level Balance Adjustments for the US

You have these options for performing balance adjustments for an individual.

If the context requires updating, do it by setting a new effective date, element name, and other element-level values.

| Adjustment method | Use it to | Where you can find it | Do you need to update the context? |
|----------------------------|--|--|------------------------------------|
| Adjust individual balances | <ul style="list-style-type: none"> • Adjust balances for elements that have been processed in a payroll run. • Create balance results for elements that haven't been processed in a payroll run. | <ol style="list-style-type: none"> 1. In My Client Groups, click Payroll. 2. Click Adjust individual Balances. <p>For further info, see Adjust Individual Balances for the US in the Help Center.</p> | Yes |

| Adjustment method | Use it to | Where you can find it | Do you need to update the context? |
|------------------------------|--|---|---|
| Adjust multiple tax balances | <ul style="list-style-type: none"> Perform a mass balance adjustment for federal or regional taxes, such as after a credit-reduction rate change. | <ol style="list-style-type: none"> In My Client Groups, click Payroll. Click Adjust multiple tax balances. <p>For further info, see Adjust Multiple Tax Balances for the US in the Help Center.</p> | Yes |
| Person Results task | <ul style="list-style-type: none"> Adjust balances for a specific person. | <ol style="list-style-type: none"> In My Client Groups, click Person Management. Search for and select the person. Click Employee More Information, and select Payroll. Click Adjust Individual Balances. | No, the payroll run's parameters and other derived values determine the context |
| Adjust Balances action | <ul style="list-style-type: none"> Adjust balances for a specific person. | <ol style="list-style-type: none"> In My Client Groups, click Person Management. Search for and select the person. Click Person Results. Click Balance Results. Select Adjust Balances from Actions. | No, payroll run's parameters and other derived values determine the context |

For further info, see the following sections.

What Elements Do These Adjustment Use

These processes use one of these element types to perform the balance adjustments.

Note: Use the predefined adjustment elements to perform balance adjustments. Don't attempt to create adjustment elements of your own.

| Primary classification | Secondary classification | Element name | Required Input value |
|-------------------------|--------------------------|---|----------------------|
| Employee Tax Deductions | All | <Predefined Element> | Tax Calculated |
| Imputed Earnings | All | <Base Element> Results | Earnings Calculated |
| Involuntary Deductions | All | <Base Element> Results | DeductionsCalculated |
| Involuntary Deductions | All | <Base Element> Organization Fee Results | FeeCalculated |
| Involuntary Deductions | All | <Base Element> Person Fee Results | FeeCalculated |

| Primary classification | Secondary classification | Element name | Required Input value |
|------------------------|-------------------------------------|---------------------------------------|------------------------------|
| Involuntary Deductions | All | <Base Element> Processing Fee Results | FeeCalculated |
| Nonpayroll Payment | All | <Base Element> Results | Earnings Calculated |
| Pretax Deductions | Deferred Compensation 401k | <Base Element> Results | Deduction Calculated |
| Pretax Deductions | Deferred Compensation 401k Catch Up | <Base Element> Results | Catchup Deduction Calculated |
| Pretax Deductions | All other secondary classifications | <Base Element> Results | Pay Value |
| Standard Earnings | All | <Base Element> Results | Earnings Calculated |
| Supplemental Earnings | All | <Base Element> Results | Earnings Calculated |
| Voluntary Deductions | All | <Base Element> Results | Pay Value |

Examples

Here are some examples of person-level balance adjustments.

| To do this | Consider this |
|---|--|
| Perform a balance adjustment after a transfer | <p>Perform a separate adjustment for each tax reporting unit (TRU) if:</p> <ol style="list-style-type: none"> 1. The employee has transferred to a new TRU within the calendar year. 2. You want to perform a balance adjustment for each TRU. <p>Use the process date of when the transfer took place.</p> <p>Note: The calculation breakdown component automatically defaults to the TRU.</p> |
| Adjust regional tax balances | <p>Adjusting some regional balances might require adjusting related balances.</p> <p>Here are some examples.</p> <ul style="list-style-type: none"> • When using the Adjust Individual Balances task to adjust the City Withheld balance, you must also adjust one of these balances. <ul style="list-style-type: none"> ○ City Withheld Resident ○ City Withheld Nonresident |

| To do this | Consider this |
|-------------------------------------|--|
| | <ul style="list-style-type: none"> • When using the Adjust Individual Balances task to adjust city tax balances using the tax element, use one of these elements. <ul style="list-style-type: none"> ○ Work City Tax ○ Residence City Tax <p>With this method, no other action is needed. The process automatically feeds the appropriate resident and nonresident balances.</p> |
| Adjust Pennsylvania Act 32 balances | <p>You must adjust the employee's local level balances when:</p> <ol style="list-style-type: none"> 1. The employee's work or residence is in a Pennsylvania Act 32 jurisdiction. 2. You didn't initialize the local level balances for city and school district balances. <p>Local Income Tax: City and School balances are listed in the Balance Initialization technical brief.</p> <p>Note: City and school local income tax balances are listed in the Balance Initialization technical brief.</p> <p>For further info, see Oracle Cloud Human Capital Management for the United States: Balance Initialization (1912298.1) on My Oracle Support.</p> <p>If you're performing adjustments in place of the balance initialization process, you might need to perform multiple adjustments for every combination of resident and work PSD codes.</p> <p>For example, if the employee moved into a different jurisdiction, they might require adjustments to multiple local-level balances.</p> |

Related Topics

- [Balance Adjustment Prerequisites for the US](#)
- [Overview of Balance Adjustments for the US](#)
- [Adjust an Employee's Pennsylvania Act 32 City and School District Taxes](#)
- [Adjust an Employee's State Disability Insurance Tax Withholding](#)
- [Adjust an Employee's State Taxes After a Jurisdiction Correction](#)
- [Adjust an Employee's Union Dues Voluntary Deduction](#)
- [Balance Feeds for the US](#)
- [Element Eligibility for the US](#)

Roll Back a Balance Adjustment for the US

If you need to correct or undo a balance adjustment, you must roll back the adjustment process.

Do this through either the Person Results or Process Results Summary tasks.

How to Use the Person Results Task

To roll back balances through the Person Results task:

1. Start the **Person Results** task.
2. Search for and select the person.
3. In **Results Listing**, select **Actions** and then **Roll Back** for the adjustment process you want to roll back.

How to Use the Process Results Summary Task

To roll back balances through the Process Results Summary task:

1. Start the **Process Results Summary** task.
2. Select the payroll run you want to adjust.
3. In **Person Process Results**, locate the person requiring the adjustment.

Use the search field if necessary.

4. For that person's row, select **Actions** and then **Roll Back**.

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Adjust an Employee's Pennsylvania Act 32 City and School District Taxes](#)
- [Adjust an Employee's State Disability Insurance Tax Withholding](#)
- [Adjust an Employee's State Taxes After a Jurisdiction Correction](#)
- [Adjust an Employee's Union Dues Voluntary Deduction](#)

Use Element Entries for Tax Refund Balance Adjustments for the US

You can define elements specifically for tax balance adjustments. Use them to adjust the predefined taxes through their element entries.

You have a couple options when it comes to configuring these elements and their input values.

| What you can do | How you do it |
|-------------------------------|--|
| Use the Elements task | Use the Elements task to define elements strictly for adjusting tax balances. These elements use the Employee Tax Deductions and Employer Taxes primary classifications. |
| Use the HCM Data Loader (HDL) | Use HDL to define multiple tax elements and their related input values simultaneously. For further info, see HCM Data Loader guide in the Help Center. |

This method:

- Reduces the steps involved when performing multiple balance adjustments

- Gives you the ability to define costing that might be different than what you have set up for the predefined tax elements
- Lets you process these adjustments in a payroll calculation or QuickPay process and have the results reflected on the employee's payslips

This is especially useful when you want to:

- Refund taxes withheld in error.
 - Have them included in the employee's payment.
 - Have them displayed at the same time on the payslip.
- Can have its transactions picked up by downstream tax reporting processes and reports

To perform this type of balance adjustment:

1. Identify the tax balances you're adjusting.
2. Define the tax adjustment elements.
3. Add element entries for these elements.
4. Process payroll.

The payroll process adjusts the corresponding taxes using the element entries.

For further info, see the following sections.

What Tax Balances Need Adjusting

This method uses elements you've defined for balance adjustments. Therefore, you must manually identify which tax balances are impacted and define their feeds.

Use the Balance Results task to see what tax balances apply to a balance group in the target person's payroll relationship. For example, a search for the Federal Income Tax (FIT) balance group returns balances for FIT Gross, FIT Subject Withholdable, FIT Subject Withholdable, and FIT Withheld.

These tax balances form the basis for that tax's reporting.

For example, the sum of the Subject Not Withholdable and Reduced Subject Withholdable balances for FIT is the amount Form W-2 reports as "Wages, tips, other compensation" in Box 1. FIT Withheld is the balance reported as "Federal income tax withheld" in Box 2. Because adjusting tax balances can impact legislative reporting, it's important you know what balances you are updating. Otherwise, it could result in out-of-balance conditions that you must address when you perform periodic or year-end tax reporting.

Here's an overview of the different types of tax balances you can adjust.

| Type of tax balance | What it tracks |
|--------------------------|---|
| Gross | Total earnings, calculated from earnings elements (regular, supplemental, and imputed earnings), except nonpayroll payments. |
| Exempt | Earnings elements that aren't subject to tax. Some imputed earnings fall into this category. |
| Subject Withholdable | All taxable earnings from which the payroll process calculates taxes that pretax deductions don't reduce. Most regular, supplemental, and imputed earnings are subject to tax. |
| Subject Not Withholdable | All taxable earnings from which taxes aren't calculated or withheld during payroll processing. Group Term Life Insurance imputed income is an example of a taxable earning for which taxes aren't withheld. |

| Type of tax balance | What it tracks |
|---------------------------------------|---|
| Pretax Reductions | The total amount of pretax deductions that reduce taxable earnings, such as 401 (k), 403 (b), 457, Dependent Care, and Section 125. |
| Deferred Compensation 401k Reductions | Section 401 (k) amount that reduces taxable earnings. |
| Deferred Compensation 403b Reductions | Section 403 (b) amount that reduces taxable earnings. |
| Deferred Compensation 457 Reductions | Section 457 (b) amount that reduces taxable earnings. |
| Dependent Care Reductions | Dependent care amount that reduces taxable earnings. Note: This isn't included in the Section 125 Reductions total because it's covered separately according to Section 129 of the IRS code. |
| Section 125 Reductions | Section 125 amount that reduces taxable earnings. |
| Other Reductions | Pretax amount that: <ol style="list-style-type: none"> 1. Doesn't fall into the 401 (k), 403 (b), 457 (b), Dependent Care, and Section 125 categories. 2. Reduces taxable earnings. |
| Reduced Subject Withholdable | All taxable earnings reduced by Subject Not Withholdable earnings and pretax reductions. |
| Taxable | The amount of taxable earnings subject to limits, such as Social Security (SS), Federal Unemployment Tax (FUTA), State Disability Insurance (SDI), and State Unemployment Insurance (SUI). When earnings reach the limit, taxable amounts don't continue to increase past the limit. Thus, when you're making balance adjustments for taxes subject to limits you must make sure you keep this upper limit in mind. |
| Excess | Taxable earnings subject to earnings limits, such as SS, FUTA, SDI, and SUI, whose taxable earnings are greater than the defined limit. If the taxable balance isn't equal to the government-regulated limit, the excess balance should be \$0. |
| Withheld | The amount of tax withheld from the employee and is reported on the W-2. |
| Liability | The amount of the employer tax. |

How to Configure the Tax Adjustment Elements

If you plan to use HCM Data Loader (HDL), use these Task and Task Action Names to configure the element and input values. For further info, see the following.

- Loading US Data Using HCM Data Loader (2558276.1) on My Oracle Support
- Overview of Loading Elements in the Help Center

You can create elements to adjust these taxes.

| For this tax type | Check here in the Help Center |
|---------------------|--|
| City taxes | <ul style="list-style-type: none"> Configure City Tax Residence Elements for Balance Adjustments Configure City Tax Work Elements for Balance Adjustments Configure Head Tax Elements for Balance Adjustments |
| County taxes | <ul style="list-style-type: none"> Configure County Mental Health Work Tax Elements for Balance Adjustments Configure County School District Tax Work Elements for Balance Adjustments Configure County Residence Tax Elements for Balance Adjustments Configure County Work Tax Elements for Balance Adjustments |
| Federal taxes | <ul style="list-style-type: none"> Configure FIT Elements for Balance Adjustments Configure FUTA Elements for Balance Adjustments Configure Medicare Employee Tax Elements for Balance Adjustments Configure Medicare Employer Tax Elements for Balance Adjustments Configure Social Security Employee Elements for Balance Adjustments Configure Social Security Employer Elements for Balance Adjustments |
| School district tax | <ul style="list-style-type: none"> Configure School District Residence Tax Elements for Balance Adjustments |
| State taxes | <ul style="list-style-type: none"> Configure FLI Employee Tax Elements for Balance Adjustments Configure SDI Employee Elements for Balance Adjustments Configure SDI Employer Elements for Balance Adjustments Configure SIT Residence Elements for Balance Adjustments Configure SIT Work Elements for Balance Adjustments Configure SUI Employee Elements for Balance Adjustments Configure SUI Employer Elements for Balance Adjustments Configure State Transit Tax Elements for Balance Adjustments |
| Voluntary tax | <ul style="list-style-type: none"> Configure Voluntary Plan Employee Disability Insurance Tax Elements for Balance Adjustments |

During element definition:

- Be sure to give them meaningful names to help you remember they're for tax adjustments.

Such as **Tax Adjustment State Income Tax** or **TA State Income Tax**.

- If you're using the state, county, or city geography codes as input values, configure their display sequence in this order.

| Geography code | Display sequence |
|----------------|------------------|
| State | 1 |
| County | 2 |
| City | 3 |

Create the Element Entries for Your Elements

You perform the balance adjustment by creating the element entries for your tax balance adjustment elements.

Related Topics

- [Overview of Balance Adjustments for the US](#)
- [Configure FIT Elements for Balance Adjustments](#)
- [Loading US Data Using HCM Data Loader](#)

US Tax Balance Adjustment Flow

Use the US Tax Balance Adjustment flow to perform a mass balance adjustment for tax balances, such as after a credit-reduction rate change. This process generates a balance adjustment batch file that you then process through HCM Data Loader (HDL).

To run this process:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group (LDG).
4. Search for and select **US Tax Balance Adjustment**.

Before You Begin

Before starting this flow, you must define a formula for the appropriate tax balance. Some sample formulas are available for your reference on Customer Connect and My Oracle Support. For further info, see [Sample Tax Balance Adjustment Formulas \(2470020.1\)](#) on My Oracle Support.

Note: This doesn't apply to FUTA balances. This process uses a FUTA formula by default.

To make your formula available for use with this process:

1. Start the Calculations Value Definitions task.
2. Click **Create**.
3. Enter a meaningful name, and select your US LDG.

4. Select **Use existing value definition group**.
5. Select the **US Tax Balance Adjustment** value definition group.
6. Select the **Text** calculation type
7. In **Calculation Values**, click **Add Row** and attach the formula as text.

| Field name | What you enter |
|------------|-------------------|
| From Value | 0 |
| To Value | 99999 |
| Text Value | Your formula name |

8. Save your changes.

Process Parameters

Effective Date

Enter the effective date of the adjustment.

Payroll

Select the payroll run you're adjusting.

Payroll Relationship Group

Select the payroll relationship group name if you defined one. Payroll relationship groups limit the persons processed by payroll, data entry, and reporting. This can be a dynamic payroll relationship group.

Note: Use the Object Groups task to define the payroll relationship group before you can select it here.

Consolidation Group

To run the report against the members of a consolidation group, select it here. If you don't select a value, the process uses the default consolidation group assigned to the payroll.

For further info, see Consolidation Groups for the US in the Help Center.

Payroll Statutory Unit

Select the payroll statutory unit (PSU) of the people whose tax balances you're adjusting.

Tax Reporting Unit

Select the tax reporting unit (TRU) of the people whose tax balances you're adjusting.

Balance Adjustment Level

Select the jurisdiction level of the taxes you're adjusting.

State

For nonfederal tax adjustments, select the state.

Mode

Search for and select the tax balance formula you defined. If you leave this blank, the process runs the default FUTA formula.

Multiple Batches by Date

Select **Yes** to create separate batches by date. The process automatically populates the effective date for all lines in the batch with the effective date you provided.

When adjusting balances for terminated employees, the process might use the final close date instead of the effective date to create the separate batches. It does so when the final close date is earlier than the effective date.

Perform the Balance Adjustment

After running this flow:

1. Use the balance adjustment batch output to review the info for accuracy before transferring and processing it.
2. Download the batch to the HDL. There's no separate audit report.
3. Verify the batch through HDL.
4. Run the Transfer Batch Process.
5. Run the Adjust Multiple Balances process.

This process pushes the HCM Data Loader values to Oracle Cloud.

Related Topics

- [Balance Adjustment Prerequisites for the US](#)
- [Overview of Balance Adjustments for the US](#)
- [Federal Unemployment Tax Act Calculations](#)

Verify the Results of a Balance Adjustment for the US

After performing a balance adjustment, verify the balances now have the expected amounts.

1. Start the **Person Results** task.
2. Search for and select the person.
3. In **Results Listing**, select **Balance Results** for the adjustment process you want to verify.
4. Indicate if you want to search by balance group or balance name, and select the appropriate balance value.
5. Select any additional search criteria.
6. Click **Search**.

Optionally, use the Payroll Process Summary task to query the balance adjustment process. After you have started, you can navigate to the Person Results task where you can use the steps above to view and verify the balances.

If you configured the adjustment to refund the employee's payment, the payment amount includes the adjusted amount. You can verify this in the employee's payment after a prepayment process runs for an effective date that includes the date the adjustment was made.

Related Topics

- [Person-Level Balance Adjustments for the US](#)
- [Adjust an Employee's Pennsylvania Act 32 City and School District Taxes](#)
- [Adjust an Employee's State Disability Insurance Tax Withholding](#)
- [Adjust an Employee's State Taxes After a Jurisdiction Correction](#)
- [Adjust an Employee's Union Dues Voluntary Deduction](#)

Balance Initialization

Balance Initialization Dimensions for the US

The payroll process calculates taxes at the relationship level, so they require initialization of the applicable contexts needed by the dimensions at the payroll relationship level. If you can have defined elements at the assignment level, you must initialize their associated dimensions at that level.

Oracle Cloud Payroll has predefined dimensions at these levels.

- Payroll relationship
- Assignment
- Group tax

For example, if you include the “Assignment Area1,2,3 Period to Date” dimension in the batch loader, you would provide the following to the process (in addition to the other data required for the process).

- Assignment
- Area1

This refers to the state.

- Area2

This refers to the county.

- Area3

This refers to the city and tax district.

In this case, the balance you are initializing must be at the assignment and city levels.

Balance Initialization Elements for the US

The Load Initial Balances process uses initial balance feed elements to initialize each balance. It creates these elements automatically before processing the upload.

These elements use the Balance Initialization primary element classification, and the process adds them to the balance as balance feeds.

Note: Don't manually create these balance initialization elements or any of their input values, balance feeds, or eligibility links.

For each balance you're initializing, the process:

1. Creates two elements of the Balance Initialization primary element classification, one for each employment level.
 - o Payroll relationship
 - o Assignment
2. Adds these elements to the balance as balance feeds.
3. Sets these elements as nonrecurring.
4. Creates each balance initialization element these input values.
 - o One to feed the balance
 - o One for each context required by the balance
5. Creates the element eligibility for the corresponding element types to the defined balances.

Related Topics

- [Overview of Balance Initialization for the US](#)

Balance Initialization Results Summary

To access initialized balances using the Process Results Summary task:

1. From **My Client Groups**, click **Payroll**.
2. In **Flow Submission and Results**, click **Process Results Summary**.
3. Click **Show Filters**.
4. Select the **Load Initial Balances** flow pattern, and enter any additional search criteria.
5. Select the appropriate Load Initial Balances process.

The Person Process Results search page displays.

6. Enter a batch field to filter the result.

Related Topics

- [Overview of Balance Initialization for the US](#)

Configure Legacy Balances for Initialization for the US

Before you can initialize your Cloud payroll balances, you must extract your legacy balances.

There are multiple methods for extracting your balance data from a legacy system.

Choose the method that best suits the volume, complexity of the data, and accessibility of your legacy systems. Regardless of the method you choose, your goal is to conform the data so you can enter it into the HCM Data Loader (HDL) data files for processing by the payroll process.

Regardless of the method you use, there are some things you can do to improve the performance of the balance initialization process. Following these steps creates balance initialization elements where each input value represents a balance to be initialized.

1. Organize each legacy balance by how many employees use them.

For example, the Gross Earnings balance would be needed for nearly all employees. However, a voluntary deduction balance might be needed for fewer.

2. Sort your balances from most to least used, and then break them up into groups of 20.

When you upload them with HDL, load them in these batches of 20 to maximize performance.

Note: Twenty is the optimum number of input values to have in a balance initialization element.

For further info, see [Create Balance Initialization Batches for the US](#) in the Help Center.

Related Topics

- [Create Balance Initialization Batches for the US](#)
- [Overview of Balance Initialization for the US](#)

Confirm the Results of Your Balance Initialization

It's the responsibility of your conversion team to choose a balance reconciliation method that best ensures a complete match between your legacy balances and the predefined Oracle Cloud balances.

Your Payroll Administrator must then account for any variance, especially the tax-related balances. Oracle Cloud Payroll uses these balances not only for payroll calculation but also for quarter and year-end tax reporting.

To do this:

1. Begin by inspecting the balance values of a few employees that represent a good statistical sampling of the balances you initialized.

For example, to inspect employee balances using the Person Results task:

- a. From **My Client Groups**, click **Payroll**.
 - b. In **Flow Submission and Results**, click **Person Results**.
 - c. Search for and select the person.
 - d. For the Balance Initialization process, select **Balance Results**.
 - e. In **Balance Results**, select **Balance Name**.
 - f. Select the name of the balance you want to view.
 - g. Click **Search**.
2. Identify and correct any errors to these and other employees as your research dictates.
 3. Continue checking the balance load results until you are satisfied all issues have been addressed.
 4. Repeat these steps for the entire company population.

These tools are available to assist in your research.

| Tool | Description |
|--|--|
| Balance Results page | Accessible through the Person Results or Process Results Summary tasks. |
| Payroll Activity Report for the Latest Process | <p>Reports on different process types processed in each period, including balance initialization.</p> <p>When you run this report, make sure you use a date range that captures when your balance initialization transactions occurred. For example, if initializing balances as of 06/30/2023, make sure you run the report with a date range of 01/01/2023 through 06/30/2023.</p> <p>Note: This report doesn't include all balances that you may have initialized.</p> |
| Employee Active Payroll Balances Report | Use to validate the tax balances you loaded. |
| Periodic Statutory Deduction Register | Use to validate the employer liabilities, involuntary deductions, employee taxes, and employer taxes you loaded. |
| BI Publisher | A technical member of the conversion team can write queries to meet the needs of the reconciliation process. |

Related Topics

- [Overview of Balance Initialization for the US](#)
- [Latest Process Year-to-Date and Periodic Balances Reporting](#)
- [Payroll Activity Reports](#)

Create Balance Initialization Batches for the US

When it's time to do the initialization, use HCM Data Loader (HDL) to load your balance values to these interface tables.

- PAY_BAL_BATCH_HEADERS
- PAY_BAL_BATCH_LINES

To do this:

1. Make your first balance conversion a small one. Build separate HDL files for each group of 20 balances you prepared in the previous section.
Use one assignment number per balance, and use it for all elements.
This creates the necessary balance initialization elements.
For further info, see [Set Initial Balance Values for the US](#) in the Help Center.
2. When configuring HDL, set the transfer group size to **20000**.
This forces the process to use 10 threads.
3. For subsequent batch files, don't exceed 200,000 records.
4. Use the Delete Stage Table Data task to purge all staging data.

Do this periodically during your HDL batch loads, such as after loading every 10 HDL files.

For further info, see [Overview of Maintaining the Stage Tables](#) in the Help Center.

Related Topics

- [Overview of Balance Initialization for the US](#)
- [Set Initial Balance Values for the US](#)
- [Loading US Data Using HCM Data Loader](#)
- [Overview of Maintaining the Stage Tables](#)

Geography Area Codes for the US

Some balances require geography area codes to identify their jurisdiction contexts.

- Area1 = State
- Area2 = County
- Area3 = City and tax district
- Area4 = School district
- Area5 = Resident Political Subdivision (PSD) code
- Area6 = Work PSD code

These codes identify what jurisdiction the balance is related to.

For example, this table displays the geocode for Columbus, Ohio for the county of Franklin. Multiple postal codes and school districts exist for this combination.

| Area | Represents | Geocode | Value |
|-------|-----------------------|---------|---|
| Area1 | State | 36 | Ohio |
| Area2 | County | 49 | Franklin |
| Area3 | City and tax district | 570 | Columbus |
| Area4 | School district | 2104 | Multiple values exist, see Geocodes for Area4 |

This data is held in these tables.

- HZ_GEOGRAPHIES
- HZ_GEOGRAPHY_IDENTIFIERS

Geocodes for Area1, Area2, and Area3

You need to determine the correct Geography codes for Area1, Area2 and Area3.

For further info, see [Using BI Publisher Reports to Retrieve Data for the US with HCM Data Loader \(2558276.1\)](#) on My Oracle Support.

Geocodes for Area4

Use the following SQL query.

```
select ageo.geography_name
,ageo.area4 school_district_code
,decode(ageo.areas1, null, null, 1, 'AL', 2, 'AK', 3, 'AZ', 4, 'AR', 5, 'CA', 6, 'CO', 7, 'CT', 8, 'DE', 9,
'DC', 10, 'FL',
11, 'GA', 12, 'HI', 13, 'ID', 14, 'IL', 15, 'IN', 16, 'IA', 17, 'KS', 18, 'KY', 19, 'LA', 20, 'ME',
21, 'MD', 22, 'MA', 23, 'MI', 24, 'MN', 25, 'MS', 26, 'MO', 27, 'MT', 28, 'NE', 29, 'NV', 30, 'NH',
31, 'NJ', 32, 'NM', 33, 'NY', 34, 'NC', 35, 'ND', 36, 'OH', 37, 'OK', 38, 'OR', 39, 'PA', 40, 'RI',
41, 'SC', 42, 'SD', 43, 'TN', 44, 'TX', 45, 'UT', 46, 'VT', 47, 'VA', 48, 'WA', 49, 'WV', 50, 'WI',
51, 'WY', 60, 'American Samoa', 61, 'F.S. of Micronesia', 66, 'Guam', 67, 'Marshall Islands',
68, 'N. Mariana Islands', 69, 'Palau', 72, 'Puerto Rico', 78, 'Virgin Islands') state_abbrev
,decode(ageo.area2, null, null, (select geo_ident_name.identifier_value
from fusion.hz_geographies geo,
fusion.hz_geography_identifiers geo_ident,
fusion.hz_geography_identifiers geo_ident_name
where geo.geography_type = 'COUNTY'
and geo.geography_use = 'MASTER_REF'
and geo.country_code = 'US'
and geo.geography_id = geo_ident.geography_id
and geo_ident.geo_data_provider = 'VERTEX'
and geo_ident.geography_use = 'MASTER_REF'
and geo_ident.identifier_subtype = 'GEO_CODE'
and geo.geography_id = geo_ident_name.geography_id
and geo_ident_name.geography_use = 'MASTER_REF'
and geo_ident_name.identifier_type = 'NAME' and geo_ident_name.primary_flag = 'Y'
and geo_ident.identifier_value = ageo.areas1 || '-' || ageo.area2 || '-0')) county_name
,decode(ageo.areas3, null, null, (select hzg.geography_name city
From fusion.hz_geographies hzg,
fusion.hz_geography_identifiers hzgi,
fusion.hz_geography_identifiers_vl hzgivp
where hzg.country_code = 'US'
and hzg.geography_type = 'CITY'
and hzg.geography_use = 'MASTER_REF'
and hzg.geography_element1 = 'United States'
and hzg.geography_element1_code = 'US'
and hzg.geography_id = hzgi.geography_id
and hzgi.identifier_type = 'CODE'
and hzgi.identifier_subtype = 'GEO_CODE'
and hzgi.primary_flag = 'N'
and hzgi.geography_use = 'MASTER_REF'
and hzgi.geography_type = 'CITY'
and hzgi.language_code = 'US'
and hzgi.geography_id = hzgivp.geography_id
and hzgi.identifier_value = ageo.areas1 || '-' || ageo.area2 || '-' || ageo.areas3 fetch first row only))
city_name
,ageo.areas1, ageo.area2, ageo.areas3, ageo.area4
from fusion.pay_amer_geographies ageo where ageo.geography_type = 'SCHOOL_DISTRICT';
```

Related Topics

- [Using BI Publisher Reports to Retrieve Data for the US with HCM Data Loader](#)

How the Load Initial Balances Process Initializes Balances for the US

The Load Initial Balances process uploads your balance info into the Payroll tables using HCM Data Loader (HDL).

Here's how a simple initialization of three balances would work.

You begin by building your HDL batch upload file. It has three lines, one for each balance and dimension.

| Defined balance | Value |
|---------------------------|-------|
| GROSS_EARNINGS_ASG_TU_PTD | 100 |
| GROSS_EARNINGS_ASG_TU_QTD | 250 |
| GROSS_EARNINGS_ASG_TU_YTD | 500 |

You load this batch on June 18, 2023, and the Load Initial Balances process creates an adjustment on the first day of the time period relevant to each dimension.

| Adjustment (upload) date | Value | Defined balance |
|--------------------------|-------|---------------------------|
| June 1 | 100 | GROSS_EARNINGS_ASG_TU_PTD |
| April 1 | 150 | GROSS_EARNINGS_ASG_TU_QTD |
| January 1 | 250 | GROSS_EARNINGS_ASG_TU_YTD |

Here's what the Load Initial Balances process does.

1. Sets the values for each balance relative to the upload date.

This is the date the balances become effective.

Because you ran the upload on June 18, 2023, the balance values loaded reflect the employee's balances that include all payment dates up to and including June 18, 2023.

Note: When you initialize a balance value, such as Regular Salary, the process doesn't feed any associated balances derived from that balance, such as Gross Earnings. When you upload the initial balances, the run results you create feed only the balances for which they were loaded

2. It creates date-effective balance entries (adjustments) to ensure the legislative balances are correct.
3. It calculates the actual values required for each entry and the effective date for these entries.

As a the result of this calculation, the process creates and loads three balance entries into the payroll run results.

- Gross Earnings, Asg Tax Unit-PTD = 100.00
With an effective date of June 1, 2023, the beginning of the period for the upload date
- Gross Earnings, Asg Tax Unit-QTD = 150.00
With an effective date of April 1, 2023, the beginning of the quarter for the upload date
- Gross Earnings, Asg Tax Unit-YTD = 250.00
With an effective date of January 1, 2023, the beginning of the year for the upload date

The cumulative values of the individual entries would match the initial amount loaded for each balance.

- Gross Earnings, Asg Tax Unit-PTD = 100.00
- Gross Earnings, Asg Tax Unit-QTD = 100.00 + 150.00 = 250.00
- Gross Earnings, Asg Tax Unit-YTD = 100.00 + 150.00 + 250.00 = 500.00

For this example, the process initializes three dimensions (PTD, QTD, and YTD). However, you could have chosen to initialize just the YTD dimension. You'd do this by including only the YTD batch line entry as of January 1.

| Defined balance | Value |
|---------------------------|-------|
| GROSS_EARNINGS_ASG_TU_YTD | 500 |

The Load Initial Balances process would create an adjustment only for the first day of the time period relevant to the YTD dimension.

| Adjustment (Upload) Date | Value | Defined balance |
|--------------------------|-------|---------------------------|
| January 1 | 500 | GROSS_EARNINGS_ASG_TU_YTD |

Related Topics

- [Overview of Balance Initialization for the US](#)

Initialize Pennsylvania Act 32 Local Income Tax Balances

In this example, you want to initialize an employee's Pennsylvania Act 32 withheld balances with specific contexts.

When initializing balances specific to Pennsylvania Act 32, you must also initialize any related balances for the combined city and school balances. For example, if you are initializing City Withheld or School Withheld balances, you must also include related balances, such as Local Withheld.

Assumptions

This example assumes you have defined the following.

- Your employees, such as through the Hire Person task

For this example, assume the employee has these values.

| Data | Value | Comments |
|-------------------------------|--|--|
| Legislative Data Group (LDG) | PM US Sun Power | |
| Tax Reporting Unit (TRU) Name | PM US Sun Power Inc | |
| Payroll Name | PM US Sun Power Weekly | |
| Payroll Relationship Number | 123456 | |
| Assignment Number | E123456 | |
| Work Location | Harrisburg, Dauphin County, Pennsylvania | The employee worked in this location the entire year |
| Resident Location | Pittsburgh, Allegheny County, Pennsylvania | The employee lived in this location the entire year This location puts them in the Pittsburgh Unified School District |

- Eligibility links for the balance you are initializing, through the Elements task

| Base element | Balance being adjusted | Balance dimension | Comments |
|-------------------------------|------------------------|-------------------|-----------------------------------|
| Residence City Tax | City Withheld | Year To Date | At the payroll relationship level |
| Residence School District Tax | School Withheld | Year To Date | At the payroll relationship level |
| Local Wages and Taxes | Local Withheld | Year To Date | At the payroll relationship level |

Create a batch using HDL

Create the HCM Data Loader (HDL) batch header and the batch lines.

1. For the **Batch Header**, use this as a guide.

| Metadata | Value | Comments |
|--------------------------|------------------------|--------------------------------|
| LegislativeDataGroupName | PM US Sun Power | |
| BatchName | Balance Initialization | |
| UploadDate | 2023-06-30 | Must use the YYYY-MM-DD format |

2. For the **Batch Lines**, use this as a guide.

- a. Enter these details to initialize the City Withheld balance and Year To Date balance dimension.

| Metadata | Value | Comments |
|---------------------------|---|---|
| LegislativeDataGroupName | PM US Sun Power | |
| BatchName | Batch Initialization | |
| LineSequence | 1 | |
| PayrollRelationshipNumber | 123456 | |
| TermNumber | ET123456 | This is the person number prefixed with ET |
| AssignmentNumber | 123456 | |
| PayrollName | PM US Sun Power Weekly | |
| TaxUnitName | PM US Sun Power Inc | |
| BalanceName | City Withheld | |
| DimensionName | Relationship Tax Unit,City Year to Date | |

| Metadata | Value | Comments |
|-----------|--------|--|
| AreaOne | 39 | State context for Pennsylvania |
| AreaTwo | 3 | County context for Allegheny |
| AreaThree | 3040 | City context for Pittsburgh |
| Value | 400.00 | This is either: <ul style="list-style-type: none"> - Amount you're initializing - Amount you're importing from your legacy application |

b. Enter these details to initialize the School Withheld balance and Year To Date balance dimension.

| Metadata | Value | Comments |
|---------------------------|---|---|
| LegislativeDataGroupName | PM US Sun Power | |
| BatchName | Batch Initialization | |
| LineSequence | 2 | |
| PayrollRelationshipNumber | 123456 | |
| TermNumber | ET123456 | This is the person number prefixed with ET |
| AssignmentNumber | 123456 | |
| PayrollName | PM US Sun Power Weekly | |
| TaxUnitName | PM US Sun Power Inc | |
| BalanceName | School Withheld | |
| DimensionName | Relationship Tax Unit,School Year to Date | |

| Metadata | Value | Comments |
|----------|--------|--|
| AreaOne | 39 | State context for Pennsylvania |
| AreaFour | 2745 | School context for the Pittsburg Unified School District |
| Value | 800.00 | This is either: <ul style="list-style-type: none"> - Amount you're initializing - Amount you're importing from your legacy application |

- c. Enter these details to initialize the Local Withheld balance and Year To Date balance dimension.

| Metadata | Value | Comments |
|---------------------------|---|---|
| LegislativeDataGroupName | PM US Sun Power | |
| BatchName | Batch Initialization | |
| LineSequence | 3 | |
| PayrollRelationshipNumber | 123456 | |
| TermNumber | ET123456 | This is the person number prefixed with ET |
| AssignmentNumber | 123456 | |
| PayrollName | PM US Sun Power Weekly | |
| TaxUnitName | PM US Sun Power Inc | |
| BalanceName | Local Withheld | |
| DimensionName | Relationship Tax Unit, State, TCD, Resident PSD, Work PSD Year to Date | |
| AreaOne | 39 | State context for Pennsylvania |

| Metadata | Value | Comments |
|-------------------|------------|---|
| Value | 1200.00 | Sum of the City Withheld and the School Withheld balances |
| ContextOneName | Area5 | Resident Political Subdivision (PSD) Code context definition |
| ContextOneValue | 700102 | Resident PSD Code |
| ContextTwoName | Area6 | Work PSD Code context definition Note: You would populate the Area6 context value with the same value as in Area5 if: <ul style="list-style-type: none"> i. The person lives in Pennsylvania but works out-of-state. ii. You are withholding the local income taxes for Pennsylvania. |
| ContextTwoValue | 220401 | Work PSD Code |
| ContextThreeName | Tax Unit 2 | Tax Collection District Code context definition |
| ContextThreeValue | 22 | Tax Collection District Code Note: If you are a Pennsylvania Act 32 combined filer, enter your employer-designated Tax Collection District Code. |

Run the Load Initial Balances process

Once you have created the data files and imported the batches, run the load process.

1. From **My Client Groups**, click **Payroll**.
2. Under **Flow Submission and Results**, click **Submit a Flow**.
3. Select your US LDG.
4. Search for and select **Load Initial Balances**.

5. Enter a payroll flow name.
6. Select the **Transfer** or **Validate** mode operation from the list of values.

The Transfer mode performs both validation and transfer in the same process, while Validate only validates the lines.

7. Enter or search for the batch name you created using HDL.
8. Click **Submit**.

Results

After the Load Initial Balances process runs successfully in Transfer mode, you can view the results in Process Results Summary or Person Results.

Related Topics

- [Overview of Balance Initialization for the US](#)
- [Loading Initial Balances for the United States Using HCM Data Loader](#)

Initialize Salary, FIT, Medicare, and SIT Balances

In this example, you want to initialize an employee's federal and state-level balances with specific contexts.

Note: This example initializes only the employee balances, but you can repeat these steps for employer balances, such as Medicare Employer Tax.

When initializing year-to-date and quarter-to-date balances, you must also initialize any related balances. For example, when initializing FIT Withheld, you must also include related balances, such as FIT Gross, FIT Reduced Subject Withholdable, and so on.

Assumptions

This example assumes you have defined the following.

- Your employees, such as through the Hire Person task
- These base elements and eligibility links for the balance you are initializing, through the Elements task

| Base element | Comments |
|----------------------------|---|
| Regular Salary | At the assignment level |
| Federal Income Tax | At the payroll relationship level |
| Medicare Employee Tax | At the payroll relationship level |
| Residence State Income Tax | At the payroll relationship level Work at Home = Yes |

| Base element | Comments |
|--------------|----------|
| | |

Create a batch using HDL

Run the Import and Load Process to load the PAY_BAL_BATCH_HEADERS and PAY_BAL_BATCH_LINES interface tables. For further info, see Integrating with Oracle Human Resources Cloud in the Help Center.

Run the Load Initial Balances process

Once you have created the data files and imported the batches, run the load process.

1. From **My Client Groups**, click **Payroll**.
2. Under **Flow Submission and Results**, click **Submit a Flow**.
3. Select your US legislative data group (LDG).
4. Search for and select **Load Initial Balances**.
5. Enter a payroll flow name.
6. Select the **Transfer** or **Validate** mode operation from the list of values.
The Transfer mode performs both validation and transfer in the same process, while Validate only validates the lines.
7. Enter or search for the batch name you created using HDL.
8. Click **Submit**.

Results

After the Load Initial Balances process runs successfully in Transfer mode, you can view the results in Process Results Summary or Person Results.

Related Topics

- [Overview of Balance Initialization for the US](#)
- [Loading Initial Balances for the United States Using HCM Data Loader](#)

Map Legacy Balances for Initialization for the US

Once you have identified the balances you want to initialize, you must perform a mapping exercise from the legacy payroll system to Oracle Cloud.

Be careful when performing this exercise, as these decisions become a major factor in determining the number of iterations needed to complete the balance initialization process.

Some things to consider during this mapping activity.

- One legacy balance can feed one or more Fusion balances.
- Multiple legacy balances can feed one Fusion balance.
- Your legacy balances can come from many sources (such as a payroll system, benefits system, and absence system)
These source-of-truth systems could be managed in-house or by an outside supplier.

For info on what predefined balances are available for mapping, see US Legislative Balances in the Help Center.

Related Topics

- [Overview of Balance Initialization for the US](#)
- [US Legislative Balances](#)

Overview of Balance Initialization for the US

Setting initial balances values is an essential task when you migrate payroll data from another system.

What are the prerequisites

Before you can perform balance initialization, you must:

1. Complete your organization set up.
2. Create your employee definitions.
3. Attach payrolls to your employees.
4. Define all employee deduction cards and their associations.

What are the high-level Steps

The balance initialization process involves these steps.

1. Determine the balances you want to initialize.

For further info, see [Balance Category Eligibility for Initialization and Adjustment for the US](#) in the Help Center.

2. Map your legacy balances to the equivalent Oracle Cloud HCM balances.

For further info, see [Map Legacy Balances for Initialization for the US](#) in the Help Center.

3. Determine how to collect and configure your legacy balances prior to loading them into Oracle Cloud HCM.

For further info, see [Configure Legacy Balances for Initialization for the US](#) in the Help Center.

4. Create balance initialization batches using HCM Data Loader (HDL).

For further info, see [Create Balance Initialization Batches for the US](#) in the Help Center.

5. Run the Load Initial Balances process.

For further info, see [Set Initial Balance Values for the US](#) in the Help Center.

6. Verify your balances.

For further info, see [Confirm the Results of Your Balance Initialization](#) in the Help Center.

Note: These steps don't represent a comprehensive checklist of activities that may be required to upload your initialization balances.

Related Topics

- [Balance Category Eligibility for Initialization and Adjustment for the US](#)
- [Balance Initialization Elements for the US](#)
- [Balance Initialization Results Summary](#)
- [Configure Legacy Balances for Initialization for the US](#)
- [Confirm the Results of Your Balance Initialization](#)
- [Create Balance Initialization Batches for the US](#)
- [Map Legacy Balances for Initialization for the US](#)
- [Set Initial Balance Values for the US](#)
- [Troubleshoot Balance Initialization Errors for the US](#)
- [US Legislative Balances](#)

Set Initial Balance Values for the US

Setting initial balance values is an essential task when you migrate payroll data from another system. It involves use of the HCM Data Loader (HDL) to migrate this info.

For further info, see Oracle Human Capital Management Cloud: HCM Integrations and Data Loading in the Help Center.

To set the initial balances:

1. Create the HDL .dat files for loading the balance values.
2. Load balance values into the batch interface tables using the Import and Load Process for HCM Data Loader.
3. Submit the Load Initial Balances process.

This process uses initial balance feed elements to initialize each balance.

This process:

- a. Automatically creates the balance feed elements before processing the upload.
- b. Validates the batch data.
- c. Processes the batch to load the balance data.
- d. Creates balance adjustments to set the required balance values.

For details on these steps, see the following sections.

How you run the process

To run the Load Initial Balances process:

1. From **My Client Groups**, click **Payroll**.
2. In **Flow Submission and Results**, click **Submit a Flow**.
3. Select the legislative data group (LDG).
4. Select the **Load Initial Balances** flow.
5. Enter a payroll flow name.

6. Select the operation mode.

Note: If you previously ran the Validate operation mode, you must run this process in Transfer mode to transfer the batch.

7. Enter or search for the batch name you created with HDL.

8. Click **Submit**.

What happens when you validate a batch

When you select the Validate batch operation mode, the Load Initial Balances process:

1. Validates the header and detail lines of the batch.
2. Confirms that a transfer would be successful.
3. Confirms the entities referenced in the batch data exist, including:
 - o Balances
 - o Balance dimensions
 - o Tax reporting units
 - o Payroll definitions
 - o Payroll relationships
 - o Assignments
4. If all required entities exist, it creates the structure that includes the balance initialization element itself, as well as its input values, balance feeds, and eligibility links.
5. Checks that values are available for the contexts used by each balance dimension.
6. Sets the status of valid batch lines to **V**, validated.

The batch isn't transferred until you complete the Transfer Batch operation.

Note: You can also use this process to roll back the batch if you need to correct and reprocess errors. The Load Initial Balances process contains a batch operation mode where you can select the mode of operation.

What happens when you transfer a batch

When you select the Transfer batch operation mode, the Load Initial Balances process performs the actual transfer of the batch lines into the payroll system by creating the balance adjustments to initialize the balances. It creates these adjustments as element entries for the employee.

For every batch line it successfully processes, it:

1. Sets the status to **T**, transferred.
2. Updates the PAYROLL_REL_ACTION_ID to point to the balance adjustment.

3. Validates any lines that haven't already been validated.

If you run the Transfer operation without first validating, it performs the full Validate operation, validating data and creating missing balance initialization entities.

Note: If it encounters any errors that require correction, you must either:

- a.** Correct the rejected entries for the impacted employees.
- b.** Do one of the following.
 - Perform a batch transfer to load the rejected employees.
 - Load the rejected employees in a separate batch process.

What happens when you undo a batch transfer

When you select the Undo batch operation mode parameter, the Load Initial Balances process:

1. Performs an undo of the batch transfer.
2. Rolls back any balance initializations.
3. Returns the status of each batch line to an unprocessed state.

You can now perform corrections and reprocess the batch.

How you can resolve errors

If you encounter errors after transferring the batch, perform these steps.

1. Correct the batch data.
2. Transfer the batch.

For further info, see [Troubleshoot Balance Initialization Errors for the US](#) in the Help Center.

Related Topics

- [Overview of Balance Initialization for the US](#)
- [Troubleshoot Balance Initialization Errors for the US](#)

Troubleshoot Balance Initialization Errors for the US

To help resolve common balance initialization issues, here are the kinds of messages the process can return, their solutions, and any additional notes.

| Error message | Solution | Additional notes |
|---|---|--|
| A value was not provided for the CALC_BREAKDOWN_ID reference. | Provide on the related batch line either: <ul style="list-style-type: none"> • Person number of the employee prefixed with ET • Calculation breakdown ID | The employee's person number must be prefixed with ET . Providing the person number helps avoid errors by allowing the process to derive the calculation breakdown ID based on it. |

| Error message | Solution | Additional notes |
|--|--|--|
| No appropriate payroll time periods exist to allow the creation of a nonrecurring entry. | Define least one active payroll period at the effective date for the upload date. | If you are posting an initialization at the beginning of the year, you may need a period set up in the prior year depending on the dimension you are initializing. |
| The balance doesn't exist. The balance dimension doesn't exist. | Either correct the entry or create the missing balance or balance dimension. | |
| The adjustment isn't valid on {ADJ_DATE}. | Correct the upload date in either the header or the batch line. | The process was unable to create the adjustment due to the invalid date. The adjustment date is derived from the dimension specified. Some causes of this error can be: <ul style="list-style-type: none"> The date required for the adjustment is after the upload date. There's an invalid date on the batch line itself. The upload date in the batch lines should not be populated unless different from the one specified in the batch header. |
| The adjustment isn't valid on adjustment date {ADJ_DATE}. | The payroll you specified isn't valid for the employee on the batch line. <ul style="list-style-type: none"> Assign the specified payroll to the employee. Correct the payroll for the batch line. | |
| ORA-01722: invalid number ORA XXXX: Number format error | The data you entered in the upload file must be the same type as the underlying tables (pay_batch_lines, pay_batch_line_values). | Some causes of this error can be: <ul style="list-style-type: none"> There's a non-numeric value in the actual Balance Value column in the batch line. The file contains white space. |
| ORA-20001: An assertion failure was detected at location pay_core_dates.fiscal_year;pasu_fiscal_year_start Details: Contact your help desk. ORA-06512: at "FUSION.PAY_BALANCE_VIEW_PKG", line 1290 ORA-06512: at line 1 | Enter a Fiscal Year Start date for the legal entity. | Use the Legal Entity HCM Information task, in the Payroll Statutory Unit tab, Payroll Statutory Unit Details link, to find this value. |
| ORA-01861: literal doesn't match format string ORA-01843: not a valid month | Enter the date in the correct format. | Date must be in YYYY-MM-DD format, such as 2023-06-30. |

Related Topics

- [Overview of Balance Initialization for the US](#)

US Legislative Balances

Oracle Cloud HCM uses predefined balances to perform accurate tax reporting and payroll tax calculations, such as for W-2 reporting. Refer to this topic when preparing for balance initialization and adjustment.

Not every employee requires every balance. For example, if an employee doesn't participate in the company 401 (k) plan, they don't need the Deferred Compensation 401k balance.

The following sections describe balances in these categories.

| | |
|--|--|
| <ul style="list-style-type: none"> • Tax • Year-End • Other • User-Defined | <ul style="list-style-type: none"> • Summary-Level • Miscellaneous • Not Eligible |
|--|--|

Note: For additional info, see Important Notes at the end of this topic.

Tax balances

Here are the various kinds of predefined tax balances.

| | |
|--|--|
| <ul style="list-style-type: none"> • Federal Income Tax (FIT) • Federal Unemployment Tax (FUTA) • Federal Social Security Employee • Federal Social Security Employer • Federal Medicare Employee • Federal Medicare Employer • State Disability Insurance (SDI) Employee • SDI Employer • Voluntary Plan for Disability Insurance (VPDI) Employee • VPDI Employer • State Family and Medical Leave Insurance (FLI and MLI) Employee • State FLI and MLI Employer • State Long Term Care (LTC) Employee | <ul style="list-style-type: none"> • State Transit Tax • State Income Tax (SIT) • State Unemployment Insurance (SUI) Employee • SUI Employer • State Miscellaneous Tax Employee • City Income Tax • City Miscellaneous Employee • City Miscellaneous Employer • County Income Tax • County Miscellaneous Tax • Head Tax • School District Income Tax • City and School Local Income Tax |
|--|--|

Note: The following tables list their balances from gross to net.

FIT Balances

| Balance name | Dimension name | Required for initialization | Definition |
|-------------------------------|------------------------------------|-----------------------------|---|
| FIT Gross | Relationship Tax Unit Year to Date | Yes | Gross pay earned for FIT. <ul style="list-style-type: none"> Includes regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| FIT Exempt | Relationship Tax Unit Year to Date | No | Total exemption amount that reduces FIT gross. Includes any amount of gross exempt from: <ul style="list-style-type: none"> FIT withholding Reporting of wages |
| FIT Subject Withholdable | Relationship Tax Unit Year to Date | No | FIT gross subject to income tax and is withholdable. |
| FIT Subject Not Withholdable | Relationship Tax Unit Year to Date | Yes | FIT gross subject to income tax and isn't withholdable. |
| FIT 401k Reductions | Relationship Tax Unit Year to Date | No | Pretax 401 (k) amount that reduces FIT gross. Applies to base 401 (k) contributions only. |
| FIT 403b Reductions | Relationship Tax Unit Year to Date | No | Pretax 403 (b) amount that reduces FIT gross. Applies to base 403 (b) contributions only. |
| FIT 457 Reductions | Relationship Tax Unit Year to Date | No | Pretax 457 (b) amount that reduces FIT gross. Applies to base 457 (b) contributions only. |
| FIT Dependent Care Reductions | Relationship Tax Unit Year to Date | No | Pretax dependent care amount that reduces FIT gross. Includes any Section 125 dependent care flexible spending account (FSA). |
| FIT Section 125 Reductions | Relationship Tax Unit Year to Date | No | Pretax Section 125 amount that reduces FIT gross. Includes pretax medical, dental, vision, and so on. |

| Balance name | Dimension name | Required for initialization | Definition |
|----------------------------------|------------------------------------|-----------------------------|--|
| FIT Other Pretax Reductions | Relationship Tax Unit Year to Date | No | Other pretax amounts that reduce FIT gross. Includes pretax deductions for Health Savings Account (HSA), 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation. |
| FIT Pretax Reductions | Relationship Tax Unit Year to Date | No | Total pretax deductions that reduce FIT gross. Represents the sum of FIT 401k Reductions, FIT Dependent Care Reductions, FIT Section 125 Reductions, and FIT Other Pretax Reductions. |
| FIT Reduced Subject Withholdable | Relationship Tax Unit Year to Date | Yes | FIT gross subject to income tax and is withholdable after all pretax reductions. Amount the tax is calculated against. |
| FIT Withheld | Relationship Tax Unit Year to Date | Yes | Total amount of FIT withheld from the employee. |
| FIT Withheld Not Taken | Relationship Tax Unit Year to Date | No | Amount of any FIT calculated but not withheld from the employee. |
| FIT Not Aggregated | Relationship Tax Unit Year to Date | Yes | Total supplemental earnings for FIT. The payroll process uses this amount to determine the tax for supplemental earnings over \$1 million. Note: Special rules apply for supplemental wages paid to any one employee during the calendar year that exceed \$1 million, as the excess amount is taxed at the highest rate. |

FUTA Balances

You must include the state jurisdiction in the dimension for FUTA. This is required to initialize the balance by the state where the employee has worked. This accounts for the state FUTA credit reduction.

| Balance name | Dimension name | Required for initialization | Definition |
|--------------------------------|--|-----------------------------|---|
| FUTA Gross | Relationship Tax Unit,State Year to Date | Yes | Gross pay earned for Federal Unemployment Tax (FUTA). <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| FUTA Excess | Relationship Tax Unit,State Year to Date | No | Total excess amount of FUTA gross. Amount of gross wages above the taxable limit. |
| FUTA Exempt | Relationship Tax Unit,State Year to Date | No | Total exemption amount that reduces FUTA gross. Includes any amount of gross exempt from: <ul style="list-style-type: none"> FUTA withholding Reporting of wages |
| FUTA Subject Withholdable | Relationship Tax Unit,State Year to Date | No | FUTA gross subject to income tax and is withholdable. |
| FUTA 401k Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 401 (k) amount that reduces FUTA gross. Applies to base 401 (k) contributions only. |
| FUTA 403b Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 403 (b) amount that reduces FUTA gross. Applies to base 403 (b) contributions only. |
| FUTA 457 Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 457 (b) amount that reduces FUTA gross. Applies to base 457 (b) contributions only. |
| FUTA Dependent Care Reductions | Relationship Tax Unit,State Year to Date | No | Pretax dependent care amount that reduces FUTA gross. Includes any Section 125 dependent care FSA. |
| FUTA Section 125 Reductions | Relationship Tax Unit,State Year to Date | No | Pretax Section 125 amount that reduces FUTA gross. |

| Balance name | Dimension name | Required for initialization | Definition |
|-----------------------------------|--|-----------------------------|---|
| | | | Includes pretax medical, dental, vision, and so on. |
| FUTA Other Pretax Reductions | Relationship Tax Unit,State Year to Date | No | Other pretax amounts that reduce FUTA gross. Includes pretax deductions for HSA, 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation. |
| FUTA Pretax Reductions | Relationship Tax Unit,State Year to Date | No | Total pretax deductions that reduce FUTA gross. Represents the sum of FUTA 401k Reductions, FUTA Dependent Care Reductions, FUTA Section 125 Reductions, and FUTA Other Pretax Reductions. |
| FUTA Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | FUTA gross subject to income tax but is withholdable after all pretax reductions. |
| FUTA Taxable | Relationship Tax Unit,State Year to Date | Yes | FUTA gross subject to tax and is withholdable. Amount the tax is calculated against. |
| FUTA Liability | Relationship Tax Unit,State Year to Date | Yes | FUTA employer tax liability. |

Federal Social Security Employee Balances

| Balance name | Dimension name | Required for initialization | Definition |
|---------------------------------|------------------------------------|-----------------------------|---|
| Social Security Employee Gross | Relationship Tax Unit Year to Date | Yes | Gross pay earned for employee Social Security. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| Social Security Employee Exempt | Relationship Tax Unit Year to Date | No | Total exemption amount that reduces Social Security employee gross. Includes any amount of gross that is exempt from: |

| Balance name | Dimension name | Required for initialization | Definition |
|--|------------------------------------|-----------------------------|--|
| | | | <ul style="list-style-type: none"> • Social Security withholding • Reporting of wages |
| Social Security Employee Excess | Relationship Tax Unit Year to Date | No | <p>Total excess amount of Social Security employee gross.</p> <p>Amount of gross wages above the taxable limit.</p> |
| Social Security Employee Subject Withholdable | Relationship Tax Unit Year to Date | No | Social Security employee gross subject to income tax and is withholdable. |
| Social Security Employee 401k Reductions | Relationship Tax Unit Year to Date | No | <p>Pretax 401 (k) amount that reduces Social Security employee gross.</p> <p>Applies to base 401 (k) contributions only.</p> |
| Social Security Employee 403b Reductions | Relationship Tax Unit Year to Date | No | <p>Pretax 403 (b) amount that reduces Social Security employee gross.</p> <p>Applies to base 403 (b) contributions only.</p> |
| Social Security Employee 457 Reductions | Relationship Tax Unit Year to Date | No | <p>Pretax 457 (b) amount that reduces Social Security employee gross.</p> <p>Applies to base 457 (b) contributions only.</p> |
| Social Security Employee Dependent Care Reductions | Relationship Tax Unit Year to Date | No | <p>Pretax dependent care amount that reduces Social Security employee gross.</p> <p>Includes any Section 125 dependent care FSA.</p> |
| Social Security Employee Section 125 Reductions | Relationship Tax Unit Year to Date | No | <p>Pretax Section 125 amount that reduces Social Security employee gross.</p> <p>Includes pretax medical, dental, vision, and so on.</p> |
| Social Security Employee Other Pretax Reductions | Relationship Tax Unit Year to Date | No | <p>Other pretax amounts that reduce Social Security employee gross.</p> <p>Includes pretax deductions for HSA, 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation.</p> |

| Balance name | Dimension name | Required for initialization | Definition |
|---|------------------------------------|-----------------------------|---|
| Social Security Employee Pretax Reductions | Relationship Tax Unit Year to Date | No | Total pretax deductions that reduce Social Security employee gross. Represents the sum of Social Security Employee 401k Reductions, Social Security Employee Dependent Care Reductions, Social Security Employee Section 125 Reductions, and Social Security Employee Other Pretax Reductions. |
| Social Security Employee Reduced Subject Withholdable | Relationship Tax Unit Year to Date | Yes | Social Security employee gross subject to income tax but is withholdable after all pretax reductions. |
| Social Security Employee Taxable | Relationship Tax Unit Year to Date | Yes | Social Security employee gross subject to income tax and is withholdable. Amount that the tax is calculated against. |
| Social Security Employee Withheld | Relationship Tax Unit Year to Date | Yes | Social Security employee income tax withheld. |
| Social Security Employee Withheld Not Taken | Relationship Tax Unit Year to Date | No | Social Security employee income tax withheld but not taken. |

Federal Social Security Employer Balances

| Balance name | Dimension name | Required for initialization | Definition |
|---------------------------------|------------------------------------|-----------------------------|---|
| Social Security Employer Gross | Relationship Tax Unit Year to Date | Yes | Gross pay earned for employer Social Security. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| Social Security Employer Exempt | Relationship Tax Unit Year to Date | No | Total exemption amount that reduces Social Security employer gross. Includes any amount of gross that is exempt from: <ul style="list-style-type: none"> Social Security withholding |

| Balance name | Dimension name | Required for initialization | Definition |
|--|------------------------------------|-----------------------------|---|
| | | | <ul style="list-style-type: none"> Reporting of wages |
| Social Security Employer Excess | Relationship Tax Unit Year to Date | No | <p>Total excess amount of Social Security employer gross.</p> <p>Amount of gross wages above the taxable limit.</p> |
| Social Security Employer Subject Withholdable | Relationship Tax Unit Year to Date | No | Social Security employer gross subject to income tax and is withholdable. |
| Social Security Employer 401k Reductions | Relationship Tax Unit Year to Date | No | <p>Pretax 401 (k) amount that reduces Social Security employer gross.</p> <p>Applies to base 401 (k) contributions only.</p> |
| Social Security Employer 403b Reductions | Relationship Tax Unit Year to Date | No | <p>Pretax 457 (b) amount that reduces Social Security employer gross.</p> <p>Applies to base 457 (b) contributions only.</p> |
| Social Security Employer 457 Reductions | Relationship Tax Unit Year to Date | No | <p>Pretax 457 (b) amount that reduces Social Security employer gross.</p> <p>Applies to base 457 (b) contributions only.</p> |
| Social Security Employer Dependent Care Reductions | Relationship Tax Unit Year to Date | No | <p>Pretax dependent care amount that reduces Social Security employer gross.</p> <p>Includes any Section 125 dependent care FSA.</p> |
| Social Security Employer Section 125 Reductions | Relationship Tax Unit Year to Date | No | <p>Pretax Section 125 amount that reduces Social Security employer gross.</p> <p>Includes pretax medical, dental, vision, and so on.</p> |
| Social Security Employer Other Pretax Reductions | Relationship Tax Unit Year to Date | No | <p>Other pretax amounts that reduce Social Security employer gross.</p> <p>Represents the sum of Social Security Employer 401k Reductions, Social Security Employer Dependent Care Reductions, Social Security Employer Section 125 Reductions, and Social Security Employer Other Pretax Reductions.</p> |

| Balance name | Dimension name | Required for initialization | Definition |
|---|------------------------------------|-----------------------------|---|
| Social Security Employer Pretax Reductions | Relationship Tax Unit Year to Date | No | Total pretax deductions that reduce Social Security employer gross. Represents the sum of 401k Reductions, Dependent Care Reductions, Section 125 Reductions, and Other Pretax Reductions. |
| Social Security Employer Reduced Subject Withholdable | Relationship Tax Unit Year to Date | Yes | Social Security employer gross subject to income tax but is withholdable after all pretax reductions. |
| Social Security Employer Taxable | Relationship Tax Unit Year to Date | Yes | Social Security employer gross subject to income tax and is withholdable. Amount the tax is calculated against. |
| Social Security Employer Liability | Relationship Tax Unit Year to Date | Yes | Social Security employer tax liability. |

Federal Medicare Employee Balances

| Balance name | Dimension name | Required for initialization | Definition |
|--|------------------------------------|-----------------------------|--|
| Medicare Employee Gross | Relationship Tax Unit Year to Date | Yes | Gross pay earned for employee Medicare. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| Medicare Employee Exempt | Relationship Tax Unit Year to Date | No | Total exemption amount that reduces Medicare employee gross. Includes any amount of gross that is exempt from: <ul style="list-style-type: none"> Medicare withholding Reporting of wages |
| Medicare Employee Subject Withholdable | Relationship Tax Unit Year to Date | No | Medicare employee gross subject to income tax and is withholdable. |

| Balance name | Dimension name | Required for initialization | Definition |
|--|------------------------------------|-----------------------------|--|
| Medicare Employee 401k Reductions | Relationship Tax Unit Year to Date | No | Pretax 401 (k) amount that reduces Medicare employee gross. Applies to base 401 (k) contributions only. |
| Medicare Employee 403b Reductions | Relationship Tax Unit Year to Date | No | Pretax 403 (b) amount that reduces Medicare employee gross. Applies to base 403 (b) contributions only. |
| Medicare Employee 457 Reductions | Relationship Tax Unit Year to Date | No | Pretax 457 (b) amount that reduces Medicare employee gross. Applies to base 457 (b) contributions only. |
| Medicare Employee Dependent Care Reductions | Relationship Tax Unit Year to Date | No | Pretax dependent care amount that reduces Medicare employee gross. Includes any Section 125 dependent care FSA. |
| Medicare Employee Section 125 Reductions | Relationship Tax Unit Year to Date | No | Pretax Section 125 amount that reduces Medicare employee gross. Includes pretax medical, dental, vision, and so on. |
| Medicare Employee Other Pretax Reductions | Relationship Tax Unit Year to Date | No | Other pretax amounts that reduce Medicare employee gross. Includes pretax deductions for HSA, 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation. |
| Medicare Employee Pretax Reductions | Relationship Tax Unit Year to Date | No | Total pretax deductions that reduce Medicare employee gross. Represents the sum of Medicare Employee 401k Reductions, Medicare Employee Dependent Care Reductions, Medicare Employee Section 125 Reductions, and Medicare Employee Other Pretax Reductions. |
| Medicare Employee Reduced Subject Withholdable | Relationship Tax Unit Year to Date | Yes | Medicare employee gross subject to income tax but is withholdable after all pretax reductions. |

| Balance name | Dimension name | Required for initialization | Definition |
|--------------------------------------|------------------------------------|-----------------------------|--|
| | | | Amount the tax is calculated against. |
| Medicare Employee Withheld | Relationship Tax Unit Year to Date | Yes | Medicare employee income tax withheld. |
| Medicare Employee Withheld Not Taken | Relationship Tax Unit Year to Date | No | Medicare employee income tax withheld but not taken. |

Federal Medicare Employer Balances

| Balance name | Dimension name | Required for initialization | Definition |
|--|------------------------------------|-----------------------------|--|
| Medicare Employer Gross | Relationship Tax Unit Year to Date | Yes | Gross pay earned for employer Medicare. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| Medicare Employer Exempt | Relationship Tax Unit Year to Date | No | Total exemption amount that reduces Medicare employer gross. Includes any amount of gross exempt from: <ul style="list-style-type: none"> Medicare withholding Reporting of wages |
| Medicare Employer Subject Withholdable | Relationship Tax Unit Year to Date | No | Medicare employer gross subject to income tax and is withholdable. |
| Medicare Employer 401k Reductions | Relationship Tax Unit Year to Date | No | Pretax 401 (k) amount that reduces Medicare employer gross. Applies to base 401 (k) contributions only. |
| Medicare Employer 403b Reductions | Relationship Tax Unit Year to Date | No | Pretax 403 (b) amount that reduces Medicare employer gross. Applies to base 403 (b) contributions only. |
| Medicare Employer 457 Reductions | Relationship Tax Unit Year to Date | No | Pretax 457 (b) amount that reduces Medicare employer gross. Applies to base 457 (b) contributions only. |

| Balance name | Dimension name | Required for initialization | Definition |
|--|------------------------------------|-----------------------------|--|
| Medicare Employer Dependent Care Reductions | Relationship Tax Unit Year to Date | No | Pretax dependent care amount that reduces Medicare employer gross. Includes any Section 125 dependent care FSA. |
| Medicare Employer Section 125 Reductions | Relationship Tax Unit Year to Date | No | Pretax Section 125 amount that reduces Medicare employer gross. Includes pretax medical, dental, vision, and so on. |
| Medicare Employer Other Pretax Reductions | Relationship Tax Unit Year to Date | No | Other pretax amounts that reduce Medicare employer gross. Includes pretax deductions for HSA, 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation. |
| Medicare Employer Pretax Reductions | Relationship Tax Unit Year to Date | No | Total pretax deductions that reduce Medicare employer gross. Represents the sum of Medicare Employer 401k Reductions, Medicare Employer Dependent Care Reductions, Medicare Employer Section 125 Reductions, and Medicare Employer Other Pretax Reductions. |
| Medicare Employer Reduced Subject Withholdable | Relationship Tax Unit Year to Date | Yes | Medicare employer gross subject to income tax but is withholdable after all pretax reductions. Amount the tax is calculated against. |
| Medicare Employer Liability | Relationship Tax Unit Year to Date | Yes | Medicare employer tax liability. |

SDI Employee Balances

| Balance name | Dimension name | Required for initialization | Definition |
|--------------------|---|-----------------------------|---|
| SDI Employee Gross | Relationship Tax Unit, State Year to Date | Yes | Gross pay earned for employee SDI. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. |

| Balance name | Dimension name | Required for initialization | Definition |
|--|--|-----------------------------|---|
| | | | <ul style="list-style-type: none"> Doesn't include nonpayroll payments. |
| SDI Employee Exempt | Relationship Tax Unit,State Year to Date | No | <p>Total exemption amount of SDI employee gross.</p> <p>Includes any amount of gross exempt from:</p> <ul style="list-style-type: none"> SDI withholding Reporting of wages |
| SDI Employee Excess | Relationship Tax Unit,State Year to Date | No | <p>Total excess amount of SDI employee gross.</p> <p>Amount of gross wages above the taxable limit.</p> |
| SDI Employee Subject Withholdable | Relationship Tax Unit,State Year to Date | No | SDI employee gross subject to income tax and is withholdable. |
| SDI Employee 401k Reductions | Relationship Tax Unit,State Year to Date | No | <p>Pretax 401 (k) amount that reduces SDI employee gross.</p> <p>Applies to base 401 (k) contributions only.</p> |
| SDI Employee 403b Reductions | Relationship Tax Unit,State Year to Date | No | <p>Pretax 403 (b) amount that reduces SDI employee gross.</p> <p>Applies to base 403 (b) contributions only.</p> |
| SDI Employee 457 Reductions | Relationship Tax Unit,State Year to Date | No | <p>Pretax 457 (b) amount that reduces SDI employee gross.</p> <p>Applies to base 457 (b) contributions only.</p> |
| SDI Employee Dependent Care Reductions | Relationship Tax Unit,State Year to Date | No | <p>Pretax dependent care amount that reduces SDI employee gross.</p> <p>Includes any Section 125 dependent care FSA.</p> |
| SDI Employee Section 125 Reductions | Relationship Tax Unit,State Year to Date | No | <p>Pretax Section 125 amount that reduces SDI employee gross.</p> <p>Includes pretax medical, dental, vision, and so on.</p> |
| SDI Employee Other Pretax Reductions | Relationship Tax Unit,State Year to Date | No | Other pretax amounts that reduce SDI employee gross. |

| Balance name | Dimension name | Required for initialization | Definition |
|---|--|-----------------------------|---|
| | | | Includes pretax deductions for HSA, 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation. |
| SDI Employee Pretax Reductions | Relationship Tax Unit,State Year to Date | No | Total pretax deductions that reduce SDI employee gross. Represents the sum of SDI Employee 401k Reductions, SDI Employee Dependent Care Reductions, SDI Employee Section 125 Reductions, and SDI Employee Other Pretax Reductions. |
| SDI Employee Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | SDI employee gross subject to income tax but is withholdable after all pretax reductions. |
| SDI Employee Taxable | Relationship Tax Unit,State Year to Date | Yes | SDI employee gross subject to income tax and is withholdable. Amount the tax is calculated against. |
| SDI Employee Withheld | Relationship Tax Unit,State Year to Date | Yes | SDI employee income tax withheld for the area. |
| SDI Employee Withheld Not Taken | Relationship Tax Unit,State Year to Date | No | SDI employee income tax not withheld for the area. |

SDI Employer Balances

| Balance name | Dimension name | Required for initialization | Definition |
|---------------------|--|-----------------------------|---|
| SDI Employer Gross | Relationship Tax Unit,State Year to Date | Yes | Gross pay earned for employer SDI. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| SDI Employer Exempt | Relationship Tax Unit,State Year to Dat | No | Total exemption amount that reduces SDI employer gross. Includes any amount of gross exempt from: <ul style="list-style-type: none"> SDI withholding |

| Balance name | Dimension name | Required for initialization | Definition |
|--|--|-----------------------------|--|
| | | | <ul style="list-style-type: none"> Reporting of wages |
| SDI Employer Excess | Relationship Tax Unit,State Year to Date | No | <p>Total excess amount of SDI employer gross.</p> <p>Amount of gross wages above the taxable limit.</p> |
| SDI Employer Subject Withholdable | Relationship Tax Unit,State Year to Date | No | SDI employer gross subject to income tax and is withholdable. |
| SDI Employer 401k Reductions | Relationship Tax Unit,State Year to Date | No | <p>Pretax 401 (k) amount that reduces SDI employer gross.</p> <p>Applies to base 401 (k) contributions only.</p> |
| SDI Employer 403b Reductions | Relationship Tax Unit,State Year to Date | No | <p>Pretax 403 (b) amount that reduces SDI employer gross.</p> <p>Applies to base 403 (b) contributions only.</p> |
| SDI Employer 457 Reductions | Relationship Tax Unit,State Year to Date | No | <p>Pretax 457 (b) amount that reduces SDI employer gross.</p> <p>Applies to base 457 (b) contributions only.</p> |
| SDI Employer Dependent Care Reductions | Relationship Tax Unit,State Year to Date | No | <p>Pretax dependent care amount that reduces SDI employer gross.</p> <p>Includes any Section 125 dependent care FSA.</p> |
| SDI Employer Section 125 Reductions | Relationship Tax Unit,State Year to Date | No | <p>Pretax Section 125 amount that reduces SDI employer gross.</p> <p>Includes pretax medical, dental, vision, and so on.</p> |
| SDI Employer Other Pretax Reductions | Relationship Tax Unit,State Year to Date | No | <p>Other pretax amounts that reduce SDI employer gross.</p> <p>Includes pretax deductions for HSA, 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation.</p> |
| SDI Employer Pretax Reductions | Relationship Tax Unit,State Year to Date | No | <p>Total pretax deductions that reduce SDI employer gross.</p> <p>Represents the sum of SDI Employer 401k Reductions,</p> |

| Balance name | Dimension name | Required for initialization | Definition |
|---|--|-----------------------------|--|
| | | | SDI Employer Dependent Care Reductions, SDI Employer Section 125 Reductions, and SDI Employer Other Pretax Reductions. |
| SDI Employer Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | SDI employer gross subject to income tax but is withholdable after all pretax reductions. |
| SDI Employer Taxable | Relationship Tax Unit,State Year to Date | Yes | SDI employer gross subject to tax and is withholdable. Amount the tax is calculated against. |
| SDI Employer Liability | Relationship Tax Unit,State Year to Date | Yes | SDI employer income tax liability for the area. |

VPDI Employee Balances

| Balance name | Dimension name | Required for initialization | Definition |
|------------------------------------|--|-----------------------------|--|
| VPDI Employee Gross | Relationship Tax Unit,State Year to Date | Yes | Gross pay earned for employee VPDI. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| VPDI Employee Exempt | Relationship Tax Unit,State Year to Date | No | Total exemption amount of VPDI employee gross. Includes any amount of gross exempt from: <ul style="list-style-type: none"> VPDI withholding Reporting of wages |
| VPDI Employee Excess | Relationship Tax Unit,State Year to Date | No | Total excess amount of VPDI employee gross. Amount of gross wages above the taxable limit. |
| VPDI Employee Subject Withholdable | Relationship Tax Unit,State Year to Date | No | VPDI employee gross subject to income tax and is withholdable. |
| VPDI Employee 401k Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 401 (k) amount that reduces VPDI employee gross. |

| Balance name | Dimension name | Required for initialization | Definition |
|--|--|-----------------------------|--|
| | | | Applies to base 401 (k) contributions only. |
| VPDI Employee 403b Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 403 (b) amount that reduces VPDI employee gross. Applies to base 403 (b) contributions only. |
| VPDI Employee 457 Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 457 (b) amount that reduces VPDI employee gross. Applies to base 457 (b) contributions only. |
| VPDI Employee Dependent Care Reductions | Relationship Tax Unit,State Year to Date | No | Pretax dependent care amount that reduces VPDI employee gross. Includes any Section 125 dependent care FSA. |
| VPDI Employee Section 125 Reductions | Relationship Tax Unit,State Year to Date | No | Pretax Section 125 amount that reduces VPDI employee gross. Includes pretax medical, dental, vision, and so on. |
| VPDI Employee Other Pretax Reductions | Relationship Tax Unit,State Year to Date | No | Other pretax amounts that reduce VPDI employee gross. Includes pretax deductions for HSA, 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation. |
| VPDI Employee Pretax Reductions | Relationship Tax Unit,State Year to Date | No | Total pretax deductions that reduce VPDI employee gross. Represents the sum of VPDI Employee 401k Reductions, VPDI Employee Dependent Care Reductions, VPDI Employee Section 125 Reductions, and VPDI Employee Other Pretax Reductions. |
| VPDI Employee Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | VPDI employee gross subject to income tax but is withholdable after all pretax reductions. |
| VPDI Employee Taxable | Relationship Tax Unit,State Year to Date | Yes | VPDI employee gross subject to income tax and is withholdable. Amount the tax is calculated against. |

| Balance name | Dimension name | Required for initialization | Definition |
|----------------------------------|--|-----------------------------|---|
| VPDI Employee Withheld | Relationship Tax Unit,State Year to Date | Yes | VPDI employee income tax withheld for the area. |
| VPDI Employee Withheld Not Taken | Relationship Tax Unit,State Year to Date | No | VPDI employee income tax not withheld for the area. |

VPDI Employer Balances

| Balance name | Dimension name | Required for initialization | Definition |
|------------------------------------|--|-----------------------------|--|
| VPDI Employer Gross | Relationship Tax Unit,State Year to Date | Yes | Gross pay earned for employer VPDI. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| VPDI Employer Exempt | Relationship Tax Unit,State Year to Dat | No | Total exemption amount that reduces VPDI employer gross. Includes any amount of gross exempt from: <ul style="list-style-type: none"> VPDI withholding Reporting of wages |
| VPDI Employer Excess | Relationship Tax Unit,State Year to Date | No | Total excess amount of VPDI employer gross. Amount of gross wages above the taxable limit. |
| VPDI Employer Subject Withholdable | Relationship Tax Unit,State Year to Date | No | VPDI employer gross subject to income tax and is withholdable. |
| VPDI Employer 401k Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 401 (k) amount that reduces VPDI employer gross. Applies to base 401 (k) contributions only. |
| VPDI Employer 403b Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 403 (b) amount that reduces VPDI employer gross. Applies to base 403 (b) contributions only. |

| Balance name | Dimension name | Required for initialization | Definition |
|--|--|-----------------------------|--|
| VPDI Employer 457 Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 457 (b) amount that reduces VPDI employer gross. Applies to base 457 (b) contributions only. |
| VPDI Employer Dependent Care Reductions | Relationship Tax Unit,State Year to Date | No | Pretax dependent care amount that reduces VPDI employer gross. Includes any Section 125 dependent care FSA. |
| VPDI Employer Section 125 Reductions | Relationship Tax Unit,State Year to Date | No | Pretax Section 125 amount that reduces VPDI employer gross. Includes pretax medical, dental, vision, and so on. |
| VPDI Employer Other Pretax Reductions | Relationship Tax Unit,State Year to Date | No | Other pretax amounts that reduce VPDI employer gross. Includes pretax deductions for HSA, 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation. |
| VPDI Employer Pretax Reductions | Relationship Tax Unit,State Year to Date | No | Total pretax deductions that reduce VPDI employer gross. Represents the sum of VPDI Employer 401k Reductions, VPDI Employer Dependent Care Reductions, VPDI Employer Section 125 Reductions, and VPDI Employer Other Pretax Reductions. |
| VPDI Employer Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | VPDI employer gross subject to income tax but is withholdable after all pretax reductions. |
| VPDI Employer Taxable | Relationship Tax Unit,State Year to Date | Yes | VPDI employer gross subject to tax and is withholdable. Amount the tax is calculated against. |
| VPDI Employer Liability | Relationship Tax Unit,State Year to Date | Yes | VPDI employer income tax liability for the area. |

State FLI and MLI Employee Balances

| Balance name | Dimension name | Required for initialization | Definition |
|---|--|-----------------------------|--|
| Family Leave Insurance Employee Gross | Relationship Tax Unit,State Year to Date | Yes | Gross pay earned for employee FLI for states subject to the tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| Family Leave Insurance Employee Excess Income | Relationship Tax Unit,State Year to Date | No | FLI employee income that exceeds the taxable amount. |
| Family Leave Insurance Employee Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | FLI employee gross subject to income tax but is withholdable after all pretax reductions. |
| Family Leave Insurance Employee Taxable | Relationship Tax Unit,State Year to Date | Yes | FLI employee gross subject to tax and is withholdable up to the taxable limit. |
| Family Leave Insurance Employee Withheld | Relationship Tax Unit,State Year to Date | Yes | FLI employee income tax withheld. |
| Family Leave Insurance Employee Withheld Not Taken | Relationship Tax Unit,State Year to Date | Yes | FLI employee income tax not withheld for the area. |
| Medical Leave Insurance Employee Gross | Relationship Tax Unit,State Year to Date | Yes | Gross pay earned for employee MLI for states subject to the tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| Medical Leave Insurance Employee Excess Income | Relationship Tax Unit,State Year to Date | No | MLI employee income that exceeds the taxable amount. |
| Medical Leave Insurance Employee Exempt | Relationship Tax Unit,State Year to Date | No | MLI employee income exempt from tax. |
| Medical Leave Insurance Employee Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | MLI employee gross subject to income tax but is withholdable after all pretax reductions. |
| Medical Leave Insurance Employee Subject Withholdable | Relationship Tax Unit,State Year to Date | No | MLI employee gross subject to income tax and is withholdable. |
| Medical Leave Insurance Employee Taxable | Relationship Tax Unit,State Year to Date | Yes | MLI employee gross subject to tax and is withholdable up to the taxable limit. |

| Balance name | Dimension name | Required for initialization | Definition |
|---|--|-----------------------------|--|
| Medical Leave Insurance Employee Withheld | Relationship Tax Unit,State Year to Date | Yes | MLI employee income tax withheld. |
| Medical Leave Insurance Employee Withheld Not Taken | Relationship Tax Unit,State Year to Date | No | MLI employee income tax not withheld for the area. |

State FLI and MLI Employer Balances

| Balance name | Dimension name | Required for initialization | Definition |
|--|--|-----------------------------|--|
| Family Leave Insurance Employer Gross | Relationship Tax Unit,State Year to Date | Yes | Gross pay earned for the employer FLI for states subject to the tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| Family Leave Insurance Employer Exempt | Relationship Tax Unit,State Year to Date | No | FLI employer income exempt from tax. |
| Family Leave Insurance Employer Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | FLI employer gross subject to income tax but is withholdable after all pretax reductions. |
| Family Leave Insurance Employer Subject Withholdable | Relationship Tax Unit,State Year to Date | No | FLI employer gross subject to income tax and is withholdable. |
| Family Leave Insurance Employer Subject Not Withholdable | Relationship Tax Unit,State Year to Date | Yes | FLI employer gross subject to income tax and isn't withholdable. |
| Family Leave Insurance Employer Taxable | Relationship Tax Unit,State Year to Date | Yes | FLI employer gross subject to tax and is withholdable up to the taxable limit. |
| Family Leave Insurance Employer Liability | Relationship Tax Unit,State Year to Date | Yes | FLI employer income tax liability for the area. |
| Medical Leave Insurance Employer Gross | Relationship Tax Unit,State Year to Date | Yes | Gross pay earned for employer MLI for states subject to the tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |

| Balance name | Dimension name | Required for initialization | Definition |
|---|--|-----------------------------|---|
| Medical Leave Insurance Employer Exempt | Relationship Tax Unit,State Year to Date | No | MLI employer income exempt from tax. |
| Medical Leave Insurance Employer Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | MLI employer gross subject to income tax but is withholdable after all pretax reductions. |
| Medical Leave Insurance Employer Subject Withholdable | Relationship Tax Unit,State Year to Date | No | MLI employer gross subject to income tax and is withholdable. |
| Medical Leave Insurance Employer Subject Not Withholdable | Relationship Tax Unit,State Year to Date | Yes | MLI employer gross subject to income tax and isn't withholdable. |
| Medical Leave Insurance Employer Taxable | Relationship Tax Unit,State Year to Date | Yes | MLI employer gross subject to tax and is withholdable. |
| Medical Leave Insurance Employer Liability | Relationship Tax Unit,State Year to Date | Yes | MLI employer income tax liability for the area. |

State LTC Employee Balances

| Balance name | Dimension name | Required for initialization | Definition |
|--|--|-----------------------------|--|
| Long Term Care Employee Gross | Relationship Tax Unit,State Year to Date | Yes | Gross pay earned for employee LTC for states subject to the tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| Long Term Care Employee Excess Income | Relationship Tax Unit,State Year to Date | No | LTC employee income that exceeds the taxable amount. |
| Long Term Care Employee Exempt | Relationship Tax Unit,State Year to Date | No | LTC employee income exempt from tax. |
| Long Term Care Employee Subject Withholdable | Relationship Tax Unit,State Year to Date | No | LTC employee gross subject to income tax and is withholdable. |
| Long Term Care Employee Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | LTC employee gross subject to income tax but is withholdable after all pretax reductions. |
| Long Term Care Employee Taxable | Relationship Tax Unit,State Year to Date | No | LTC employee gross subject to tax and is withholdable up to the taxable limit. |

| Balance name | Dimension name | Required for initialization | Definition |
|--|--|-----------------------------|--|
| Long Term Care Employee Withheld | Relationship Tax Unit,State Year to Date | Yes | LTC employee income tax withheld. |
| Long Term Care Employee Withheld Not Taken | Relationship Tax Unit,State Year to Date | No | LTC employee income tax not withheld for the area. |

State Transit Tax Balances

State Transit Tax balances apply to the Oregon Transit Tax.

| Balance name | Dimension name | Required for initialization | Definition |
|--|--|-----------------------------|---|
| State Transit Tax Gross | Relationship Tax Unit,State Year to Date | Yes | Gross pay earned. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| State Transit Tax Exempt | Relationship Tax Unit,State Year to Date | No | Income exempt from tax. |
| State Transit Tax Subject Withholdable | Relationship Tax Unit,State Year to Date | No | Income subject to tax and is withholdable. |
| State Transit Tax Subject Not Withholdable | Relationship Tax Unit,State Year to Date | Yes | Income subject to tax and isn't withholdable. |
| State Transit Tax Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | Income subject to tax but is withholdable after all pretax reductions. |
| State Transit Tax Withheld | Relationship Tax Unit,State Year to Date | Yes | Tax withheld for the area. |
| State Transit Tax Withheld Not Taken | Relationship Tax Unit,State Year to Date | No | Tax not withheld for the area. |

SIT Balances

| Balance name | Dimension name | Required for initialization | Definition |
|--------------|--|-----------------------------|--|
| SIT Gross | Relationship Tax Unit,State Year to Date | Yes | Gross pay earned in states subject to SIT. |

| Balance name | Dimension name | Required for initialization | Definition |
|-------------------------------|--|-----------------------------|--|
| | | | <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| SIT Exempt | Relationship Tax Unit,State Year to Date | No | <p>Total exemption amount that reduces state gross.</p> <p>Includes any amount of gross exempt from:</p> <ul style="list-style-type: none"> SIT withholding Reporting of wages |
| SIT Subject Withholdable | Relationship Tax Unit,State Year to Date | No | State gross subject to SIT and is withholdable. |
| SIT Subject Not Withholdable | Relationship Tax Unit,State Year to Date | Yes | State gross subject to SIT but isn't withholdable. |
| SIT 401k Reductions | Relationship Tax Unit,State Year to Date | No | <p>Pretax 401 (k) amount that reduces state gross.</p> <p>Applies to base 401 (k) contributions only.</p> |
| SIT 403b Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 403 (b) amount that reduces state gross. |
| SIT 457 Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 457 (b) amount that reduces state gross. |
| SIT Dependent Care Reductions | Relationship Tax Unit,State Year to Date | No | <p>Pretax dependent care amount that reduces state gross.</p> <p>Includes any Section 125 dependent care FSA.</p> |
| SIT Section 125 Reductions | Relationship Tax Unit,State Year to Date | No | <p>Pretax Section 125 amount that reduces state gross.</p> <p>Includes pretax medical, dental, vision, and so on.</p> |
| SIT Other Pretax Reductions | Relationship Tax Unit,State Year to Date | No | <p>Other pretax amounts that reduce state gross.</p> <p>Includes pretax deductions for HSA, 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation.</p> |

| Balance name | Dimension name | Required for initialization | Definition |
|----------------------------------|--|-----------------------------|--|
| SIT Pretax Reductions | Relationship Tax Unit,State Year to Date | No | Total pretax deductions that reduce state gross. Represents the sum of SIT 401k Reductions, SIT Dependent Care Reductions, SIT Section 125 Reductions, and SIT Other Pretax Reductions. |
| SIT Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | State gross subject to SIT but is withholdable after all pretax reductions. Amount that the tax is calculated against. |
| SIT Withheld | Relationship Tax Unit,State Year to Date | Yes | SIT withheld for the area. |
| SIT Withheld Not Taken | Relationship Tax Unit,State Year to Date | No | SIT not withheld for the area. |

SUI Employee Balances

| Balance name | Balance dimension | Required for initialization | Definition |
|---------------------|--|-----------------------------|---|
| SUI Employee Gross | Relationship Tax Unit,State Year to Date | Yes | Gross pay earned for employee SUI for states subject to the tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| SUI Employee Exempt | Relationship Tax Unit,State Year to Date | No | Total exemption amount that reduces SUI employee gross. Includes any amount of gross exempt from: <ul style="list-style-type: none"> SUI withholding Reporting of wages |
| SUI Employee Excess | Relationship Tax Unit,State Year to Date | No | Total excess amount of SUI employee gross. Amount of gross wages above the taxable limit. |

| Balance name | Balance dimension | Required for initialization | Definition |
|---|--|-----------------------------|---|
| SUI Employee Subject Withholdable | Relationship Tax Unit,State Year to Date | No | SUI employee gross subject to income tax and is withholdable. |
| SUI Employee 401k Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 401 (k) amount that reduces SUI employee gross. Applies to base 401 (k) contributions only. |
| SUI Employee 403b Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 403 (b) amount that reduces SUI employee gross. Applies to base 403 (b) contributions only. |
| SUI Employee 457 Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 457 (b) amount that reduces SUI employee gross. Applies to base 457 (b) contributions only. |
| SUI Employee Dependent Care Reductions | Relationship Tax Unit,State Year to Date | No | Pretax dependent care amount that reduces SUI employee gross. Includes any Section 125 dependent care FSA. |
| SUI Employee Section 125 Reductions | Relationship Tax Unit,State Year to Date | No | Pretax Section 125 amount that reduces SUI employee gross. Includes pretax medical, dental, vision, and so on. |
| SUI Employee Other Pretax Reductions | Relationship Tax Unit,State Year to Date | No | Other pretax amounts that reduce SUI employee gross. Includes pretax deductions for HSA, 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation. |
| SUI Employee Pretax Reductions | Relationship Tax Unit,State Year to Date | No | Total pretax deductions that reduce SUI employee gross. Represents the sum of SUI 401k Reductions, SUI Dependent Care Reductions, SUI Section 125 Reductions, and SUI Other Pretax Reductions. |
| SUI Employee Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | SUI employee gross subject to income tax but is withholdable after all pretax reductions. |

| Balance name | Balance dimension | Required for initialization | Definition |
|---------------------------------|--|-----------------------------|--|
| SUI Employee Taxable | Relationship Tax Unit,State Year to Date | Yes | SUI employee gross subject to income tax and is withholdable. Amount the tax is calculated against. |
| SUI Employee Withheld | Relationship Tax Unit,State Year to Date | Yes | SUI employee income tax withheld for the area. |
| SUI Employee Withheld Not Taken | Relationship Tax Unit,State Year to Date | No | SUI employee income tax but not withheld for the area. |

SUI Employer Balances

| Balance name | Dimension name | Required for initialization | Definition |
|-----------------------------------|--|-----------------------------|--|
| SUI Employer Gross | Relationship Tax Unit,State Year to Date | Yes | Gross pay earned for employer SUI for states that are subject to the tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| SUI Employer Exempt | Relationship Tax Unit,State Year to Date | No | Total exemption amount that reduces SUI employer gross. Includes any amount of gross exempt from: <ul style="list-style-type: none"> SUI withholding Reporting of wages |
| SUI Employer Excess | Relationship Tax Unit,State Year to Date | No | Total excess amount of SUI employer gross. Amount of gross wages above the taxable limit. |
| SUI Employer Subject Withholdable | Relationship Tax Unit,State Year to Date | No | SUI employer gross subject to income tax and is withholdable. |
| SUI Employer 401k Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 401 (k) amount that reduces SUI employer gross. Applies to base 401 (k) contributions only. |

| Balance name | Dimension name | Required for initialization | Definition |
|---|--|-----------------------------|---|
| SUI Employer 403b Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 403 (b) amount that reduces SUI employer gross. Applies to base 403 (b) contributions only. |
| SUI Employer 457 Reductions | Relationship Tax Unit,State Year to Date | No | Pretax 457 (b) amount that reduces SUI employer gross. Applies to base 457 (b) contributions only. |
| SUI Employer Dependent Care Reductions | Relationship Tax Unit,State Year to Date | No | Pretax dependent care amount that reduces SUI employer gross. Includes any Section 125 dependent care FSA. |
| SUI Employer Section 125 Reductions | Relationship Tax Unit,State Year to Date | No | Pretax Section 125 amount that reduces SUI employer gross. Includes pretax medical, dental, vision, and so on. |
| SUI Employer Other Pretax Reductions | Relationship Tax Unit,State Year to Date | No | Other pretax amounts that reduce SUI employer gross. Includes pretax deductions for HSA, 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation. |
| SUI Employer Pretax Reductions | Relationship Tax Unit,State Year to Date | No | Total pretax deductions that reduce SUI employer gross. Represents the sum of SUI Employer 401k Reductions, SUI Employer Dependent Care Reductions, SUI Employer Section 125 Reductions, and SUI Employer Other Pretax Reductions. |
| SUI Employer Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | SUI employer gross subject to income tax but is withholdable after all pretax reductions. |
| SUI Employer Taxable | Relationship Tax Unit,State Year to Date | Yes | SUI employer gross subject to tax and is withholdable. Amount the tax is calculated against. |
| SUI Employer Liability | Relationship Tax Unit,State Year to Date | Yes | SUI employer income tax liability for the area. |

| Balance name | Dimension name | Required for initialization | Definition |
|--------------|----------------|-----------------------------|------------|
| | | | |

Metro Tax Employee Balances

| Balance name | Dimension name | Required for initialization | Definition |
|--|--|-----------------------------|--|
| Metro Employee Gross | Relationship Tax Unit,State Year to Date | Yes | <p>Oregon Metro employee gross pay subject to the tax.</p> <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| Metro Employee Gross Resident | Relationship Tax Unit,State Year to Date | Yes | <p>Oregon Metro employee resident gross pay subject to the tax.</p> <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| Metro Employee Gross Nonresident | Relationship Tax Unit,State Year to Date | Yes | <p>Oregon Metro employee nonresident gross pay subject to the tax.</p> <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| Metro Employee Excess Income | Relationship Tax Unit,State Year to Date | No | Oregon Metro employee income that exceeds the taxable amount. |
| Metro Employee Excess Income Resident | Relationship Tax Unit,State Year to Date | No | Oregon Metro employee resident income that exceeds the taxable amount. |
| Metro Employee Excess Income Nonresident | Relationship Tax Unit,State Year to Date | No | Oregon Metro employee nonresident income that exceeds the taxable amount. |
| Metro Employee Exempt | Relationship Tax Unit,State Year to Date | No | <p>Oregon Metro Total exemption amount that reduces Metro employee gross.</p> <p>Includes any amount of gross exempt from:</p> <ul style="list-style-type: none"> Metro withholding |

| Balance name | Dimension name | Required for initialization | Definition |
|---|--|-----------------------------|--|
| | | | <ul style="list-style-type: none"> Reporting of wages |
| Metro Employee Exempt Resident | Relationship Tax Unit,State Year to Date | No | <p>Oregon Metro Total exemption amount that reduces Metro employee resident gross.</p> <p>Includes any amount of gross exempt from:</p> <ul style="list-style-type: none"> Metro withholding Reporting of wages |
| Metro Employee Exempt Nonresident | Relationship Tax Unit,State Year to Date | No | <p>Oregon Metro Total exemption amount that reduces Metro employee nonresident gross.</p> <p>Includes any amount of gross exempt from:</p> <ul style="list-style-type: none"> Metro withholding Reporting of wages |
| Metro Employee Subject Withholdable | Relationship Tax Unit,State Year to Date | No | Oregon Metro employee gross subject to income tax and is withholdable. |
| Metro Employee Subject Withholdable Resident | Relationship Tax Unit,State Year to Date | No | Oregon Metro employee resident gross subject to income tax and is withholdable. |
| Metro Employee Subject Withholdable Nonresident | Relationship Tax Unit,State Year to Date | No | Oregon Metro employee nonresident gross subject to income tax and is withholdable. |
| Metro Employee Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | Oregon Metro employee gross subject to income tax and is withholdable after all pretax reductions. |
| Metro Employee Reduced Subject Withholdable Resident | Relationship Tax Unit,State Year to Date | Yes | Oregon Metro employee resident gross subject to income tax and is withholdable after all pretax reductions. |
| Metro Employee Reduced Subject Withholdable Nonresident | Relationship Tax Unit,State Year to Date | Yes | Oregon Metro employee nonresident gross subject to income tax and is withholdable after all pretax reductions. |
| Metro Employee Withheld | Relationship Tax Unit,State Year to Date | Yes | Oregon Metro employee income tax withheld. |

| Balance name | Dimension name | Required for initialization | Definition |
|---|--|-----------------------------|---|
| Metro Employee Withheld Resident | Relationship Tax Unit,State Year to Date | Yes | Oregon Metro employee resident income tax withheld. |
| Metro Employee Withheld Nonresident | Relationship Tax Unit,State Year to Date | Yes | Oregon Metro employee nonresident income tax withheld. |
| Metro Employee Withheld Not Taken | Relationship Tax Unit,State Year to Date | No | Oregon Metro employee income tax not withheld for the area. |
| Metro Employee Withheld Not Taken Resident | Relationship Tax Unit,State Year to Date | No | Oregon Metro employee resident income tax not withheld for the area. |
| Metro Employee Withheld Not Taken Nonresident | Relationship Tax Unit,State Year to Date | No | Oregon Metro employee nonresident income tax not withheld for the area. |

State Miscellaneous Tax Employee Balances

Currently, only Vermont childcare contributions use these balances.

| Balance name | Dimension name | Required for initialization | Definition |
|---|--|-----------------------------|--|
| State Miscellaneous Employee Gross | Relationship Tax Unit,State Year to Date | Yes | Vermont Child Care Contribution employee gross pay subject to the tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| State Miscellaneous Employee Exempt | Relationship Tax Unit,State Year to Date | No | Vermont Child Care Contribution employee income exempt from tax. |
| State Miscellaneous Employee Subject Withholdable | Relationship Tax Unit,State Year to Date | No | Vermont Child Care Contribution employee gross subject to tax and is withholdable. |
| State Miscellaneous Employee Subject Not Withholdable | Relationship Tax Unit,State Year to Date | Yes | Vermont Child Care Contribution employee gross subject to tax but isn't withholdable. |
| State Miscellaneous Employee Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | Vermont Child Care Contribution employee gross subject to tax and is withholdable after all pretax reductions. |

| Balance name | Dimension name | Required for initialization | Definition |
|---------------------------------------|--|-----------------------------|---|
| State Miscellaneous Employee Withheld | Relationship Tax Unit,State Year to Date | Yes | Vermont Child Care Contribution employee income tax withheld. |

State Miscellaneous Tax Employer Balances

Currently, only Vermont childcare contributions use these balances.

| Balance name | Dimension name | Required for initialization | Definition |
|---|--|-----------------------------|--|
| State Miscellaneous Employer Gross | Relationship Tax Unit,State Year to Date | Yes | Vermont Child Care Contribution employer gross pay subject to the tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| State Miscellaneous Employer Exempt | Relationship Tax Unit,State Year to Date | No | Vermont Child Care Contribution employer income exempt from tax. |
| State Miscellaneous Employer Subject Withholdable | Relationship Tax Unit,State Year to Date | No | Vermont Child Care Contribution employer gross subject to tax and is withholdable. |
| State Miscellaneous Employer Subject Not Withholdable | Relationship Tax Unit,State Year to Date | Yes | Vermont Child Care Contribution employer gross subject to tax but isn't withholdable. |
| State Miscellaneous Employer Reduced Subject Withholdable | Relationship Tax Unit,State Year to Date | Yes | Vermont Child Care Contribution employer gross subject to tax and is withholdable after all pretax reductions. |
| State Miscellaneous Employer Liability | Relationship Tax Unit,State Year to Date | Yes | Vermont Child Care Contribution employer income tax liability. |

City Income Tax Balances

Note: If an employee's work or residence is in a Pennsylvania PA Act 32 jurisdiction, you must initialize additional local-level balances. These balances are listed in the Pennsylvania Act 32 City and School Local Income Tax Balances table. For Pennsylvania Act 32 balances:

- Initialize the city balances using the "Relationship Tax Unit City Year to Date" dimension.
 - Philadelphia isn't a Pennsylvania Act 32 jurisdiction.
- Don't initialize Pennsylvania Act 32 city balances using the "Relationship Tax Unit, State, TCD, Resident PSD, Work PSD Year to Date" dimension.

| Balance name | Dimension name | Required for initialization | Definition |
|---------------------------|--|-----------------------------|--|
| City Gross | | Yes | <p>Gross pay earned in the city for cities subject to the tax.</p> <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| City Gross Resident | | Yes | <p>Gross pay earned in the resident city.</p> <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. <p>Note: Don't initialize this balance if the employee's work or residence is in a Pennsylvania Act 32 jurisdiction.</p> |
| City Gross Nonresident | | Yes | <p>Gross pay earned in the nonresident city.</p> <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. <p>Note: Don't initialize this balance if the employee's work or residence is in a Pennsylvania Act 32 jurisdiction.</p> |
| City Exempt | Relationship Tax Unit, City Year to Date | No | <p>Total exemption amount that reduces city gross.</p> <p>Includes any amount of gross exempt from:</p> <ul style="list-style-type: none"> City withholding Reporting of wages |
| City Subject Withholdable | Relationship Tax Unit, City Year to Date | No | <p>City gross subject to income tax and is withholdable.</p> |

| Balance name | Dimension name | Required for initialization | Definition |
|---|--|-----------------------------|--|
| City Subject Not Withholdable | Relationship Tax Unit, City Year to Date | Yes | City gross subject to income tax but isn't withholdable. |
| City Subject Not Withholdable Resident | Relationship Tax Unit, City Year to Date | Yes | City gross resident wages subject to income tax but aren't withholdable. Note: Don't initialize this balance if the employee's work or residence is in a Pennsylvania Act 32 jurisdiction. |
| City Subject Not Withholdable Nonresident | Relationship Tax Unit, City Year to Date | Yes | City gross nonresident wages subject to income tax but aren't withholdable. Note: Don't initialize this balance if the employee's work or residence is in a Pennsylvania Act 32 jurisdiction. |
| City 401k Reductions | Relationship Tax Unit, City Year to Date | No | Pretax 401 (k) amount that reduces city gross. Applies to base 401 (k) contributions only. |
| City 403b Reductions | Relationship Tax Unit, City Year to Date | No | Pretax 403 (b) amount that reduces city gross. Applies to base 403 (b) contributions only. |
| City 457 Reductions | Relationship Tax Unit, City Year to Date | No | Pretax 457 (b) amount that reduces city gross. Applies to base 457 (b) contributions only. |
| City Dependent Care Reductions | Relationship Tax Unit, City Year to Date | No | Pretax dependent care amount that reduces city gross. Includes any Section 125 dependent care FSA. |
| City Section 125 Reductions | Relationship Tax Unit, City Year to Date | No | Pretax Section 125 amount that reduces city gross. |

| Balance name | Dimension name | Required for initialization | Definition |
|---|--|-----------------------------|--|
| | | | Includes pretax medical, dental, vision, and so on. |
| City Other Pretax Reductions | Relationship Tax Unit, City Year to Date | No | Other pretax amounts that reduce city gross. Includes pretax deductions for HSA, 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation. |
| City Pretax Reductions | Relationship Tax Unit, City Year to Date | No | Total pretax deductions that reduce city gross. Represents the sum of City 401k Reductions, City Dependent Care Reductions, City Section 125 Reductions, and City Other Pretax Reductions. |
| City Reduced Subject Withholdable | Relationship Tax Unit, City Year to Date | Yes | City gross subject to income tax but is withholdable after all pretax reductions. Amount the tax is calculated against. |
| City Reduced Subject Withholdable Resident | Relationship Tax Unit, City Year to Date | Yes | City gross resident wages subject to income tax but are withholdable after all pretax reductions. Amount the tax is calculated against. Note: Don't initialize this balance if the employee's work or residence is in a Pennsylvania Act 32 jurisdiction. |
| City Reduced Subject Withholdable Nonresident | Relationship Tax Unit, City Year to Date | Yes | City gross nonresident wages subject to income tax but are withholdable after all pretax reductions. Amount the tax is calculated against. Note: Don't initialize this balance if the employee's work or residence is in a Pennsylvania Act 32 jurisdiction. |

| Balance name | Dimension name | Required for initialization | Definition |
|---|--|-----------------------------|---|
| City Withheld | Relationship Tax Unit, City Year to Date | Yes | City income tax withheld for the area. |
| City Withheld Resident | Relationship Tax Unit, City Year to Date | Yes | City income tax withheld for the resident jurisdiction. Note: Don't initialize this balance if the employee's work or residence is in a Pennsylvania Act 32 jurisdiction. |
| City Withheld Nonresident | Relationship Tax Unit, City Year to Date | Yes | City income tax withheld for the nonresident jurisdiction. Note: Don't initialize this balance if the employee's work or residence is in a Pennsylvania Act 32 jurisdiction. |
| City Withheld Not Taken | Relationship Tax Unit, City Year to Date | No | City income tax not withheld for the area. |
| City Uncollected Tax Tip Wages Resident | Relationship Tax Unit, City Year to Date | Yes | Total resident wages for tipped employees for which no city tax was withheld. Note: For Philadelphia, Pennsylvania reporting only. |
| City Uncollected Tax Tip Wages Nonresident | Relationship Tax Unit, City Year to Date | Yes | Total nonresident wages for tipped employees for which no city tax was withheld. Note: For Philadelphia, Pennsylvania reporting only. |
| City Uncollected Tax Tip Withheld Nonresident | Relationship Tax Unit, City Year to Date | Yes | Total nonresident uncollected tax withheld for tipped employees for which no city tax was withheld. |

| Balance name | Dimension name | Required for initialization | Definition |
|--|--|-----------------------------|--|
| | | | <p>Note: For Louisville, Kentucky reporting only.</p> |
| City Uncollected Tax Tip Withheld Resident | Relationship Tax Unit, City Year to Date | Yes | <p>Total resident uncollected tax withheld for tipped employees for which no city tax was withheld.</p> <p>Note: For Louisville, Kentucky reporting only.</p> |

City Miscellaneous Tax Employee Balances

Currently, these balances apply only to the Eugene, Oregon Safety Tax.

| Balance name | Dimension name | Required for initialization | Definition |
|--|--|-----------------------------|---|
| City Miscellaneous Employee Gross | Relationship Tax Unit, City Year to Date | Yes | <p>Gross pay earned in the city that is subject to the tax.</p> <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| City Miscellaneous Employee Exempt | Relationship Tax Unit, City Year to Date | No | <p>Total exemption amount that reduces city gross.</p> <p>Includes any amount of gross exempt from:</p> <ul style="list-style-type: none"> Withholding Reporting of wages |
| City Miscellaneous Employee Subject Withholdable | Relationship Tax Unit, City Year to Date | Yes | <p>City gross subject to income tax and is withholdable.</p> |
| City Miscellaneous Employee Reduced Subject Withholdable | Relationship Tax Unit, City Year to Date | Yes | <p>City gross subject to income tax but is withholdable after all pretax reductions.</p> |
| City Miscellaneous Employee Taxable | Relationship Tax Unit, City Year to Date | Yes | <p>City gross subject to tax and is withholdable up to the taxable limit.</p> <p>Amount the tax is calculated against.</p> |

| Balance name | Dimension name | Required for initialization | Definition |
|--|--|-----------------------------|---|
| City Miscellaneous Employee Withheld | Relationship Tax Unit, City Year to Date | Yes | City tax withheld for the area. |
| City Miscellaneous Employee Withheld Not Taken | Relationship Tax Unit, City Year to Date | No | City tax but not withheld for the area. |

City Miscellaneous Tax Employer Balances

Currently, these balances apply only to the Eugene, Oregon Safety Tax.

| Balance name | Dimension name | Required for initialization | Definition |
|--|--|-----------------------------|--|
| City Miscellaneous Employer Gross | Relationship Tax Unit, City Year to Date | Yes | Gross pay earned in the city subject to the tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| City Miscellaneous Employer Exempt | Relationship Tax Unit, City Year to Date | No | Total exemption amount that reduces city gross. Includes any amount of gross exempt from: <ul style="list-style-type: none"> Withholding Reporting of wages |
| City Miscellaneous Employer Subject Withholdable | Relationship Tax Unit, City Year to Date | No | City gross subject to income tax and is withholdable. |
| City Miscellaneous Employer Reduced Subject Withholdable | Relationship Tax Unit, City Year to Date | Yes | City gross subject to income tax but is withholdable after all pretax reductions. |
| City Miscellaneous Employer Taxable | Relationship Tax Unit, City Year to Date | Yes | City gross subject to tax and is withholdable up to the taxable limit. Amount the tax is calculated against. |
| City Miscellaneous Employer Liability | Relationship Tax Unit, City Year to Date | Yes | City tax liability for the area. |

County Income Tax Balances

| Balance name | Dimension name | Required for initialization | Definition |
|---|---|-----------------------------|---|
| County Gross | Relationship Tax Unit,County Year to Date | Yes | Gross pay earned in the county for counties subject to the tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| County Gross Resident | Relationship Tax Unit,County Year to Date | Yes | Gross pay earned in the resident county subject to tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| County Gross Nonresident | Relationship Tax Unit,County Year to Date | Yes | Gross pay earned in the nonresident county subject to tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| County Exempt | Relationship Tax Unit,County Year to Date | No | Total exemption amount that reduces county gross. Includes any amount of gross exempt from: <ul style="list-style-type: none"> County withholding Reporting of wages |
| County Subject Withholdable | Relationship Tax Unit,County Year to Date | No | County gross subject to income tax and is withholdable. |
| County Subject Not Withholdable | Relationship Tax Unit,County Year to Date | Yes | County gross subject to income tax but isn't withholdable. |
| County Subject Not Withholdable Resident | Relationship Tax Unit,County Year to Date | Yes | County gross resident wages subject to income tax but aren't withholdable. |
| County Subject Not Withholdable Nonresident | Relationship Tax Unit,County Year to Date | Yes | County gross nonresident wages subject to income tax but aren't withholdable. |
| County 401k Reductions | Relationship Tax Unit,County Year to Date | No | Pretax 401 (k) amount that reduces county gross. |

| Balance name | Dimension name | Required for initialization | Definition |
|--|--|-----------------------------|---|
| | | | Applies to base 401 (k) contributions only. |
| County 403b Reductions | Relationship Tax Unit, City Year to Date | No | Pretax 403 (b) amount that reduces county gross. Applies to base 403 (b) contributions only. |
| County 457 Reductions | Relationship Tax Unit, City Year to Date | No | Pretax 457 (b) amount that reduces county gross. Applies to base 457 (b) contributions only. |
| County Dependent Care Reductions | Relationship Tax Unit, County Year to Date | No | Pretax dependent care amount that reduces county gross. Includes any Section 125 dependent care FSA. |
| County Section 125 Reductions | Relationship Tax Unit, County Year to Date | No | Pretax Section 125 amount that reduces county gross. Includes pretax medical, dental, vision, and so on. |
| County Other Pretax Reductions | Relationship Tax Unit, County Year to Date | No | Other pretax amounts that reduce county gross. Includes pretax deductions for HSA, 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation. |
| County Pretax Reductions | Relationship Tax Unit, County Year to Date | No | Total pretax deductions that reduce county gross. Represents the sum of County 401k Reductions, County Dependent Care Reductions, County Section 125 Reductions, and County Other Pretax Reductions. |
| County Reduced Subject Withholdable | Relationship Tax Unit, County Year to Date | Yes | County gross subject to income tax but is withholdable after all pretax reductions. Amount the tax is calculated against. |
| County Reduced Subject Withholdable Resident | Relationship Tax Unit, County Year to Date | Yes | County gross resident wages subject to income tax but are |

| Balance name | Dimension name | Required for initialization | Definition |
|---|---|-----------------------------|---|
| | | | withholdable after all pretax reductions. Amount the tax is calculated against. |
| County Reduced Subject Withholdable Nonresident | Relationship Tax Unit,County Year to Date | Yes | County gross nonresident wages subject to income tax but are withholdable after all pretax reductions. Amount the tax is calculated against. |
| County Withheld | Relationship Tax Unit,County Year to Date | Yes | County income tax withheld for the area. |
| County Withheld Resident | Relationship Tax Unit,County Year to Date | Yes | County income tax withheld for the resident jurisdiction. |
| County Withheld Nonresident | Relationship Tax Unit,County Year to Date | Yes | County income tax withheld for the nonresident jurisdiction. |
| County Withheld Not Taken | Relationship Tax Unit,County Year to Date | No | County income tax but not withheld for the area. |

County Mental Health Tax Balances

Currently, these balances apply to only the Boone County and Campbell County, Kentucky Mental Health Tax. This tax is a work tax, and resident balances aren't applicable.

| Balance name | Dimension name | Required for initialization | Definition |
|--------------------------------------|---|-----------------------------|---|
| Mental Health Tax Nonresident Gross | Relationship Tax Unit,County Year to Date | Yes | Gross pay earned in the nonresident county that is subject to tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| Mental Health Tax Nonresident Exempt | Relationship Tax Unit,County Year to Date | No | Total exemption amount that reduces gross. Includes any amount of gross exempt from: <ul style="list-style-type: none"> Withholding Reporting of wages |

| Balance name | Dimension name | Required for initialization | Definition |
|--|---|-----------------------------|--|
| Mental Health Tax Nonresident Subject Withholdable | Relationship Tax Unit,County Year to Date | No | Gross nonresident wages subject to income tax and are withholdable. |
| Mental Health Tax Nonresident Subject Not Withholdable | Relationship Tax Unit,County Year to Date | Yes | Gross nonresident wages subject to income tax but aren't withholdable. |
| Mental Health Tax Nonresident Reduced Subject Withholdable | Relationship Tax Unit,County Year to Date | Yes | Gross nonresident wages subject to income tax but are withholdable after all pretax reductions. |
| Mental Health Tax Nonresident Taxable | Relationship Tax Unit,County Year to Date | Yes | Gross nonresident wages subject to tax and are withholdable up to the taxable limit. Note: Applies to Boone County only. Support for Campbell County begins January 2025. |
| Mental Health Tax Withheld | Relationship Tax Unit,County Year to Date | Yes | Tax withheld for the area. |
| Mental Health Tax Not Taken | Relationship Tax Unit,County Year to Date | No | Tax not withheld for the area. |

County Miscellaneous Tax Balances

Currently, these balances apply to only the Campbell County, KY Senior Citizen Tax.

| Balance name | Dimension name | Required for initialization | Definition |
|--|---|-----------------------------|---|
| County Miscellaneous Employee Gross | Relationship Tax Unit,County Year to Date | Yes | Gross pay earned in the nonresident county that is subject to tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| County Miscellaneous Employee Subject Withholdable | Relationship Tax Unit,County Year to Date | No | County miscellaneous tax subject to income tax and is withholdable. |
| County Miscellaneous Employee Reduced Subject Withholdable | Relationship Tax Unit,County Year to Date | Yes | County miscellaneous tax subject to income tax but is withholdable after all pretax reductions. |

| Balance name | Dimension name | Required for initialization | Definition |
|--|---|-----------------------------|---|
| County Miscellaneous Employee Withheld | Relationship Tax Unit,County Year to Date | Yes | County miscellaneous tax withheld for the area. |
| County Miscellaneous Employee Withheld Not Taken | Relationship Tax Unit,County Year to Date | No | County miscellaneous tax not withheld for the area. |

Head Tax Balances

| Balance name | Dimension name | Required for initialization | Definition |
|-----------------------------------|---|-----------------------------|--|
| Head Tax Gross | Relationship Tax Unit,City Year to Date | Yes | Gross pay earned in cities subject to the tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| Head Tax Exempt | Relationship Tax Unit,City Year to Date | No | Total exemption amount that reduces head tax gross. Includes any amount of gross exempt from: <ul style="list-style-type: none"> Withholding Reporting of wages |
| Head Tax Subject Withholdable | Relationship Tax Unit,City Year to Date | No | Head tax gross subject to income tax and is withholdable. |
| Head Tax Subject Not Withholdable | Relationship Tax Unit,City Year to Date | Yes | Head tax gross subject to income tax but isn't withholdable. |
| Head Tax 401k Reductions | Relationship Tax Unit,City Year to Date | No | Pretax 401 (k) amount that reduces head tax gross. Applies to base 401 (k) contributions only. |
| Head Tax 403b Reductions | Relationship Tax Unit,City Year to Date | No | Pretax 403 (b) amount that reduces head tax gross Applies to base 403 (b) contributions only. |
| Head Tax 457 Reductions | Relationship Tax Unit,City Year to Date | No | Pretax 457 (b) amount that reduces head tax gross Applies to base 457 (b) contributions only. |

| Balance name | Dimension name | Required for initialization | Definition |
|---------------------------------------|--|-----------------------------|--|
| Head Tax Dependent Care Reductions | Relationship Tax Unit, City Year to Date | No | Pretax dependent care amount that reduces head tax gross. Includes any Section 125 dependent care FSA. |
| Head Tax Section 125 Reductions | Relationship Tax Unit, City Year to Date | No | Pretax Section 125 amount that reduces head tax gross. Includes pretax medical, dental, vision, and so on. |
| Head Tax Other Pretax Reductions | Relationship Tax Unit, City Year to Date | No | Other pretax amounts that reduce head tax gross. Includes pretax deductions for HSA, 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation. |
| Head Tax Pretax Reductions | Relationship Tax Unit, City Year to Date | No | Total pretax deductions that reduce head tax gross. Represents the sum of the Head Tax 401k Reductions, Head Tax Dependent Care Reductions, Head Tax Section 125 Reductions, and Head Tax Other Pretax Reductions balances. |
| Head Tax Reduced Subject Withholdable | Relationship Tax Unit, City Year to Date | Yes | Head tax gross subject to tax but is withholdable after all pretax reductions. Amount the tax is calculated against. |
| Head Tax Withheld | Relationship Tax Unit, City Year to Date | Yes | Head tax withheld for the area. |
| Head Tax Withheld Not Taken | Relationship Tax Unit, City Year to Date | No | Head tax not withheld for the area. |

School District Income Tax Balances

Note: If the employee's work or residence is in a Pennsylvania Act 32 jurisdiction, you must initialize additional local-level balances. These balances are listed in the Pennsylvania Act 32 City and School Local Income Tax Balances table.

| Balance name | Dimension name | Required for initialization | Definition |
|----------------------------------|---|-----------------------------|---|
| School Gross | Relationship Tax Unit,School Year to Date | Yes | Gross pay earned in the school district for districts subject to the tax. <ul style="list-style-type: none"> Includes all regular, supplemental, and imputed earnings. Doesn't include nonpayroll payments. |
| School Exempt | Relationship Tax Unit,School Year to Date | No | Total exemption amount that reduces school district gross. Includes any amount of gross exempt from: <ul style="list-style-type: none"> School district withholding Reporting of wages |
| School Subject Withholdable | Relationship Tax Unit,School Year to Date | No | School district gross subject to income tax and is withholdable. |
| School Subject Not Withholdable | Relationship Tax Unit,School Year to Date | Yes | School district gross subject to income tax but isn't withholdable. |
| School 401k Reductions | Relationship Tax Unit,School Year to Date | No | Pretax 401 (k) amount that reduces school district gross. Applies to base 401 (k) contributions only. |
| School 403b Reductions | Relationship Tax Unit,School Year to Date | No | Pretax 403 (b) amount that reduces school district gross. Applies to base 403 (b) contributions only. |
| School 457 Reductions | Relationship Tax Unit,School Year to Date | No | Pretax 457 (b) amount that reduces school district gross. Applies to base 457 (b) contributions only. |
| School Dependent Care Reductions | Relationship Tax Unit,School Year to Date | No | Pretax dependent care amount that reduces school district gross. Includes any Section 125 dependent care FSA. |
| School Section 125 Reductions | Relationship Tax Unit,School Year to Date | No | Pretax Section 125 amount that reduces school district gross. Includes pretax medical, dental, vision, and so on. |

| Balance name | Dimension name | Required for initialization | Definition |
|-------------------------------------|---|-----------------------------|--|
| School Other Pretax Reductions | Relationship Tax Unit,School Year to Date | No | Other pretax amounts that reduce school district gross. Includes pretax deductions for HSA, 401 (k) catch-up, 403 (b) catch-up, 457 (b) catch-up, and Nonqualified Deferred Compensation. |
| School Pretax Reductions | Relationship Tax Unit,School Year to Date | No | Total pretax deductions that reduce school district gross. Represents the sum of School 401k Reductions, School Dependent Care Reductions, School Section 125 Reductions, and School Other Pretax Reductions. |
| School Reduced Subject Withholdable | Relationship Tax Unit,School Year to Date | Yes | School district gross subject to income tax but is withholdable after all pretax reductions. Amount the tax is calculated against. |
| School Withheld | Relationship Tax Unit,School Year to Date | Yes | School district income tax withheld for the area. |
| School Withheld Not Taken | Relationship Tax Unit,School Year to Date | No | School district income tax not withheld for the area. |

Pennsylvania Act 32 City and School Local Income Tax Balances

For dimensions other than Year to Date, the dimension name follows a different format. For example: **Relationship Tax Unit, Area1, TaxUnit2, Area5,6 Quarter to Date.**

Note: For Pennsylvania Act 32 jurisdictions, in addition to the balances in this table, you must initialize the balances in:

- City Income Tax
- School District Income Tax

| Balance name | Dimension name | Required for initialization | Definition |
|--------------|--|-----------------------------|--|
| Local Gross | Relationship Tax Unit, State, TCD, Resident PSD, Work PSD Year to Date | Yes | Gross pay earned. • Includes all regular, supplemental, and imputed earnings. |

| Balance name | Dimension name | Required for initialization | Definition |
|--------------------------------|--|-----------------------------|---|
| | | | <ul style="list-style-type: none"> Doesn't include nonpayroll payments. <p>Note: When initializing this balance, use the value for whichever of these balances is the highest.</p> <ul style="list-style-type: none"> City Gross School Gross SIT Gross |
| Local Exempt | Relationship Tax Unit, State, TCD, Resident PSD, Work PSD Year to Date | No | <p>Total exemption amount that reduces city and school district gross.</p> <p>Includes any amount of gross exempt from:</p> <ul style="list-style-type: none"> City and school district withholding Reporting of wages <p>Note: When initializing this balance, use the value for whichever of these balances is the highest.</p> <ul style="list-style-type: none"> City Exempt School Exempt SIT Exempt |
| Local Subject Not Withholdable | Relationship Tax Unit, State, TCD, Resident PSD, Work PSD Year to Date | Yes | <p>Gross subject to income tax but isn't withholdable.</p> <p>Note: When initializing this balance, use the value for whichever of these balances is the highest.</p> <ul style="list-style-type: none"> City Subject Not Withholdable School Subject Not Withholdable SIT Subject Not Withholdable |

| Balance name | Dimension name | Required for initialization | Definition |
|------------------------------------|--|-----------------------------|---|
| Local Reduced Subject Withholdable | Relationship Tax Unit, State, TCD, Resident PSD, Work PSD Year to Date | Yes | <p>Gross subject to income tax and is withholdable after all pretax reductions.</p> <p>Amount the tax is calculated against.</p> <p>Note: When initializing this balance, use the value for whichever of these balances is the highest.</p> <ul style="list-style-type: none"> • City Reduced Subject Withholdable • School Reduced Subject Withholdable • SIT Reduced Subject Withholdable |
| Local Withheld | Relationship Tax Unit, State, TCD, Resident PSD, Work PSD Year to Date | Yes | <p>Sum of the city and school district income tax withheld for the area.</p> <p>Note: When initializing this balance, use the value for whichever of these balances is the highest.</p> <ul style="list-style-type: none"> • City Withheld • School Withheld |

Year-end balances

These tables are sorted by balance name.

- Year-End Balances
- Year End Balances (Form 1099-R Reporting Only)
- Year End Balances (Puerto Rico Only)

For further info on these balances and how they are used, see *Administering US End of Year Processing* in the Help Center.

Year-End Balances

| Balance name | Dimension name | Required for initialization | Definition |
|-----------------------------|------------------------------------|-----------------------------|---|
| W2 401k | Relationship Tax Unit Year to Date | Yes | Elective deferrals to a section 401 (k) cash or deferred arrangement. |
| W2 403b | Relationship Tax Unit Year to Date | Yes | Elective deferrals under a section 403 (b) salary reduction agreement. |
| W2 408k | Relationship Tax Unit Year to Date | Yes | Elective deferrals under a section 408 (k)(6) salary reduction Simplified Employee Pension (SEP) plan. |
| W2 408p | Relationship Tax Unit Year to Date | Yes | Employee salary reduction contributions under a section 408 (p) SIMPLE plan. |
| W2 409a Nonqualified Income | Relationship Tax Unit Year to Date | Yes | Income under section 409A on a nonqualified deferred compensation plan. |
| W2 457 | Relationship Tax Unit Year to Date | Yes | All deferrals under a section 457 (b) deferred compensation plan. |
| W2 501c | Relationship Tax Unit Year to Date | Yes | Elective deferrals to a section 501 (c)(18)(D) tax-exempt organization plan. |
| W2 Adoption | Relationship Tax Unit Year to Date | Yes | Adoption benefits. |
| W2 Aggregate Deferrals | Relationship Tax Unit Year to Date | Yes | Aggregated deferrals under section 83(i) elections as of the close of the calendar year. |
| W2 Allocated Tips | Relationship Tax Unit Year to Date | Yes | Allocated tips. |
| W2 BOX 14A | Relationship Tax Unit Year to Date | Yes | User-defined. Note: For the New York domestic partner benefits contribution, use the W2 BOX 14A balance and Box 14A lookup code. |
| W2 BOX 14B | Relationship Tax Unit Year to Date | Yes | User-defined. |
| W2 BOX 14C | Relationship Tax Unit Year to Date | Yes | User-defined. |

| Balance name | Dimension name | Required for initialization | Definition |
|---|------------------------------------|-----------------------------|---|
| W2 BOX 14D | Relationship Tax Unit Year to Date | Yes | User-defined. |
| W2 BOX 14E | Relationship Tax Unit Year to Date | Yes | User-defined. |
| W2 BOX 14F | Relationship Tax Unit Year to Date | Yes | User-defined. |
| W2 BOX 14G | Relationship Tax Unit Year to Date | Yes | User-defined. |
| W2 BOX 14H | Relationship Tax Unit Year to Date | Yes | User-defined. |
| W2 BOX 14I | Relationship Tax Unit Year to Date | Yes | User-defined. |
| W2 BOX 14J | Relationship Tax Unit Year to Date | Yes | User-defined. |
| W2 BOX 14X | Relationship Tax Unit Year to Date | Yes | User-defined. |
| W2 BOX 14Z | Relationship Tax Unit Year to Date | Yes | User-defined. |
| W2 Dependent Care | Relationship Tax Unit Year to Date | Yes | Dependent care. |
| W2 Employer Health Reimbursement Benefits | Relationship Tax Unit Year to Date | Yes | Permitted benefits under a qualified small employer health reimbursement arrangement. Applies to employers with fewer than 50 employees. |
| W2 Excise Parachute | Relationship Tax Unit Year to Date | Yes | 20% excise tax on excess golden parachute payments. |
| W2 Expense Reimbursement | Relationship Tax Unit Year to Date | Yes | Substantiated employee business expense reimbursements. |
| W2 Family Leave Insurance | Relationship Tax Unit Year to Date | Yes | Family leave insurance. |
| W2 Group Term Life | Relationship Tax Unit Year to Date | Yes | Cost of group-term life insurance over \$50,000. |
| W2 Health Coverage | Relationship Tax Unit Year to Date | Yes | Health coverage. |
| W2 Health Saving Account | Relationship Tax Unit Year to Date | Yes | Employer contributions to an HSA. |
| W2 Medical Saving Account | Relationship Tax Unit Year to Date | Yes | Employer contributions to a Medical Savings Account (MSA). |

| Balance name | Dimension name | Required for initialization | Definition |
|---|------------------------------------|-----------------------------|--|
| W2 Nonqualified 457 | Relationship Tax Unit Year to Date | Yes | Nonqualified plans. |
| W2 Nonqualified Deferred Compensation | Relationship Tax Unit Year to Date | Yes | Nonqualified plans. |
| W2 Nonqualified Plan | Relationship Tax Unit Year to Date | Yes | Nonqualified plans. |
| W2 Nonqualified Stock | Relationship Tax Unit Year to Date | Yes | Nonqualified plans. |
| W2 Nontax Combat | Relationship Tax Unit Year to Date | Yes | Nontaxable combat pay. |
| W2 Nontax Sick | Relationship Tax Unit Year to Date | Yes | Nontaxable sick pay. |
| W2 Pension Plan | Relationship Tax Unit Year to Date | Yes | Pension plans. |
| W2 Qualified Equity Grants | Relationship Tax Unit Year to Date | Yes | Income from qualified equity grants under section 83(i). |
| W2 Qualified Move | Relationship Tax Unit Year to Date | Yes | Excludable moving expense reimbursement paid directly to an employee who is a member of the U.S. Armed Forces. |
| W2 Roth 401k | Relationship Tax Unit Year to Date | Yes | Elective deferrals to a section Roth 401 (k) cash or deferred arrangement. |
| W2 Roth 403b | Relationship Tax Unit Year to Date | Yes | Elective deferrals under a section Roth 403 (b) salary reduction agreement. |
| W2 Roth 457B | Relationship Tax Unit Year to Date | Yes | Elective deferrals under a section Roth 457 (b) salary reduction agreement. |
| W2 Social Security Tips | Relationship Tax Unit Year to Date | Yes | Amount of tips paid to the employee during the calendar year. |
| W2 Third Party Sick Pay | Relationship Tax Unit Year to Date | Yes | Third-party sick pay. |
| W2 Uncollected Medicare Group Term Life | Relationship Tax Unit Year to Date | Yes | Uncollected Medicare tax on cost of group-term life insurance over \$50,000 (for former employees). |
| W2 Uncollected Medicare Tips | Relationship Tax Unit Year to Date | Yes | Uncollected Medicare tax on tips. |

| Balance name | Dimension name | Required for initialization | Definition |
|--|------------------------------------|-----------------------------|--|
| W2 Uncollected Social Security Group Term Life | Relationship Tax Unit Year to Date | Yes | Uncollected Social Security or Railroad Retirement (RRTA) tax on cost of group-term life insurance over \$50,000 (for former employees). |
| W2 Uncollected Social Security Tax Tips | Relationship Tax Unit Year to Date | Yes | Uncollected Social Security or RRTA tax on tips. |

Year-End Balances (Form 1099-R Reporting Only)

If you are reporting balances for retirees for Form 1099-R (such as distributions from pensions, annuities, retirement or profit-sharing Plans, IRAs, insurance contracts, and so on), in addition to the balances listed in this table, you must initialize these balances.

- FIT Gross
- FIT Withheld
- SIT Reduced Subject Withholdable
- SIT Subject Not Withholdable
- SIT Withheld

| Balance name | Dimension name | Required for initialization | Definition |
|---|------------------------------------|-----------------------------|--|
| Form 1099R Capital Gain | Relationship Tax Unit Year to Date | Yes | Amount of the total distribution eligible for capital gains. |
| Form 1099R Employee Contributions or Insurance Premiums | Relationship Tax Unit Year to Date | Yes | Contributions to a profit-sharing, retirement plan, or insurance premiums that the person may recover tax-free. |
| Form 1099R In Plan Roth Rollover | Relationship Tax Unit Year to Date | Yes | Amount of the distribution for the year, allocable to an In-Plan Roth Rollover. This In-Plan Roth Rollover must be made within 5 years of the rollover's tax year. |
| Form 1099R Net Unrealized Appreciation | Relationship Tax Unit Year to Date | Yes | Distribution from a qualified plan that includes securities of the employer. |
| Form 1099R Other | Relationship Tax Unit Year to Date | Yes | Current actuarial value of an annuity contract that is part of a lump-sum distribution. |
| Form 1099R Taxable Distribution | Relationship Tax Unit Year to Date | Yes | Taxable amount of the total distribution before income tax or other deductions are withheld. |

| Balance name | Dimension name | Required for initialization | Definition |
|---|------------------------------------|-----------------------------|---|
| Form 1099R Total Employee Contributions | Relationship Tax Unit Year to Date | No | Total employee contributions or designated Roth contributions. This is informational only. |

Year End Balances (Puerto Rico Only)

| Balance name | Dimension name | Required for initialization | Definition |
|--|--|-----------------------------|--|
| W2 Territory 401k | Relationship Tax Unit,State Year to Date | Yes | Territory 401 (k). Note: You must set the State input value on the results elements of any user-defined deductions that feed this balance. Set this input value to 72 . |
| W2 Territory Allowances | Relationship Tax Unit,State Year to Date | Yes | Excess of the Puerto Rico Young Entrepreneurs Act for eligible employees. |
| W2 Territory Charitable Contributions | Relationship Tax Unit,State Year to Date | Yes | Amount of charitable contributions during the calendar year. |
| W2 Territory Commissions | Relationship Tax Unit,State Year to Date | Yes | Excess of the Puerto Rico Young Entrepreneurs Act for eligible employees. |
| W2 Territory Compensation paid due to dismissal | Relationship Tax Unit,State Year to Date | Yes | Territory compensation or indemnification paid to an employee due to dismissal. |
| W2 Territory Disaster Assistance Qualified Payment | Relationship Tax Unit,State Year to Date | Yes | Territory disaster payments declared exempt by the Governor of Puerto Rico or the President of the United States. |
| W2 Territory Exempt Salary | Relationship Tax Unit,State Year to Date | Yes | Territory exempt salary. |
| W2 Territory Fringe Benefits | Relationship Tax Unit,State Year to Date | Yes | Territory fringe benefits. |
| W2 Territory Government Employee Savings Plan | Relationship Tax Unit,State Year to Date | Yes | Territory government employee savings plan. |

| Balance name | Dimension name | Required for initialization | Definition |
|---|--|-----------------------------|--|
| | | | <p>Note: You must set the State input value on the results elements of any user-defined deductions that feed this balance. Set this input value to 72.</p> |
| W2 Territory Government Retirement Fund | Relationship Tax Unit,State Year to Date | Yes | <p>Territory government retirement fund.</p> <p>Note: You must set the State input value on the results elements of any user-defined deductions that feed this balance. Set this input value to 72.</p> |
| W2 Territory Payments to professionals regarding hard-to-fill positions | Relationship Tax Unit,State Year to Date | Yes | Territory payments to professionals regarding hard-to-fill positions. |
| W2 Territory Payments under the Voluntary Transition Program | Relationship Tax Unit,State Year to Date | Yes | Territory payments to public employees under the Voluntary Transition Program. |
| W2 Territory Physician Stipend | Relationship Tax Unit,State Year to Date | Yes | Territory physician stipend. |
| W2 Territory Police Overtime Wages | Relationship Tax Unit,State Year to Date | Yes | Territory police overtime wages. |
| W2 Territory Public Employee Emergency Overtime Wages | Relationship Tax Unit,State Year to Date | Yes | Territory public employee emergency overtime wages. |
| W2 Territory Researcher Compensation | Relationship Tax Unit,State Year to Date | Yes | Territory researcher compensation. |
| W2 Territory Tips | Relationship Tax Unit Year to Date | Yes | Excess of the Puerto Rico Young Entrepreneurs Act for eligible employees. |
| W2 Territory Vacation and Sick Leave Liquidation Payment Early Retirement | Relationship Tax Unit,State Year to Date | Yes | Territory vacation and sick leave payment. |

Other balances

These balances don't fit into a single category.

| Balance name | Dimension name | Required for initialization | Definition |
|-----------------------------|---|-----------------------------|---|
| ACA Employee Eligible Hours | Relationship No Calculation Breakdown Inception to Date | No | Affordable Care Act (ACA) hours worked-to-date for the employee, for the measurement period. Measurement period for the employee is any 12-month period. |
| Gross Earnings | Relationship Tax Unit Year to Date | No | Total of all earnings, including imputed earnings. |
| Gross Pay | Relationship Tax Unit Year to Date | No | Total of all earnings, excluding imputed earnings. |
| Net | Relationship Tax Unit Year to Date | No | Gross earnings reduced by taxes, pretax deductions, and all other deductions. |
| Net Payment | Relationship Tax Unit Year to Date | No | Sum of net and all nonpayroll payments, such as expense reimbursements, if paid through payroll. |
| PR Youth Exempt Wages | Relationship Tax Unit, State Year to Date | Yes | For employees age 16 through 26, gross annual income up to the \$40,000 maximum. |

User-defined balances

User-defined balances help you manage values required for a configured element. This includes elements and balances for a customer-specific requirement, such as setting up support for a customized 401 (k). Any balances you create and maintain for these kinds of elements may require initialization. Refer to the Secondary Classification Summary-Level Balances section below to determine what associated balances require initialization.

You must review each user-defined element to see if its associated balances require initialization. For involuntary deduction elements subject to a total owed, you must initialize the element's base balance.

| Balance name | Dimension name | Required for initialization | Definition |
|----------------|---|-----------------------------|---|
| <element_name> | Relationship No Calculation Breakdown, Reference code 1,2 Inception to Date | Yes | The inception-to-date value that has already been accrued toward the total owed. <ul style="list-style-type: none"> Reference code 1 is the reference code from the card component. |

| Balance name | Dimension name | Required for initialization | Definition |
|--------------|----------------|-----------------------------|---|
| | | | <ul style="list-style-type: none"> Reference code 2 is the element entry ID. |

Summary-level balances

Summary-level balances can be:

- A grouping of other balances
- A total of other balances

A primary classification summary-level balance inherits with both its primary and secondary classification balances. For example, the Pretax Deductions primary classification has Deferred Compensation 401k as a secondary classification. Therefore, the summary-level balance for Pretax Deductions automatically includes Deferred Compensation 401k balances as well as the balances for all other pretax secondary classifications.

Note: Use the Pretax Deductions balance for all the elements with the Pretax Deductions primary classification. You may initialize this balance based on your own organizational requirements. The Deferred Compensation 401k balance represents the summary-level balance for the Deferred Compensation 401k secondary classification. This balance may require initialization based on your own organizational requirements.

To use the balances at these levels, initialize the balances associated with these classifications.

If you initialize an element-level balance, the initialization process doesn't include its summary-level balance. You must initialize it separately.

For example, if you are initializing a balance called **Company X Deferred Compensation 401k**, the process doesn't automatically initialize its summary-level balances, such as:

- Deferred Compensation 401k
- Pretax Deductions

To initialize these summary-level balances, you can:

- Initialize the summary level balances along with the other balances
- Manually add additional balance feeds to the summary-level balances

The following table contains all secondary classification balances associated to the primary classification elements eligible for initialization.

Note: This table describes the balances that are:

1. Associated with primary classification elements
2. Eligible for initialization

Summary-Level Balances for Primary Element Classifications

| Balance name | Dimension name | Definition |
|--------------|------------------------------------|---|
| Deductions | Relationship Tax Unit Year to Date | Total of all values calculated by the elements using the Pretax Deductions, Tax Deductions, |

| Balance name | Dimension name | Definition |
|-------------------------|------------------------------------|---|
| | | Employee Tax Credits, Involuntary Deductions, and Voluntary Deductions primary classifications. |
| Employee Tax Credits | Relationship Tax Unit Year to Date | Total of all elements of the Employee Tax Credits primary classification. |
| Employee Tax Deductions | Relationship Tax Unit Year to Date | Total of all elements of the Employee Tax Deductions primary classification. |
| Employer Liabilities | Relationship Tax Unit Year to Date | Total of all elements of the Employer Liabilities primary classification. |
| Employer Taxes | Relationship Tax Unit Year to Date | Total of all elements of the Employer Taxes primary classification. |
| Imputed Earnings | Relationship Tax Unit Year to Date | Total of all elements of the Imputed Earnings primary classification. |
| Involuntary Deductions | Relationship Tax Unit Year to Date | Total of all elements of the Involuntary Deductions primary classification. |
| Nonpayroll Payment | Relationship Tax Unit Year to Date | Total of all elements of the Nonpayroll Payment primary classification. |
| Pretax Deductions | Relationship Tax Unit Year to Date | Total of all elements of the Pretax Deductions primary classification. |
| Standard Earnings | Relationship Tax Unit Year to Date | Total of all elements of the Standard Earnings primary classification. |
| Supplemental Earnings | Relationship Tax Unit Year to Date | Total of all elements of the Supplemental Earnings primary classification. |
| Voluntary Deductions | Relationship Tax Unit Year to Date | Total of all elements of the Voluntary Deductions primary classification. |

Summary-Level Balances for Secondary Element Classifications

This table contains all secondary classification summary balances associated to the primary classification elements eligible for initialization. For any summary balances not listed, you must define them manually with the Balance Definitions task.

Note: When defining elements or balances, don't give them the same names as any summary-level balances. This would create a conflict when the initialization process tries to derive the balance feeds for the initialization elements.

| Primary classification balance | Secondary classification balance | Dimension |
|--------------------------------|--|------------------------------------|
| Employer Liabilities | Benefits Employer Paid Note: This balance isn't predefined. You must manually configure it. | Relationship Tax Unit Year to Date |
| Imputed Earnings | Domestic Partner Dependent | Relationship Tax Unit Year to Date |
| | Domestic Partner Nondependent | Relationship Tax Unit Year to Date |
| | Group Term Life | Relationship Tax Unit Year to Date |
| | Moving Expense Nonqualified and Taxable | Relationship Tax Unit Year to Date |
| | Moving Expense Qualified and Nontaxable | Relationship Tax Unit Year to Date |
| | Noncash Award | Relationship Tax Unit Year to Date |
| | Personal Use of Company Car | Relationship Tax Unit Year to Date |
| Involuntary Deductions | Alimony | Relationship Tax Unit Year to Date |
| | Bankruptcy Order | Relationship Tax Unit Year to Date |
| | Child Support | Relationship Tax Unit Year to Date |
| | Creditor Debt | Relationship Tax Unit Year to Date |
| | Debt Collection Improvement Act | Relationship Tax Unit Year to Date |
| | Educational Loan | Relationship Tax Unit Year to Date |
| | Employee Requested | Relationship Tax Unit Year to Date |
| | Garnishment | Relationship Tax Unit Year to Date |
| | Spousal Support | Relationship Tax Unit Year to Date |
| | Regional Tax Levy | Relationship Tax Unit Year to Date |
| | Tax Levy | Relationship Tax Unit Year to Date |

| Primary classification balance | Secondary classification balance | Dimension |
|--------------------------------|--|------------------------------------|
| Nonpayroll Payment | Expense Reimbursement | Assignment Tax Unit Year to Date |
| Pretax Deductions | Deferred Compensation 401k | Relationship Tax Unit Year to Date |
| | Deferred Compensation 401k Catch-Up | Relationship Tax Unit Year to Date |
| | Deferred Compensation 403b | Relationship Tax Unit Year to Date |
| | Deferred Compensation 403b Catch-Up | Relationship Tax Unit Year to Date |
| | Deferred Compensation 457 | Relationship Tax Unit Year to Date |
| | Deferred Compensation 457 Catch-Up | Relationship Tax Unit Year to Date |
| | Dental Care 125 | Relationship Tax Unit Year to Date |
| | Dependent Care 125 | Relationship Tax Unit Year to Date |
| | Flexible Spending Account | Relationship Tax Unit Year to Date |
| | Health Care 125 | Relationship Tax Unit Year to Date |
| | Health Savings Account | Relationship Tax Unit Year to Date |
| | Health Savings Account Catch-Up | Relationship Tax Unit Year to Date |
| | Nonqualified Deferred Compensation | Relationship Tax Unit Year to Date |
| | Vision Care 125 | Relationship Tax Unit Year to Date |
| Standard Earnings | Overtime | Relationship Tax Unit Year to Date |
| | Premium | Relationship Tax Unit Year to Date |
| | Regular | Relationship Tax Unit Year to Date |
| | Regular Not Worked | Relationship Tax Unit Year to Date |
| | <p>Note: This balance isn't predefined. You must manually configure it.</p> | |

| Primary classification balance | Secondary classification balance | Dimension |
|--------------------------------|--|------------------------------------|
| | Shift | Relationship Tax Unit Year to Date |
| Supplemental Earnings | Awards and Prizes | Relationship Tax Unit Year to Date |
| | Bonuses | Relationship Tax Unit Year to Date |
| | Cafeteria Plan | Relationship Tax Unit Year to Date |
| | Commission | Relationship Tax Unit Year to Date |
| | Deceased Employee Wages | Relationship Tax Unit Year to Date |
| | Deferred Compensation Distribution | Relationship Tax Unit Year to Date |
| | Dismissal Payments | Relationship Tax Unit Year to Date |
| | Job-Related Educational Assistance | Relationship Tax Unit Year to Date |
| | Jury Duty Pay | Relationship Tax Unit Year to Date |
| | Moving Expense Nonqualified | Relationship Tax Unit Year to Date |
| | Moving Expense Qualified | Relationship Tax Unit Year to Date |
| | Paid Time Off Payout | Relationship Tax Unit Year to Date |
| | Pension and Annuities | Relationship Tax Unit Year to Date |
| | Sick Pay | Relationship Tax Unit Year to Date |
| | Travel Taxable Reimbursement | Relationship Tax Unit Year to Date |
| Voluntary Deductions | Benefits After Tax | Relationship Tax Unit Year to Date |
| | Deferred Compensation Roth 401k | Relationship Tax Unit Year to Date |
| | Deferred Compensation Roth 401k Catch Up | Relationship Tax Unit Year to Date |
| | Deferred Compensation 403b Roth | Relationship Tax Unit Year to Date |
| | Deferred Compensation 403b Roth Catch-Up | Relationship Tax Unit Year to Date |

| Primary classification balance | Secondary classification balance | Dimension |
|--------------------------------|---|------------------------------------|
| | Deferred Compensation 457 Roth | Relationship Tax Unit Year to Date |
| | Deferred Compensation 457 Roth Catch-Up | Relationship Tax Unit Year to Date |
| | Employer Reimbursements | Relationship Tax Unit Year to Date |
| | Life Insurance | Relationship Tax Unit Year to Date |
| | Loans | Relationship Tax Unit Year to Date |
| | Pension Plan After Tax | Relationship Tax Unit Year to Date |
| | Pension Plan After Tax 403b | Relationship Tax Unit Year to Date |
| | Pension Plan After Tax 457 | Relationship Tax Unit Year to Date |
| | Union Deductions | Relationship Tax Unit Year to Date |

Miscellaneous balances

For the balances in the following table:

- You can use them to initialize limits or other important user-defined balances.
- They aren't summary-level balances like those described previously.
- They may be balances associated with elements automatically created by the Element task when you defined their base element.

Note: Don't initialize the balances related to total deferral or total pensions if your organization has only a single PSU (such as Total Deferred Compensation 401k and Total Pension Plan After Tax). These balances require initialization only if:

1. There are multiple PSUs within the LDG.
2. Employees can be transferred across these PSUs.

| Balance name | Dimension name | Notes |
|--|------------------------------------|-------|
| Deferred Compensation 401k Catch Up Employer Match | Relationship Tax Unit Year to Date | |
| Deferred Compensation 401K Eligible Earnings | Relationship Tax Unit Year to Date | |
| Deferred Compensation 401k Employer Match | Relationship Tax Unit Year to Date | |

| Balance name | Dimension name | Notes |
|---|--|--|
| Deferred Compensation 403b Catch Up Employer Match | Relationship Tax Unit Year to Date | |
| Deferred Compensation 403b Eligible Earnings | Relationship Tax Unit Year to Date | |
| Deferred Compensation 403b Employer Match | Relationship Tax Unit Year to Date | |
| Deferred Compensation 457 Catch Up Employer Match | Relationship Tax Unit Year to Date | |
| Deferred Compensation 457 Eligible Earnings | Relationship Tax Unit Year to Date | |
| Deferred Compensation 457 Employer Match | Relationship Tax Unit Year to Date | |
| Deferred Compensation After Tax 403b Employer Match | Relationship Tax Unit Year to Date | |
| Deferred Compensation After Tax 457 Employer Match | Relationship Tax Unit Year to Date | |
| Deferred Compensation Roth 401k Catch Up Employer Match | Relationship Tax Unit Year to Date | |
| Deferred Compensation Roth 401k Employer Match | Relationship Tax Unit Year to Date | |
| Deferred Compensation Roth 403b Catch Up Employer Match | Relationship Tax Unit Year to Date | |
| Deferred Compensation Roth 403b Employer Match | Relationship Tax Unit Year to Date | |
| Deferred Compensation Roth 457 Catch Up Employer Match | Relationship Tax Unit Year to Date | |
| Deferred Compensation Roth 457 Employer Match | Relationship Tax Unit Year to Date | |
| Other Pretax | Relationship Tax Unit Year To Date | |
| Pension Plan After Tax Employer Match | Relationship Tax Unit Year to Date | |
| Sick Pay Wages | Relationship Tax Unit,State Year to Date | |
| State Worked Hours | Relationship Tax Unit State, Quarter to Date | Initialize for mid-quarter conversions only. |

| Balance name | Dimension name | Notes |
|--|--------------------------------|---|
| | | Used by quarterly tax filing for state unemployment reporting. For further info, see Hours Worked for State Unemployment Insurance Reporting (2729519.1) on My Oracle Support. |
| Total Deferred Compensation 401k | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation 401k Catch Up | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation 401k Catch Up Employer Match | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation 401k Eligible Earnings | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation 401k Employer Match | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation 403b | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation 403b Catch Up | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation 403b Catch Up Employer Match | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation 403b Eligible Earnings | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation 403b Employer Match | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation 457 | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation 457 Catch Up | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation 457 Catch Up Employer Match | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation 457 Eligible Earnings | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |

| Balance name | Dimension name | Notes |
|---|--------------------------------|---|
| Total Deferred Compensation 457 Employer Match | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation After Tax 403b | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation After Tax 403b Employer Match | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation After Tax 457 | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation After Tax 457 Employer Match | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation Roth 401k | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation Roth 401k Catch Up | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation Roth 401k Catch Up Employer Match | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation Roth 401k Employer Match | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation Roth 403b | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation Roth 403b Catch Up | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation Roth 403b Catch Up Employer Match | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation Roth 403b Employer Match | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation Roth 457 | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation Roth 457 Catch Up Employer Match | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |

| Balance name | Dimension name | Notes |
|---|--------------------------------|---|
| Total Deferred Compensation Roth 457 Employer Match | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Deferred Compensation Roth Catch Up 457 | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Pension Plan After Tax | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |
| Total Pension Plan After Tax Employer Match | Relationship NoCB Year to Date | Used by the Local and Global Transfer process to copy balances. |

Balances not eligible for initialization or adjustment

The balance initialization or adjustment processes don't support the balances in the following tables.

Workers' Compensation

| Balance name | Definition |
|---|--|
| Workers Compensation | Employer liability for Workers' Compensation. |
| Workers Compensation Two Employer | Employer liability for Workers' Compensation two. |
| Workers Compensation Three Employer | Employer liability for Workers' Compensation three. |
| Workers Compensation Two Withheld | Employee tax withheld for Workers' Compensation two. |
| Workers Compensation Two Withheld Not Taken | Employee tax withheld but not taken for Workers' Compensation two. |
| Workers Compensation Withheld | Employee tax withheld for Workers' Compensation. |
| Workers Compensation Withheld Not Taken | Employee tax withheld but not taken for Workers' Compensation. |

Year End

| Balance name | Definition |
|----------------------|------------|
| W2 No Gross Earnings | |

Other

Use the Relationship Tax Unit, Balance Date Time Definition Period to Date dimension when initializing these balances.

| Balance name | Definition |
|--------------------|---|
| Cash Tips Reported | Summary-level under Imputed Earnings classification. |
| Tips Regular | Summary-level under Regular Earnings classification. |
| Tips Supplemental | Summary-level under Supplemental Earnings classification. |

Related Topics

- [Overview of Balance Initialization for the US](#)

Document Preferences

Document Record and Attachment Preferences for the US

By default, the preferences for document records and attachments are restricted, not allowing employees or payroll professionals to add, update, or delete completed year-end documents and attachments. This disables updates and removals of the forms after they're created and posted. This applies to all year-end document types, as well as original, canceled, and amended forms.

Here's a list of the predefined restrictions.

- Restrict Create = Yes
- Restrict Update = Yes
- Restrict Delete = Yes
- Restrict Add Attachment = Yes
- Restrict Update Attachment = Yes
- Restrict Delete Attachment = Yes

These restrictions are predefined for these year-end document types.

- W-2
- W-2c

If required, you can remove these restrictions by updating the record and attachment preferences for a document type.

To access the document record and attachment preferences, use the Document Types task.

Document Types for the US

The Document Delivery Preferences task provides these types for generating employee forms.

| Type | Category | Country | Is used for |
|---------|----------|---------------|--|
| 1095-C | Benefits | United States | ACA Form 1095-C For further info, see US 1095-C Employee Report in the Help Center. |
| Payslip | Payroll | All | Detail for payroll payments received For further info, see View Payments in the Help Center. |
| W_2 | Payroll | United States | Employee Forms W-2, W-2GU, and W-2PR For further info, see Document Delivery Preferences for Year End for the US in the Help Center. |
| W_2c | Payroll | United States | Employee Forms W-2c, W-2cGU, and W-2cPR For further info, see Document Delivery Preferences for Year End for the US in the Help Center. Note: The task uses the W_2 preferences for document delivery. |

Related Topics

- [Document Delivery Preferences for Year End for the US](#)
- [US 1095-C Employee Report](#)
- [View Payments](#)

Element Upgrade Flow

Element Upgrade Flow

Use the Element Upgrade flow to upgrade your existing elements whenever new features become available.

To run this flow:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.

3. Select your US legislative data group.
4. Search for and select **Element Upgrade**.

Flow Parameters

The Element Upgrade flow uses these parameters.

Mode

Select one of the following.

- Select **Draft** to perform a test run of this flow for data verification purposes.
- Select **Final** to run this flow against your active data.

Primary Classification

Select the primary element classification of the elements you want to upgrade.

Secondary Classification

Select the secondary element classification of the elements you want to upgrade.

The primary classification you select determines the values in this field.

Leave blank to run for all secondary classifications.

Enable Feature

Select one of the following.

- Iteration on Pretax Element
Use this option to enable iteration on pretax elements. This option is available when you select the **Pretax Deductions** primary classification.
- Disposable Income Recalculation
Use this option to enforce the recalculation of disposable income for your involuntary deduction elements and to apply any new features.
This option is available when you select the **Involuntary Deduction** primary classification.

Element Name

Select the element you want to upgrade.

Leave blank to run for all elements.

Formula Upgrade Option

Select one of these values.

- Display all formulas
Generates a list of all formulas that would be impacted during a Final run. Applicable to Draft mode only.
- Override the existing formula
Replaces any existing formulas with new ones and renames the original formulas. Applicable to Final mode only.

- Don't make changes to the existing formula
Makes no changes to formulas. New formulas aren't added.

Flow Results

When you run this flow, it performs different actions upon the objects related to the elements. It also generates an output file that describes these changes.

Element Upgrade of Objects

When run in Final mode, this flow upgrades the different objects and their dependents in different ways. If a new version of the element template includes any other objects apart from those listed in this table, the flow doesn't upgrade those objects.

Here are the conditions that determine when the flow updates the various objects.

Note: In most cases, when this flow makes changes to existing objects, it applies them as corrections. However, in the case of pretax deductions, you must perform additional configuration that applies the upgrades as date-effective changes. For further info, see Upgrade Pretax Deductions for the US in the Help Center.

| Object | Condition |
|-------------------------|---|
| Defined Balances | There are no conditions. The flow always updates the defined balances. |
| Fast Formulas | Updates them based on the value you selected for Formula Upgrade Option when you run the flow. |
| Formula Results | Conditions exist only when a dependent object exists. For example, if the Element Upgrade process is creating a status processing rule for a fast formula, then that formula must already exist. |
| Status Processing Rules | Applies specific conditions if the dependent object exists. For example, if the Element Upgrade process is creating a status processing rule for a fast formula, then that formula must already exist. |
| Balances | Conditions exist only when a dependent object exists. For example, if the Element Upgrade process is creating a balance with new element input values, then those input values must already exist. When the process creates the balance, it creates it with an effective date of 01-JAN-1951. If any of the element balance feeds don't exist as of this date, the flow uses the effective date of the element when creating the feed. |
| Balance Feeds | The Element Upgrade flow must have created the element input values before it creates any balance feeds. |
| Input Values | The Element Upgrade flow creates an input value when at least one of these are true. <ul style="list-style-type: none"> • Element isn't retroactively enabled. • Input value isn't required. • Input value doesn't have default values. |

| Object | Condition |
|----------------------------------|---|
| | <ul style="list-style-type: none"> Input value doesn't have Default at Run Time enabled. No user-defined input value exists. The new input value is enabled for DBI, and that DBI exists. Special Purpose value of the new input value doesn't exist for any existing input values on the same element. |
| Element Eligibility Input Values | <p>Before the Element Upgrade flow adds the element-eligibility input values, those input values must exist.</p> <p>See the previous parameter for conditions on input values.</p> |
| Element Entries | The Element Upgrade flow creates the appropriate element entries with the new input values. It creates the entry for all date-effective records. |
| Calculation Unit | There are no conditions. The Element Upgrade flow links the calculation value definition, element, and calculation logic. |
| Calculation Card Override Usages | There are no conditions. The Element Upgrade flow links the calculation component as the override usage for a calculation value definition. This is listed on the flow output report as DIR Override Usages. |
| Calculation Card Components | <p>The flow links Component Details with the calculation components. The components include:</p> <ul style="list-style-type: none"> DIR Comp Flex DIR Comp Flex Usages DIR Comp Flex Rships |

Flow Output

This flow generates an output report in Microsoft Excel format. This report includes multiple worksheets.

| Worksheet name | What it includes |
|-----------------|--|
| Parameters | Displays the parameter values you set when you started the flow. |
| Upgrade Details | <p>Displays info on each object changed by the flow.</p> <p>For details on the columns of this worksheet, see below.</p> |

The output report spreadsheet has multiple columns.

| Column title | Description |
|--------------------------|---|
| Primary Classification | Primary classification of the element being upgraded. |
| Secondary Classification | Secondary classification of the element. |

| Column title | Description |
|-----------------------------------|--|
| Element Name | Name of the element. |
| Upgrade Object | Type of object being upgraded, such as Balance Type, Input Value, Fast Formula, or Formula Results. |
| Object Name | Actual name of the object. |
| Object Details | <p>Any additional details with respect to the object.</p> <p>For example, if the upgrade object is Balance Feed:</p> <ol style="list-style-type: none"> 1. The object name displays the actual balance feed (element input value). 2. The object details display the balance type associated with this balance feed. |
| New or Existing | <p>Identifies if the flow is making a change to an existing object or creating one.</p> <p>For example, if the flow is modifying a fast formula, it would be considered an existing object on this report. However, if an input value is being added, it would display as New.</p> |
| Backup Formula Name | When the flow upgrades a fast formula, it saves the original formula as a backup. This column of the report displays the backup formula name in Final mode. |
| Status | Upgrade status of the object. |
| Message | Displays any messages related to the upgraded object. |
| Oracle Delivered Modified Formula | <p>Identifies if the user has modified a predefined formula. This column populates only when you run the flow in Draft mode.</p> <p>Use this column to help you decide if you want to upgrade your formulas. If you elect to upgrade the formulas in Final mode, your configurations would be lost. You can refer to the backup formulas generated in Final mode if needed.</p> <p>Note: This column is blank when you run this flow in Final mode.</p> |

Related Topics

- [Upgrade Elements for the US](#)

Apply Iterative Calculation Enhancements to Your Pretax Deductions

This example assumes you're using existing pretax and involuntary deduction elements that you have defined prior to Release 18C and you have never upgraded them.

To take advantage of the new iterative calculation enhancements, you must upgrade any existing elements of these types.

- Select pretax deductions
- All involuntary deductions

For this example, Company ABC decides to upgrade their 401 (k) pretax elements to use iterative calculations. Company ABC has already updated the default payroll process configuration group to set the date used for the Element Upgrade flow to 2018-12-01.

Upgrade the Elements

Perform these steps in your test environment.

1. Run the flow in Draft mode.
 - a. Start the Element Upgrade flow.
 - b. Enter the following.

| Parameter name | What you enter |
|--------------------------|-----------------------------|
| Mode | Draft |
| Primary Classification | Pretax Deductions |
| Secondary Classification | Deferred Compensation 401k |
| Enable Feature | Iteration on Pretax Element |
| Element Name | Leave blank |
| Formula Upgrade Option | Display All Formulas |

2. Review the output of the report. Ensure the pretax elements you want to upgrade are showing on the report.
3. If you're satisfied with the proposed changes, run it again in Final mode.
 - a. Start the flow.
 - b. Enter the following.

| Parameter name | What you enter |
|------------------------|-------------------|
| Mode | Final |
| Primary Classification | Pretax Deductions |

| Parameter name | What you enter |
|--------------------------|-------------------------------|
| Secondary Classification | Deferred Compensation 401k |
| Enable Feature | Iteration on Pretax Element |
| Element Name | Leave blank |
| Formula Upgrade Option | Override the Existing Formula |

- c. Review the output of the report. Ensure the pretax elements you want to upgrade are showing on the report.
4. Repeat these steps for every applicable pretax secondary classification.
5. Compile the elements' fast formulas.
 - a. Start the Compile Formula flow.
 - b. Enter % as the formula and **Oracle Payroll** as the formula type.
6. Optionally enable your involuntary deductions to work with the pretax elements enabled for iterative functionality.

For further info, see [Manually Upgrade Involuntary Deductions for Use with Pretax Iteration](#) in the Help Center.

7. Run payroll, and verify the results.
8. After you have tested each pretax iteration scenario and ensured they process correctly in payroll, repeat these steps in your production environment.

Note: After you have performed these steps for each element, you don't need to perform them again in the applicable environment, even if you later decide to upgrade other pretax secondary classifications.

Related Topics

- [Manually Upgrade Involuntary Deductions for Use with Pretax Iteration](#)
- [Upgrade Elements for the US](#)
- [Upgrade Pretax Deductions for the US](#)
- [Element Upgrade Flow](#)

Enable Disposable Income Recalculation for Your Involuntary Deductions

For this example, Company ABC wants to enable disposable income recalculation and apply new features to all their involuntary deduction elements.

Upgrade the Elements

Perform these steps in your test environment.

1. Run the Element Upgrade flow in Draft mode.
 - a. Start the Element Upgrade flow.
 - b. Enter the following.

| Parameter name | What you enter |
|--------------------------|---------------------------------|
| Mode | Draft |
| Primary Classification | Involuntary Deductions |
| Secondary Classification | Garnishment |
| Enable Feature | Disposable Income Recalculation |
| Element Name | ABC Garnishment |
| Formula Upgrade Option | Display All Formulas |

- c. Review the output of the flow. Ensure the involuntary deduction element has no errors on the report.
2. Repeat these steps for each secondary classification and element combination.
3. If you are satisfied with the proposed changes, run the flow again in Final mode.
 - a. Start the flow.
 - b. Enter the following.

| Parameter name | What you enter |
|--------------------------|---------------------------------|
| Mode | Final |
| Primary Classification | Involuntary Deductions |
| Secondary Classification | Garnishment |
| Enable Feature | Disposable Income Recalculation |
| Element Name | ABC Garnishment |

| Parameter name | What you enter |
|------------------------|-------------------------------|
| Formula Upgrade Option | Override the Existing Formula |

- c. Review the output of the flow. Ensure the involuntary deduction element has no errors on the report.
4. Repeat these steps for each secondary classification and element combination.
5. Compile the elements' fast formulas.
 - a. Start the Compile Formula flow.
 - b. Enter % as the formula and **Oracle Payroll** as the formula type.
6. Run payroll, and verify the results.
7. After you have tested each pretax iteration scenario and ensured they process correctly in payroll, repeat these steps in your production environment.

Related Topics

- [Upgrade Elements for the US](#)
- [Upgrade Involuntary Deductions for the US](#)
- [Element Upgrade Flow](#)

Manually Upgrade Involuntary Deductions for Use with Pretax Iteration

Use these steps to allow your older involuntary deduction elements to work with pretax deduction elements you've enabled for iterative functionality.

This involves editing the base fast formula for each involuntary deduction element.

Note: These steps aren't necessary for:

- Involuntary deduction elements you created for Release 18C or later
- Any involuntary deduction elements you have already upgraded for the recalculation of disposable income

For further info, see Upgrade Involuntary Deductions for the US in the Help Center.

To upgrade your elements:

1. From **My Client Groups**, click **Show More**.
2. In **Payroll**, click **Fast Formulas**.
3. Open the <element name>_Base formula for editing.
4. Search for the following statement.

```
IF(1_tmp_rel_action_id <> 1_payroll_rel_action_id) THEN
```

5. Replace this line with the following.

```
/*Pretax Iteration Flag Key is needed to cleanup the Global WSA cache*/l_pretax_iterator_flag_key
= 'PRETAX_ITERATE_FLAG' || TO_CHAR(l_payroll_rel_action_id)l_pretax_iterator_flag
= WSA_GET(l_pretax_iterator_flag_key, 'N')l_prev_pretax_iter_counter_key =
'PRETAX_ITERATE_PREV_COUNTER' || TO_CHAR(l_payroll_rel_action_id)l_prev_pretax_iter_counter =
WSA_GET(l_prev_pretax_iter_counter_key, 0)dummy = PAY_INTERNAL_LOG_WRITE(' (GLBINV_BASE) Previous
Pretax Iteration counter ::::' || to_char(l_prev_pretax_iter_counter))GLB_PRETAX_ITERATE_COUNTER_KEY
= 'PRETAX_ITERATE_COUNTER' || TO_CHAR( l_payroll_rel_action_id)l_pretax_iterate_counter
=WSA_GET(GLB_PRETAX_ITERATE_COUNTER_KEY,0)dummy =PAY_INTERNAL_LOG_WRITE(' (GLBINV_BASE)
GLB_PRETAX_ITERATE_COUNTER=' ||to_char(l_pretax_iterate_counter))/* Call formula to clean WSA
variables */IF(l_tmp_rel_action_id <> l_payroll_rel_action_id OR ( l_pretax_iterator_flag = 'Y' AND
l_prev_pretax_iter_counter!= l_pretax_iterate_counter ) ) THEN
```

6. Save and compile the formula**7.** Repeat for each involuntary deduction base-element formula.*Related Topics*

- [Upgrade Involuntary Deductions for the US](#)
- [Upgrade Pretax Deductions for the US](#)

Upgrade Elements for the US

As Oracle Cloud delivers new features, you might need to upgrade your existing elements to support them.

When you create an element through the element template, it creates many child objects, such as input values, formulas, and balances. When you install a patch or upgrade to a new release, it might include changes to these objects. Any new elements you

For further info, see Element Upgrade Flow in the Help Center.

What You Can Upgrade

The Element Upgrade flow is a useful tool for ensuring your elements use all the latest enhancements. With it, you can:

1. Upgrade your pretax deduction elements

For further info, see the following in the Help Center.

- [Upgrade Pretax Deductions for the US](#)
- [How You Apply Iterative Calculation Enhancements to Your Pretax Deductions](#)

2. Upgrade your involuntary deduction elements

For further info, see the following in the Help Center.

- [Upgrade Involuntary Deductions for the US](#)
- [How You Enable Disposable Income Recalculation for Your Involuntary Deductions](#)

Critical Considerations

Consider the following before running this flow.

- Before you perform any action in a production environment, run this flow in a test environment. This flow performs changes to your elements that can't be rolled back. You must first thoroughly test your scenarios to

ensure they will perform correctly during payroll processing after the upgrade. Only after you have verified your scenarios in a test environment should you run this flow in a production environment.

- Run this flow initially in Draft mode, and use the output report to review the changes to be made. It doesn't matter if you're in the test or production environment. After your evaluation is complete, and you approve of the changes, perform it in Final mode to implement the element upgrade.
- By default, when you enter the primary classification, this flow runs against all eligible secondary classifications and elements. To limit the scope of the output, run it against specific secondary classification and element combinations.
- When this flow updates formula objects, it overrides any manual configurations you made to the formulas. Check the **Oracle Delivered Modified Formula** column of the Draft mode output report to identify these formula objects. Use **Formula Upgrade Option** to replace or preserve these formulas. After updating formulas, run the Compile Formula flow to recompile them. Use * as a wildcard entry for the formula and **Oracle Payroll** for the formula type parameter.
- When you upgrade Involuntary Deduction support elements for the Child Support, Spousal Support, and Alimony secondary classifications, the Process Output file might include these entries.

| Upgrade object | Object details |
|----------------------|--------------------------|
| DIR Comp Flex | HRX_US_EIWO_HEADER_DATA |
| DIR Comp Flex | HRX_US_EIWO_RECEIPT_DATA |
| DIR Comp Flex | HRX_US_EIWO_DETAIL_DATA |
| DIR Comp Flex | HRX_US_EIWO_ACKN_DATA |
| DIR Comp Flex Usages | HRX_US_EIWO_HEADER_DATA |
| DIR Comp Flex Usages | HRX_US_EIWO_RECEIPT_DATA |
| DIR Comp Flex Usages | HRX_US_EIWO_DETAIL_DATA |
| DIR Comp Flex Usages | HRX_US_EIWO_ACKN_DATA |

These values are no longer used, and you can disregard them.

- If you have involuntary deduction elements you defined before Release 18C, you can manually upgrade them for use with pretax iteration. You don't need to run this flow. For further info, see [Manually Upgrade Involuntary Deductions for Use with Pretax Iteration](#) in the Help Center.

Related Topics

- [Manually Upgrade Involuntary Deductions for Use with Pretax Iteration](#)
- [Upgrade Involuntary Deductions for the US](#)
- [Upgrade Pretax Deductions for the US](#)
- [Element Upgrade Flow](#)
- [Apply Iterative Calculation Enhancements to Your Pretax Deductions](#)
- [Enable Disposable Income Recalculation for Your Involuntary Deductions](#)

Upgrade Involuntary Deductions for the US

Use the Element Upgrade flow to apply new features to your involuntary deduction elements.

This can include:

- Legislative changes
- New calculation value overrides
- Formula changes
- Calculation changes
- New balances

Run this flow regularly, such as after each release.

For further info, see [Oracle Cloud Human Capital Management for the US: Element Upgrade Flow \(2458385.1\)](#) on My Oracle Support.

Here's some reasons to upgrade your elements.

| Feature example | This is what it does |
|-------------------------------|--|
| Ongoing features | <p>Sometimes a new feature requires an element upgrade, even if you have already upgraded that element for a previous release. The What's New documentation for a release tells you if a new feature requires an upgrade.</p> <p>For further info, see Oracle Cloud Readiness for Human Resources Workforce Rewards What's New.</p> |
| Recalculate disposable income | <p>Before Release 18C, the payroll process calculated disposable income once for the highest priority order. The exception was regional tax levies, which automatically recalculated disposable income.</p> <p>For involuntary deductions you defined before this release, you must upgrade them to automatically recalculate disposable income.</p> <p>Note: If you have defined involuntary deductions after this release, you must upgrade your legacy deduction elements.</p> |
| Prorate support orders | As of Release 18C, you can prorate support orders. |

| Feature example | This is what it does |
|---|---|
| | To enable this feature for older elements, you must upgrade the elements for all involuntary deduction secondary classifications. |
| Common calculation rules for involuntary deductions | <p>Common component overrides are no longer available for any involuntary deduction elements you created or upgraded after 18C. Instead, you add the overrides on the deduction's component on the calculation card.</p> <p>For further info, see Set Overrides on the Involuntary Deductions Card for the US in the Help Center.</p> |

Before You Start

When upgrading your involuntary deductions, consider the following.

- Perform the upgrade first in a test environment. Verify all involuntary scenarios to confirm they process correctly in payroll. Only after you have successfully verified the results should you perform these steps in your production environment.
- If you have Involuntary Deduction elements you defined before Release 18C, you must upgrade them. The payroll process might generate unpredictable results if you run it against older elements.
- Run the Element Upgrade flow for each Involuntary Deduction secondary classification and element name combination separately.

Run the Flow

To upgrade your involuntary deduction elements:

1. Run the Element Upgrade flow in Draft mode for a given involuntary deduction secondary classification and element name combination.
For further info, see How You Enable Disposable Income Recalculation for Your Involuntary Deductions in the Help Center.
2. Select **Disposable Income Recalculation** as the feature you're enabling. Don't leave this parameter blank.
3. Review the output of the report, and resolve any issues it identifies.
4. Repeat these steps for each secondary classification and element name combination.
Proceed to the next step only if no issues are identified.
5. Submit the Element Upgrade flow in Final mode for the involuntary deduction secondary classification and element name combination.
6. Select **Disposable Income Recalculation** as the feature you're enabling. Don't leave this parameter blank.
7. Review the output of the report, and resolve any issues it identifies.
8. Repeat the steps for each secondary classification and element name combination.
9. Compile the elements' fast formulas.
 - a. In **My Client Groups**, click **Payroll**.
 - b. Click **Submit a Flow**.
 - c. Select your US legislative data group.
 - d. Search for and select **Compile Formula**.
 - e. Enter % as the formula and `oracle Payroll` as the formula type.
10. Run payroll, and verify the results.
11. Perform test payroll runs, and verify the results.

12. After you have tested all involuntary deduction scenarios and ensured they process correctly in payroll, repeat these steps in your production environment.

Related Topics

- [Upgrade Elements for the US](#)
- [Element Upgrade Flow](#)
- [How You Apply Iterative Calculation Enhancements to Your Pretax Deductions](#)
- [Enable Disposable Income Recalculation for Your Involuntary Deductions](#)
- [Set Overrides on the Involuntary Deductions Card for the US](#)

Upgrade Pretax Deductions for the US

Use the Element Upgrade flow to apply new features to your pretax deduction elements, such as enabling iterative functionality.

Note: Any elements you created as of Release 18C and later automatically have iterative functionality enabled.

Before You Start

When upgrading your pretax deductions, consider the following.

- If you have enabled proration on a pretax element, you can't upgrade it.
- To upgrade your pretax deductions:
 - a. Run the Element Upgrade flow on your pretax deduction elements.
 - b. Manually upgrade your Involuntary Deduction formulas.

For further info, see [Manually Upgrade Involuntary Deductions for Use with Pretax Iteration](#) in the Help Center.
- To ensure a methodical and comprehensive upgrade approach, run the Element Upgrade flow in one of these ways.
 - For each pretax secondary classification separately
 - For each pretax element individually
- To ensure a methodical and comprehensive upgrade approach for your existing Involuntary Deduction elements, manually upgrade the formulas for each applicable Involuntary Deduction element.

For further info, see [Manually Upgrade Involuntary Deductions for Use with Pretax Iteration](#) in the Help Center.
- Because iterative processing requires the following values, the Element Upgrade flow ignores any settings you made during element definition.
 - **Retroactive Processing** check
 - **Required** option
 - **Default value** check
 - **Apply default at run time** check

Note: These conditions remain valid for all other element classifications.

Run the Flow

To upgrade your pretax deduction elements:

1. Configure the necessary payroll process configuration options in your test environment.
 - a. In **My Client Groups**, click **Show More**.
 - b. In **Payroll**, click **Payroll Process Configuration**.
 - c. Click **Default Group**.
 - d. Click **Create**.
 - e. Add this parameter.

Date used in element upgrade process for iteration indicator. The date used by the element upgrade process to update the iteration indicator for pretax element. This indicates the effective date for pretax iteration process.
 - f. Set this configuration parameter to the next date after the latest payroll process for all payrolls.

The flow uses this date to create the **Enable Iterative Calculation** field on the pretax element. To avoid triggering retroactive processing before this date, set this parameter appropriately.

For example, if the latest payroll process's completion date is November 15, 2018, set this parameter to 2018-11-16.
 - g. To change the number of iterations the payroll process performs, add this parameter.

Maximum Iterations allowed per Run Action Maximum number of iterations allowed per run action. Default: 15.

Change the default to the number of iterations if you require a different value.

Note: Increasing iterations can impact performance.
2. Run the Element Upgrade flow for all pretax deduction secondary classifications that need iterative functionality.

For further info, see How You Apply Iterative Calculation Enhancements to Your Pretax Deductions in the Help Center.
3. Compile the elements' fast formulas.
 - a. In **My Client Groups**, click **Payroll**.
 - b. Click **Submit a Flow**.
 - c. Select your US legislative data group.
 - d. Search for and select **Compile Formula**.
 - e. Enter % as the formula and `oracle Payroll` as the formula type.
4. Manually upgrade the formulas for each applicable Involuntary Deduction element. This is every Involuntary Deduction element you defined before Release 18C that has never been upgraded.

This enables older involuntary deductions to work with the pretax elements enabled for iterative processing.

For further info, see Manually Upgrade Involuntary Deductions for Use with Pretax Iteration in the Help Center.
5. Perform test payroll runs, and verify the results.

6. After you have tested each pretax iteration scenario and ensured they process correctly in payroll, repeat these steps in your production environment.

Related Topics

- [Manually Upgrade Involuntary Deductions for Use with Pretax Iteration](#)
- [Upgrade Elements for the US](#)
- [Element Upgrade Flow](#)
- [How You Apply Iterative Calculation Enhancements to Your Pretax Deductions](#)

Equal Employment Opportunity Report

EEO-1 Establishment Electronic Report

Use the EEO-1 Establishment Electronic Report process for your EEO-1 reporting.

Eligible employers must file the Employer Information Report EEO-1, also known as the EEO-1 Report, with the US Equal Employment Opportunity Commission.

For further info, see the US Equal Employment Opportunity Commission website.

To run this process:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group (LDG).
4. Search for and select **EEO-1 Establishment Electronic Report**.

Before You Start

Before you can generate reports, you must define the following.

1. Use the Locations task to configure your locations.

A valid address is required for proper reporting.

- a. Use the **United States Reporting Information** table to set info that applies to all US HR reports.
- b. Use the fields in **United States EEO-1 and Veteran Reporting Info** to capture the data about your HR reporting locations.
- c. Identify if the location is a headquarters establishment in **United States EEO-1 Reporting Information**.

For further info, see Locations for the US in the Help Center.

2. Configure your jobs.

Use the Job task to associate your organization's jobs with EEO job categories.

Use **EEO-1 Category** to ensure you have assigned each employee job to the most appropriate job category.

Note: Make sure that your employees are assigned a job appropriate to their current job duties. Don't report them in the job in which they might have been trained, if that's different. Ensure you have assigned each employee to an actual major job activity. They must be defined according to the EEO-1 definitions and not by company job titles.

For example, assume you have an employee that:

- a. Is trained as an accountant
- b. Is working as a bookkeeper or accounting clerk

You would report this person in the **Administrative Support** job category.

3. Configure your payroll statutory units (PSUs).

Use the Manage Legal Entity HCM Information task to enter required info.

- a. Use the fields in **EEO-1 Reporting Rules** to define the required details for your organization.

Note: You can override some of these values at the tax reporting unit (TRU) level.

- b. Use the fields in **EEO-1 and VETS Reporting Info** to define the employment categories and establishment employer type.

For further info, see Define Legal Entities for the US in the Help Center.

- c. Use the fields in **United States Reporting Entity Data** to identify the parent legal employers.
- d. Use the fields in **New Hire Reporting Rules** to associate a default TRU to a legal employer.

Note: The TRU you select here requires additional EEO and VETS reporting info. Use the Manage Legal Reporting Unit HCM Information task to set these values for the TRU in **EEO and VETS Reporting Rules**.

- e. Use **EEO-1 and VETS Assignment Category** to exclude certain employee types from the report, such as part-time temporary.

4. Configure your TRUs.

- a. Use the fields in **EEO-1 and VETS Reporting Rules** in the Manage Legal Reporting Unit HCM Information task to define the employment categories.

This helps you to override the establishment employer type at the TRU level if needed and to identify the headquarters for each TRU.

For further info, see Overview of Legal Reporting Unit Configuration for the US in the Help Center.

- b. Use the fields in **EEO-1 Reporting Info** to set any necessary overrides of your PSU configuration.
- c. Use the Manage Legal Reporting Unit Registrations task to verify the federal employer identification number (EIN) is set up for United States Federal tax.

5. Make sure your employee definitions have the required info.

- a. Assign employees to a reporting establishment for nonpayroll implementations.

If you don't, the EEO-1 report process associates the employees to the TRU you identified as the **TRU for the New Hire Report** in the Manage Legal Entity HCM Information task.

Note: Assigning the employee to a reporting establishment isn't required for payroll implementations.

- b. Assign the appropriate ethnicity data to employees.

Use the Personal Details task to set these fields after the hiring process is complete if:

- You have migrated to the Responsive User Interface.
- You implemented with release 19D or later.

Tip: If an employee selects **Hispanic or Latino** and one or more race, the process reports them on the EEO-1 as "Hispanic or Latino". If an employee doesn't select **Hispanic or Latino**, but selects multiple races, it reports them on the EEO-1 as "Two or more races".

- c. Populate the location for work-at-home employees.

The EEO-1 report uses the work location set at the assignment level. To capture this type of employee on the EEO-1 report, populate **Location** with one of these values on the employee's assignment.

- Location where they were hired
- Headquarters location
- Manager's location

Report Parameters

Legal Employer

Select a parent legal employer to report all employees attached to it and any child legal employers.

Establishment Employer Type

Select **Multiple** if you have multiple establishments. Otherwise, select **Single**.

Payroll Period Start Date

Select any payroll period start date occurring during the fourth quarter of the survey year (October, November, or December).

Payroll Period End Date

Select any payroll period end date occurring during the fourth quarter of the survey year (October, November, or December).

Title of Certifying Official

Use to override the contact info. The default is the HR Representative title specified on the TRU contact info.

Name of Certifying Official

Use to override the contact info. The default is the HR Representative name as specified on the TRU contact info.

Phone Number

Use to override the contact info. The default is the HR Representative phone number as specified on the TRU contact info.

Email of Certifying Official

Use to override the contact info. The default is the HR Representative email address as specified on the TRU contact info.

Process Configuration Group

Use this field to report persons belonging to a specific payroll relationship group.

Note: Use the Object Groups task to define a payroll relationship group before you can use it here.

Run and View the EEO-1 Report

The EEO-1 Establishment Electronic Report flow creates one or more electronic files.

A single establishment generates a single Standard Form 100 electronic report.

A multiple establishment generates files for each of the following.

- Principal or headquarters office report
- Separate report for each establishment employing 50 or more persons
- Consolidated report that includes all employees by race, gender, and job category sorted by:
 - All establishments with 50 or more employees
 - All establishments with fewer than 50 employees
- List of establishments employing fewer than 50 persons
Includes their name, address, total employment, and major activity.

The reports use this sort order.

1. Company Number
2. Status Code
3. Unit Number

You can't override this order.

To view the output files of the EEO-1 report.

1. Start Reports and Analytics.
2. In the tree structure, expand **Shared Folders**, then **Human Capital Management**, then **Workforce Management**, then **Person Management**, then **US**, and then expand **EEO**.
3. Select **EEO-1 Electronic Report**.
4. In the resulting window, click **History**.
5. Clear the default value in **Owner**, and click **Search**.
6. In **Report Job Histories**, select the link for the report version you want to view.
 - EEO1ETextReport
 - EEO1AuditReport

- EEO1AuditDetailReport
- EEO1ExceptionReport

7. Double-click **Output Name**.

8. In **Output and Delivery**, open or save the report file.

Note: The output file (eText) generated is based on the EEO-1 data file specifications. You must modify the file name according to the EEOC guidelines and then upload it to the EEO website.

Related Topics

- [Equal Employment Opportunity Reporting](#)

Examples of Employer Configuration for Equal Employment Opportunity Reporting

The following examples show how you can set up different types of reporting location and proxy structures.

They also identify which settings you would use for each case.

- Configuring multiple locations to report as a single entity
- Defining headquarters establishments
- Defining different names for report
- Configuring multiple employers to consolidate their headcount
- Generating a single EEO-1 file for a single establishment employer
- Generating a single EEO-1 file for multiple establishment employers
- Generating multiple EEO-1 files for multiple establishment employers
- Report configuration examples

Configure Multiple Locations to Report as a Single Entity

Your organization includes a campus of four separate buildings (A, B, C, and D) with a fifth building (E) some blocks away. Although having different addresses, you consider all locations to be part of the same entity. You want them to appear on your EEO-1 report as a single entry.

To do this, configure an HR reporting proxy.

1. For Building A, set **HR Reporting Location** to **Yes** in the Locations task to designate Building A as the primary location.
2. For the other four locations on campus, set that value to **No** and select Building A's location from the **HR Reporting Proxy** list.

Note: The VETS-4212 report also uses the reporting structure defined by these fields.

Define Headquarters Establishments

Your organization has a headquarters in Salt Lake City and a location in San Francisco, and you want to define the headquarters location. A legal employer can have only one location as the headquarters.

To define the headquarters:

1. Using the Legal Entities task, create a legal employer for your Salt Lake City organization.
2. Use **HR Reporting Location** and **HR Reporting Proxy** in the Locations task. Identify the location of each organization as a reporting location.
3. In the Manage Legal Entity HCM Information task, set **Establishment Employer Type** to **Multiple**.
4. Identify Salt Lake City as a **Parent Legal Employer**. This setting means you can optionally group other locations with this location for reporting purposes.
5. Use **Parent Company** to specify Salt Lake City as the legal employer's headquarters. If a reporting location is marked as a headquarters establishment, the MHQ (headquarters) record of the report is populated with data for only that location.

Note: The VETS-4212 report also uses the reporting structure defined by these fields.

Define Different Names for Reports

You have several methods to define the names of companies and locations used in your HR reports.

- To identify the parent company of the legal employer, use **Parent Company** in the Manage Legal Entity HCM Information task. This value automatically applies to all subordinate tax reporting units and identifies the headquarters.
- To identify the parent company of the TRU, use **Parent Company** in the Manage Legal Reporting Unit HCM Information task. This value overrides any value set at the legal employer level. If there isn't a value in this field, then the TRU federal Employer Identification Number (EIN) name is used as the parent company name.
- To identify the headquarters for a TRU separately from the parent company value, use **Headquarters Establishment**. Set this value in the **EEO and VETS Reporting Rules** section of the Manage Legal Reporting Unit HCM Information task. It displays the list of locations you have identified as HR reporting locations.
- To set an HR reporting location, use **HR Reporting Location** and **HR Reporting Proxy** in the Locations task.

Configure Multiple Employers to Consolidate Their Headcount

Your organization has three legal employers: California, Texas, and New York. You want to group them such that the EEO-1 report consolidates their headcount into a single report. In this example, the California legal employer is the parent and the other two locations are children.

To group legal employers, you configure one legal employer as the parent legal employer first and configure the other legal employers as children.

1. Define each location as a separate legal employer using the Legal Entities task.
2. Use **HR Reporting Location** and **HR Reporting Proxy** in the Locations task. Identify the location of each establishment as a reporting location.
3. Use **Headquarters Establishment** to specify California as the headquarters establishment in the **EEO and VETS Reporting Rules** section. Use the Manage Legal Reporting Unit HCM Information task.
4. In the Manage Legal Entity HCM Information task for each legal employer:
 - a. Set **Establishment Employer Type** to **Multiple**.
 - b. Choose **Yes** to identify the California legal employer as a **Parent Legal Employer**.
 - c. For the Texas and New York legal employers, set **Parent Legal Employer** to **No**. Use **Proxy Legal Employer** to identify the California legal employer as their parent.

Note: The VETS-4212 report also uses the reporting structure defined by these fields.

Generate a Single EEO-1 File for a Single Establishment Employer

To configure a business for single establishment EEO-1 reporting:

1. Use **HR Reporting Location** and **Headquarters Establishment** in the Locations task. Identify the location of the establishment as a reporting location.
2. Set up this business as a separate legal employer using the Legal Entities task.
3. In the Manage Legal Entity HCM Information task, set the **Establishment Employer Type** to **Single**.
4. Set the location to be a **Parent Legal Employer** by choosing **Yes**.

Generate a Single EEO-1 File for Multiple Establishment Employers

Your organization has a presence in three states, California, Texas, and New York. You want them combined into a single report with New York as the headquarters. Your organization has one legal employer, and a TRU represents each state.

If employees aren't associated with a TRU, the report process checks to see if they're attached to a reporting establishment. The process uses the TRU for that establishment. Otherwise the reporting process uses the TRU you selected in the **New Hire Report** field.

To configure the New York headquarters TRU:

1. Define New York as a legal employer using the Legal Entities task.
2. Set up New York as a reporting location using **HR Reporting Location** and **HR Reporting Proxy** in the Locations task.
3. Use **Headquarters Establishment** to identify New York as the headquarters establishment in the **EEO and VETS Reporting Rules** section. Use the Manage Legal Reporting Unit HCM Information task.
4. In the Manage Legal Entity HCM Information task:
 - a. Set the **Establishment Employer Type** to **Multiple**.
 - b. Set New York as a **Parent Legal Employer** by clicking **Yes**.
 - c. Select New York as the **Headquarters Establishment**.

To configure the California and Texas TRUs:

1. Set up California and Texas as reporting locations using **HR Reporting Location** and **HR Reporting Proxy** in the Locations task.
2. Set up California and Texas using the Manage Legal Reporting Unit HCM Information task **Federal** tab.
 - a. Set the **Establishment Employer Type** to **Multiple**.
 - b. Select New York as the **Headquarters Establishment**.

When you run the EEO-1 report, New York is listed first in the output file, followed by separate records for locations employing 50 or more persons. In addition, there are separate records for locations employing fewer than 50 persons.

Note: The VETS-4212 report also uses the reporting structure defined by these fields.

Generate Multiple EEO-1 Files for Multiple Establishment Employers

Your organization includes a campus of four separate buildings (A, B, C, and D) with a fifth building (E) some blocks away. You consider all five locations to be separate legal entities and want them to appear in separate EEO-1 reports. You can configure each building as a separate legal employer and run the report for each legal employer.

To configure a business with more than one location to create a separate EEO-1 report for each location:

1. Using the Legal Entities task, create separate legal employers for each location.
2. Use **HR Reporting Location** and **HR Reporting Proxy** in the Locations task to set up each location as a reporting location.
3. Use **Headquarters Establishment** in the Manage Legal Reporting Unit HCM Information task to identify Building A as the headquarters establishment.
4. In the Manage Legal Entity HCM Information task for each legal employer:
 - a. Set **Establishment Employer Type** to **Multiple**.
 - b. Set **Parent Legal Employer** to **Yes**.

Note: The VETS-4212 report also uses the reporting structure defined by these fields.

Related Topics

- [Equal Employment Opportunity Reporting](#)
- [Run EEO-1 Establishment Electronic Report](#)

How can I identify employees as corporate officers?

Use **Corporate Officer** in the Reporting Information Calculation card to identify your corporate officers.

Most states require **Yes** or **No** values for this field. However, Washington DC allows other values. If you use a different value for any state other than Washington DC, ADP interprets the value as **No**.

Related Topics

- [Reporting Information Card for the US](#)

How can I identify my headquarters for VETS and EEO reporting?

To identify the headquarters for a legal employer, use **Parent Company** in the **Federal** section on the **Legal Employer** tab of the Manage Legal Reporting Unit HCM Information task.

To override this value for specific tax reporting units:

1. Start the Manage Legal Reporting Unit HCM Information task.
2. Select **Legal Employer**.
3. Click **Federal**.
4. In **EEO and VETS Reporting Rules**, select a headquarters establishment.

Note: To be eligible to be a headquarters, you must have designated the location as an HR reporting location. To designate the reporting location, use the **United States EEO and Veteran Reporting Information** section of the Locations task.

Related Topics

- [Veterans' Employment and Training Service Reporting: Explained](#)
- [Employer Configuration for VETS Reporting: Examples](#)
- [How can I report multiple VETS establishments when they have the same unit number](#)
- [How can I set my organization's establishment type for VETS reporting?](#)

How do I identify employer organizations in the US?

Use **New Hire Reporting Rules** in the Manage Legal Entity HCM Information task. Access this task from **My Client Groups > Workforce Structures**.

Associate a default tax reporting unit (TRU) to a legal employer. HR reports such as EEO and VETS then uptake the TRU's registration details, such as:

- Employer federal employer identification number
- Registered name
- Contacts

How do I report multiple EEO-1 establishments when they have the same unit number?

Use the Locations task from your implementation project to establish an HR reporting relationship between the locations.

Define locations as an HR reporting establishment or associated with an HR reporting establishment. To define locations, use the fields in **United States EEO and Veteran Reporting Information**.

How do I set the location of work-at-home employees for EEO-1 reporting?

The EEO-1 report uses the location you set at the assignment level for work-at-home employees.

Use the Locations task to set the location.

Overview of Equal Employment Opportunity Reporting

The US Equal Employment Opportunity (EEO) Commission's EEO-1 Joint Reporting Committee requires that federal contractors and subcontractors and private employers report all employees.

As an employer, you must file the annual Employer Information Report EEO-1 (Standard Form 100) with the EEO-1 Joint Reporting Committee no later than September 30. Use employment numbers from any pay period in July through September of the reporting year.

This topic covers the following subjects.

- EEO-1 Establishment Electronic Report flow
- Report eligibility and schedule
- Single and multiple establishments
- Reporting locations and reporting proxies
- Locations representing multiple federal EINs
- Headquarters establishment, parent company name, and company number
- Parent and child legal employers
- Reporting establishments
- Employee configuration

EEO-1 Flow

To generate the EEO-1 report:

1. From **My Client Lists**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group.
4. Search for and select **EEO-1 Establishment Electronic Report**.

Eligibility and Schedule

If you're a nonexempt federal contractor or subcontractor, with contracts of \$50,000 or more, you must generate and submit this report. You must also file an EEO-1 report if you're a private employer with 100 or more employees, excluding:

- State and local governments
- Primary and secondary school systems
- Institutions of higher education
- Indian tribes
- Tax-exempt private membership clubs other than labor organizations

Only those establishments located in the District of Columbia and the 50 states are required to submit an EEO-1 report.

Single and Multiple Establishments

The EEO-1 report categorizes your organization's employment info based on the number of reporting locations you have. Each location represents the physical plant, office, job site, or work center that the employees are assigned to. A location address and unit number identify each location.

You define a legal employer as a single or multiple-establishment employer through **Establishment Employer Type**. Use the Manage Legal Entity HCM Information task to set this at the legal employer level. The value you set applies to all subordinate tax reporting units (TRUs). You can override this value for individual TRUs through the same field on the Manage Legal Reporting Unit HCM Information task.

| Field name | What it does |
|------------------------|--|
| Single Establishment | <p>An organization that has employees working at only one location is considered a single establishment and is required to file as a single establishment employer.</p> <p>You can configure your organization so that multiple physical locations close to each other can be considered a single establishment. For example, when you have multiple buildings on a single campus. To do this, use the Locations task to configure an HR reporting proxy.</p> <p>The electronic file includes a single record type for that location (Status Code 1).</p> |
| Multiple Establishment | <p>If your organization has employees working in multiple reporting locations, you're required to file as a multiple establishment.</p> <p>The electronic file includes the following record types.</p> <ul style="list-style-type: none"> Consolidated Report (Status Code 2) <p>Includes all employees in the 50 states and the District of Columbia, including employees working at establishments employing fewer than 50 employees.</p> Headquarters Report (Status Code 3) <p>Includes only those employees working in the main office location of the parent company. Identify the headquarters with Headquarters Establishment in the EEO and VETS Reporting Rules section of the Manage Legal Reporting Unit HCM Information task.</p> Establishment Reports (Status Code 4) <p>Includes establishments employing 50 or more employees.</p> Establishment Reports (Status Code 8) <p>Includes establishments employing fewer than 50 employees.</p> Establishment Reports (Status 9 Code) <p>Includes establishments that are being reported for the first time (never assigned a unit number) and have 50 or more employees.</p> |

Reporting Locations and Reporting Proxies

US HR reports such as EEO-1 and VETS-4212 use **HR Reporting Location** to group HR locations. Each location represents the physical plant, office, job site, or work center that the employees are assigned to. You identify them by the location address.

Use a proxy to group reporting locations if you want the headcount of multiple physical locations to be included as a single report entry.

In the Locations task, set the following in the **United States EEO and Veteran Reporting Info** section.

| Field name | What this is |
|-----------------------|--|
| HR Reporting Location | Set to Yes to use this location as a reporting location for your HR reports. When set to No , assign the reporting location to a reporting proxy. |
| HR Reporting Proxy | If you set HR Reporting Location to No , this field automatically populates with a list of HR reporting locations. Select a location reporting proxy from the list of HR reporting location names. The location's headcount is included in the selected proxy location's report. |

| Field name | What this is |
|------------|--------------|
| | |

Headquarters Establishment, Parent Company Name, and Company Number

You can define a variety of HR-related identifiers to aid you in properly configuring your organization for US HR reporting.

| Field name | What this is |
|----------------------------|---|
| Headquarters Establishment | <p>Identifies the headquarters location of your tax reporting unit (TRU). Select the headquarters from the list of HR reporting locations.</p> <p>You set this value in EEO and VETS Reporting Rules in the Manage Legal Reporting Unit HCM Information task.</p> |
| Parent Company | <p>The EEO and VETS reports use this field to identify the parent company headquarters.</p> <p>To identify the parent company of the legal employer, use the Manage Legal Entity HCM Information task. This value automatically applies to all subordinate TRUs.</p> <p>To identify the parent company of the TRU, use the Manage Legal Reporting Unit HCM Information task. This value overrides any value set at the legal employer level. If there's not a value in this field, then the report uses the TRU federal employer identification number (EIN) name as the parent company name.</p> |
| Company Number | <p>The EEO report uses this unique company identifier assigned by the Equal Employment Opportunity Commission (EEOC) to identify the company.</p> <p>Note: The EEOC previously assigned the Company Number (CO=XXXXXX-X) to the headquarters establishment.</p> <p>You set this value in EEO Reporting Information in the Manage Legal Reporting Unit HCM Information task.</p> |

Locations Representing Multiple Federal EINs

The EEO report process organizes employees based on the work location of their primary assignment. So employees in different payroll statutory units or TRUs (and therefore different federal EINs) are grouped together if they have the same work location.

Parent and Child Legal Employers

Parent legal employers represent themselves and all assigned child legal employers in the HR reports. The EEO-1 and VETS-4212 report processes use **Parent Legal Employer** and **Proxy Legal Employer** to group legal employers for reporting. Group legal employers if you want the child legal employer headcount to be included in the parent legal employer's report.

| Field name | What this is |
|-----------------------|--|
| Parent Legal Employer | <p>Set to Yes to designate the legal employer is a parent. If you set this to No, the legal employer is a child. Assign it to a parent proxy.</p> <p>CAUTION: Although the default value displays as Yes, the report processes don't automatically use this value. You must explicitly select either Yes or No while in Correction mode.</p> |
| Proxy Legal Employer | <p>If you set Parent Legal Employer to No, this field automatically populates with a list of parent legal employers. Select a parent legal employer from the list. The legal employer's headcount is included in the selected parent legal employer's report.</p> |

Define a legal employer as a parent or child through the Manage Legal Entity HCM Information task. If you identify more than one legal employer as a parent legal employer, you must generate a separate EEO-1 and VETS-4212 report for each one.

Reporting Establishments

A reporting establishment is an organization used for HR statutory reporting.

Identify your legislative reporting units (LRU) as reporting units based on your license type.

| License | Reporting Establishment |
|------------|---|
| Nonpayroll | <p>If you have multiple LRUs, selection is required for each.</p> <p>If you have a single LRU, selection is optional, but you must associate the TRU to a legal employer at the legal entity level. Use TRU for the New Hire Report in the Manage Legal Entity HCM Information task.</p> |

To identify an LRU as a reporting establishment when you define it, use the Manage Legal Reporting Unit HCM Information task. To identify an existing TRU as a reporting establishment, use the Reporting Establishments task.

Employee Configuration

To be eligible for EEO reporting, an employee must have the following settings.

| Requirement | What you need |
|-------------|--|
| Person type | Must be of the Employee type and an active employee between the report start and end dates. |
| Assignment | <p>Must have an active assignment.</p> <p>In the case of multiple assignments, the report uses the primary assignment (where the employee presumably spends most of the time).</p> |
| Location | Attached to an active location. |

| Requirement | What you need |
|------------------------|--|
| | The report process uses the employee's work location as the location of their TRU. |
| Employment category | Have an employment category defined. |
| Ethnicity | Have ethnicity data defined |
| Job category | <p>Have one of the following job categories (as of the report end date).</p> <ul style="list-style-type: none"> • Executive or senior level officials and managers • First or middle level officials and managers • Professionals • Technicians • Sales workers • Administrative support workers • Craft workers • Operatives • Laborers and helpers • Service workers <p>Use EEO-1 Category in the Job Details task to associate each employee's job to a Job category. You can exclude an employment category from the LE or TRU level using Exclude Assignment Category.</p> <p>Ensure you have assigned each employee to a Job category appropriate to their current job duties. Don't report them in the job in which they might have trained, if that's different. For example, an employee trained as an accountant, that's working as a bookkeeper, must be reported in the Administrative Support job category.</p> <p>Ensure you have assigned each employee to an actual major job activity. It must be according to the EEO-1 definition and not by company job title.</p> |
| Work-at-home employees | <p>For work-at-home employees, the EEO-1 report uses their work location as set at the assignment level. To include this type of employee on the EEO-1 report, populate the location field with one of the following on the employee's assignment.</p> <ul style="list-style-type: none"> • Location where they were hired • Headquarters location • Manager's location |

Related Topics

- [Examples of Employer Configuration for Equal Employment Opportunity Reporting](#)
- [How can I identify my headquarters for VETS and EEO reporting](#)
- [How do I report multiple EEO-1 establishments when they have the same unit number](#)
- [EEO-1 Establishment Electronic Report](#)

Summary of EEO-1 Establishment Electronic Report

The Employer Information Report EEO-1 (EEO-1 Report) is a federally-mandated annual compliance report for employers with more than 100 employees. It provides employment data categorized by race, gender, and predefined job categories.

This process produces an output file suitable for electronic submission to the EEO-1 Joint Reporting Committee.

Frequently Asked Questions

The following table lists frequently asked questions about this report.

| What you want to do | How you do it |
|---|--|
| How do I find this report? | <ol style="list-style-type: none"> 1. From My Client Groups, click Payroll. 2. Click Submit a Flow. 3. Enter your US legislative data group (LDG). 4. Search for and select EEO-1 Establishment Electronic Report. |
| Who uses this report? | <p>Human Resource Analyst</p> <p>Human Resource Manager</p> <p>Human Resource Specialist</p> <p>Human Resources VP</p> |
| When do I use this report? | You must file EEO-1 Report with the EEO-1 Joint Reporting Committee not later than September 30. It must use employment numbers from any pay period in July through September of the reporting year. |
| How do I share this report? | <ul style="list-style-type: none"> • Add to briefing book • Schedule an agent to run the report |
| What tool do I use to edit this report? | Oracle Business Intelligence Publisher |

Related Topics

- [EEO-1 Establishment Electronic Report](#)
- [How You Create and Edit Reports](#)

Human Resources

Are employees eligible for overtime if they aren't assigned a job?

Employees that don't have a job identified for their assignment are considered to have "exempt" status and aren't eligible for overtime (unless the employer elects to pay overtime).

If the employer pays overtime for exempt employees, there would be no FLSA premium rate calculation.

Configure Employee Disabilities for the US

Before you assign disabilities to employees, you must define the specific disability types and statuses required for your organization's business needs.

Use the **Manage Common Lookups** task to set the valid entries for these lookups.

| Lookup | Field |
|---------------------|--------------------------------|
| HRX_US_ADA_TYPE | Type |
| HRX_US_ADA_STATUSES | Requested Accommodation Status |

Note: When using the Person task, you select these values using **Type** and **Requested Accommodation Status** in the **Legislative Information** region on the **Disabilities** tab.

Global Human Resources also provides additional person disability lookups you can enable. For further info, see Person Lookups in the Help Center.

Related Topics

- [Person Lookups](#)

Configure Workforce Structures for the US

You set up your workforce structures after you have finished setting up your organization structures.

You use workforce structures to:

- Define additional partitioning of the workers within the organization, including divisions, departments, locations, and reporting establishments
- Assign roles to workers within the organization, including grades, jobs, and positions

- Set up actions and reasons that apply to the work relationship cycle of workers and retirees

There are no predefined workforce structures. Your Implementation Team is responsible for defining all the workforce structures that apply to your enterprise. That means some workforce structures don't apply to every enterprise.

Workforce structure configuration includes:

| What you can do | How you do it |
|---|---|
| Create and manage locations | Use the Locations task. Be sure to enter all the info you need for HR and payroll reporting. |
| Define departments | Use the Departments task from your implementation project. |
| Define grades | Use the Grades task from your implementation project. |
| Define jobs | Use the Jobs task from your implementation project. Be sure to enter all the info you need for HR and payroll reporting. |
| Upload workforce structures using a spreadsheet | Rather than define locations, grades, or jobs manually, you can upload them from a spreadsheet. |

For further info, see the following sections.

Create and Manage Locations

All of your workers must have a work location, including the ones with work-at-home status.

Note: This includes retirees, even though they're not active workers. You assign them a work location to identify the location from which they retired. If you haven't tracked this info, define a generic location to assign to them.

To create locations:

1. Start the Locations task.
2. Click **Create**.
3. Enter an effective start date.

When editing the location record, use **Correct** to make the changes effective to the start of the existing record. Otherwise use **Update**.

4. Define the required fields in the following sections.
 - Basic Details
 - Location Information
 - Main Address

5. In **United States Multiple Worksite Reporting Information**, define the following.

These values are shared by all HR reports.

| Column | What you enter |
|--|--|
| Tax Reporting Unit | Tax reporting unit (TRU) you are generating the report for. |
| Unit Number Unit Name | Enter the unique unit number and name for this TRU. Note: Leave these values blank if this TRU wasn't included in last year's EEO-1 report. |
| D-U-N-S Number | TRU's 9-digit business identifier assigned by Dun & Bradstreet. |
| NAICS Number | TRU's 6-digit North American Industry Classification System (NAICS) code. Federal statistical agencies use this number in classifying business establishments. |
| Main Activities, Line 1 Main Activities, Line 2 | Describe your establishment's primary business activity, the products or services provided, and so on. |
| Included Last year in EEO-1 Report | Select either Yes or No . |
| Included Last Year in CA Pay Data Report | Select either Yes or No . |

6. In **United States Veteran Reporting Information**, define the following.

| Field name | What you enter |
|-----------------------------|---|
| Hiring Location Number | Hiring location number for VETS reporting. |
| Maximum Number of Employees | Greatest number of employees currently hired during the 12-month period covered by this report. You can enter a maximum of 8 digits. |
| Minimum Number of Employees | Fewest number of employees currently hired during the 12-month reporting period. You can enter a maximum of 8 digits. |

| Field name | What you enter |
|------------|----------------|
| | |

Note: The VETS-4212 Establishment Electronic Report flow uses the values you enter in the **Maximum** and **Minimum Number of Employees** fields for employee counts. If you leave these fields blank, the process derives the employee counts based on the reporting period start and end dates.

7. In **United States EEO-1 Reporting Information**, define the following.

| Field name | What you enter |
|----------------------------|--|
| Headquarters Establishment | Select Yes to identify this location as your headquarters for EEO and VETS reporting. |

8. In **United States Unemployment Reporting Information**, define the following.

| Field name | What you enter |
|----------------------|---|
| Employer Unit Number | <p>For New Mexico, Massachusetts, Minnesota, Iowa, and Michigan, enter a 3, 4, or 5-digit number, depending on the state.</p> <p>For Indiana, enter a 3-digit code if:</p> <ul style="list-style-type: none"> ○ You are assigned a single enterprise filing status by the Indiana Department of Workforce Security ○ You elected to report multiple locations with the Department of Workforce Security |

9. For locations in Pennsylvania, in **Pennsylvania Work Location PSD Information**, provide the Political Subdivision code (PSD) for the work location.

Every employee assigned to this location inherits this value defaults in **Work PSD Code** of their Residency Certificate.

10. Don't enter a value in **Non-Resident EIT Rate for Pennsylvania Work Location**. This field isn't used for tax calculation.
11. In **United States EEO and Veteran Reporting Information**, identify the HR reporting locations.

A location is identified as a reporting location when you set **HR Reporting Location** to **Yes**.

For example, an employer might have multiple physical locations that are close to each other and are therefore reported as a single HR Reporting Location. To represent this, use this configuration.

| Field name | What you enter |
|-----------------------|--------------------|
| HR Reporting Location | No |
| HR Reporting Proxy | Reporting location |

12. Click **Submit**.

Note: When you change a location's address, the Sync Calculation Card process doesn't apply that change to any employees already assigned to the location. You must make the applicable updates to the employees' records manually.

Define Departments

To create departments:

1. Start the Departments task from your implementation project.
2. Click **Create**.
3. Define the info required for this department.
4. Click **Next** to provide additional department details.
5. Click **Next**.
6. Review your data, and click **Submit**.

Define Grades

To create grades:

1. Start the Grades task from your implementation project.
2. Click **Create**.
3. Define the info required for this grade.
4. Click **Next**, and define the order of progression between grades.
5. Click **Next**, and define the grade rates.

You can add a rate you have previously defined or create one. Grade rates are optional.

6. Click **Next**.
7. Review your data, and click **Submit**.

Defining Jobs

To create jobs:

1. Start the Jobs task from your implementation project.
2. Click **Create**.
3. Define the info required for this job.
4. Click **Next**, and enter the job details.

This info is used in HR reporting and payroll processing.

5. Enter the following info in **United States Job Information**.

| Field name | What you enter |
|-----------------|---|
| Overtime Status | Select a code to indicate whether this job is exempt or nonexempt according to the Fair Labor Standards Act Status. |
| EEO-1 Category | To report valid job codes for EEO-1 and VETS reporting, select an EEO-1 category to which this job belongs. |

| Field name | What you enter |
|--------------------------------------|---|
| Job Group | Used to store jobs of a similar type together in one group. To further classify the job categories, select the job group to which this job belongs. |
| Standard Occupational Classification | Use to specify this job with a specific SOC code for reporting on the quarterly tax-filing interface. Required for AK, IN, and LA. |

6. Click **Submit**.

Uploading Workforce Structures Using a Spreadsheet

If you have a list of locations, grades, or jobs already defined for your enterprise, you can upload them from a spreadsheet.

To use this option:

- Download a spreadsheet template
- Add your location info to the spreadsheet
- Upload directly to your enterprise configuration

You can upload the spreadsheet multiple times to accommodate revisions.

For further info, see [Upload Workforce Structures Using a Spreadsheet](#) in the Help Center.

Related Topics

- [Departments for the US](#)
- [Grades for the US](#)
- [Jobs for the US](#)
- [Locations for the US](#)
- [Upload Workforce Structures Using a Spreadsheet](#)

Departments for the US

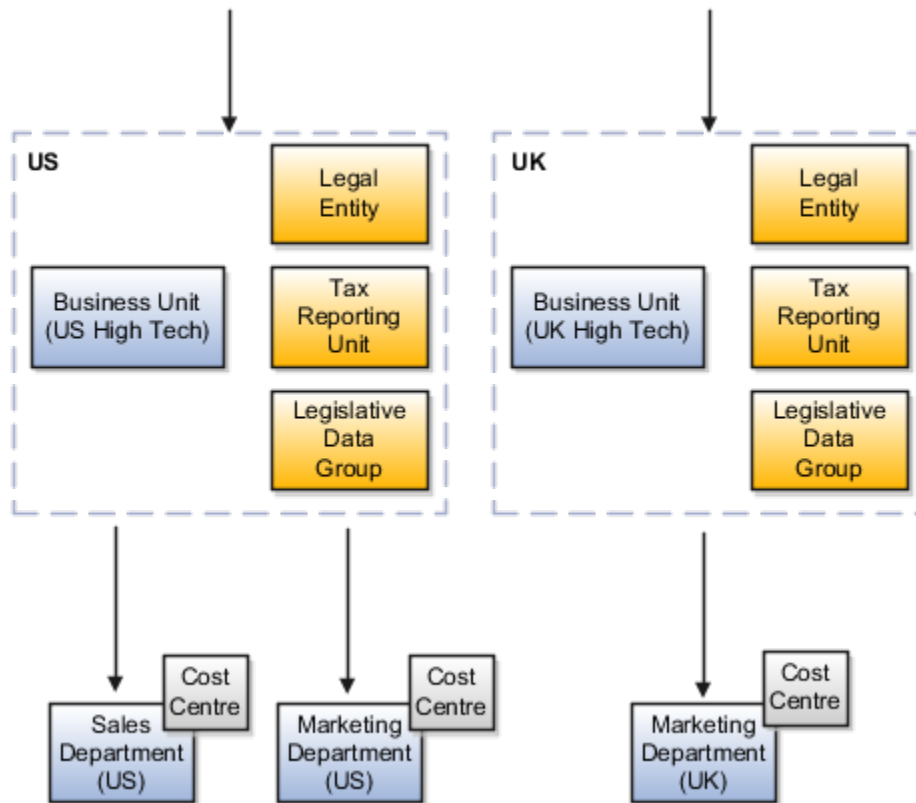
A department is a division of a business enterprise dealing with a particular area or activity to which you can assign workers. Departments are organizations with one or more operational objectives or responsibilities that exist independently of their manager.

For example, sales, research and development, and Human Resources.

No data is required or captured at this level. However, Implementation Teams can create a department structure for an enterprise in the organizational structure setup phase of the project.

Here's an example of departments and cost centers.

This figure illustrates how departments belong to legal entities within a multinational enterprise structure.



Departments and Cost Centers

You track a department's financial performance through one or more cost centers.

A cost center represents the smallest segment of an organization for which you allocate and report on costs. The manager of a department is typically responsible for cost control by meeting a budget. They might be responsible for the assets used by the department.

Tracking Headcount

You can report and keep track of headcount by creating a department hierarchy using Oracle Fusion Trees.

Related Topics

- [Configure Workforce Structures for the US](#)
- [Upload Workforce Structures Using a Spreadsheet](#)

Enable MSRRA for Military Spouses

Full Military Spouses Residency Relief Act (MSRRA) support is available for workers married to active duty military personnel.

Workers who are accompanying their military spouses on deployment to a new state can work in the new state while continuing to enjoy the tax and voting benefits of their original state of residence.

Scenario

To accomplish this for each eligible worker:

1. Update the appropriate assignment location with a location in the worker's new work state.
2. If you don't have a presence in that state:
 - a. Create a location for it.
 - b. Create a Work Tax Address override for the assignment.

It must represent an address in the employee's original state of residence.

3. As the worker is moving to a new state but retaining residency in their original state, leave their Home Address unchanged.

However, you must create a Mailing Address to represent the employee's residence in the new state.

Examples of Person Records for the US

You create a person record when you:

- Hire a worker
- Rehire an employee
- On-board a retiree
- Transition an employee to retiree
- Add the contact of another person

Person records are global, independent of legal employers, and created once only for any person.

Note:

- When the person leaves the enterprise, you terminate the person's work relationships.
- If the person later rejoins the enterprise, you create a new work relationship.

The person record continues to exist, even if:

- a. The person has no current work relationships in the enterprise.
 - b. They have no current contact relationships with other workers.
- When you add a person, if you click any of the fields in the Managers section, specify a value for the required fields. Otherwise, you won't be able to proceed with the transaction.

How You Hire a Worker

The New Hire process is the first task in the workforce lifecycle.

Note: Before you can hire an employee, you must have already defined all available business units, jobs, grades, departments, locations, overtime periods, and other payroll values must have been previously defined. The business unit you select determines which job, grades, and department you can select.

There are several person types you can onboard.

| Person type | What task you use |
|-------------------|-------------------------|
| Employee | Hire an Employee |
| Contingent Worker | Add a Contingent Worker |
| Nonworker | Add a Nonworker |
| Pending Worker | Add a Pending Worker |

For example, to hire an employee:

1. From **My Client Groups** quick actions, click **Hire an Employee**.
2. On **Identification**, provide the required info in **Basic Details**.
3. Provide the required info in **Personal Details**.
 - Note:** **Date of Birth** isn't required for HR implementations. However, you can't assign a payroll to a worker if you don't provide a date of birth.
4. In **National Identifiers**, click **Add Row** to enter the Social Security number.
5. Click **Next**.
6. On **Person Information**, provide an address that conforms to the predefined address format in **Home Address**. Enter the ZIP Code first to automatically populate the city, county, and state.
 - Note:** All employees you plan to attach to a payroll must have a home address throughout their period of employment. You can't delete or end-date the home address of a person who has been assigned to a payroll. To add another address to your employee's record, such as a mailing address, do so after completing the hiring process. On the Manage Person page, click **Add** next to **Addresses**. By doing this, you can add additional Mailing Address and Resident Tax Address types. You can't add multiple addresses for a given address type on a given effective date.
7. Specify any of the following optional info.
 - o Phone and email
 - o Marital status
 - o Ethnicity and race
 - o Veteran self identification
 - o Citizenship and Visa information
 - o Emergency contacts

Some of these fields are required for HR reporting, such as EEO and VETS.

8. Click **Next**.
9. On **Employment Information**, enter the following.
 - o Work relationship
 - o Payroll relationship
 - o Assignment
 - o Job
 - o Manager
 - o Payroll
 - o Salary details
10. Use **Payroll Details** to associate a TRU and payroll with the employee.

If you opt not to, this employee won't automatically receive a Tax Withholding card, including the Federal W-4. You must create it manually.

For further info, see Tax Withholding Card in the Help Center.

11. For nonpayroll implementations, attach the person to a reporting establishment.

For EEO reporting, persons without a reporting establishment are associated with a default TRU. The EEO-1 report process uses **TRU for the New Hire Report** in the Manage Legal Entity HCM Information task.

Assigning the employee to a reporting establishment isn't required for payroll implementations.

12. Click **Submit**.

When You Rehire an Employee

When you rehire an employee:

1. Because your enterprise previously employed the person, they already have a person record.
2. When you attempt to hire them, the task finds their existing person record.
3. When you confirm that the existing record is theirs, you continue the rehire process by creating an employee work relationship with their new legal employer.

When You On-Board a Retiree

To add a retiree to your organization as a new person record:

1. Select **New Person** in Workforce Management.
2. Select **Add a Nonworker**.
3. On **Identification**, provide the required info in **Basic Details**.

| Field name | What you enter |
|----------------|-------------------------|
| Start Date | Date the person retired |
| Action | Add Non-Worker |
| Nonworker Type | Retiree |

| Field name | What you enter |
|------------|----------------|
| | |

4. Provide the required info in **Personal Details**.

Note: **Date of Birth** isn't required for HR implementations. However, you can't assign a payroll to a worker if you don't provide a date of birth.

5. Use **National Identifiers** to enter one of the following.

- o Social Security Number (SSN)
- o Individual Taxpayer Identification Number (ITIN)
Used for individuals who have a US taxpayer ID but aren't eligible to obtain an SSN.
- o Taxpayer Identification Number (TIN)

Also known as an Employer Identification Number (EIN). Use this when the payments and Form 1099-R go to a nonperson entity, such as an estate.

6. Click **Next**.

7. On **Person Information**, provide an address that conforms to the predefined address format in **Home Address**.

All retirees you attach to a payroll must have a home address throughout their period of paid retirement. You can't delete or end-date the home address of a person who has been assigned to a payroll. When you enter a new address for a retiree, the task automatically end-dates the old address record for you.

Enter the ZIP Code first to automatically populate the city, county, and state.

Note: To add another address to your employee's record, such as a mailing address, do so after completing the on-boarding process. On the Manage Person page, click **Add** next to **Addresses**. By doing this, you can add additional Mailing Address and Resident Tax Address types. You can't add multiple addresses for a given address type on a given effective date.

8. Specify any of the following optional information.

- o Phone Details
- o Email Details
- o Info in **Legislative Information**
 - Marital status
 - Education level
 - Ethnicity and race
 - Veteran self identification

Note: Ethnicity and Veteran fields are required for EEO and VETS reporting.

- o Citizenship and Visa Information
- o Emergency Contacts

9. Click **Next**.

10. On **Employment Information**, provide the necessary assignment details.

An assignment is required for the retiree to be included in payroll processing and receive payments.

Required fields are:

| Field name | What you enter |
|-------------------|---------------------------|
| Business Unit | |
| Person Type | Retiree |
| Assignment Status | Active - Payroll Eligible |
| Location | |
| Work-at-Home | Yes |

Note: Use **Payroll Details** to associate a TRU and payroll with the retiree. If you opt not to, this retiree wouldn't automatically receive a Tax Withholding Card, and you would have to create it manually. For further info, see the Manual Tax Withholding Card Creation section.

11. Use **Payroll Details** to associate a TRU and payroll with the employee. If you opt not to, this employee wouldn't automatically receive a Tax Withholding card, and you would have to create it manually. For further info, see Tax Withholding Card in the Help Center.
12. Click **Next**.
13. On **Compensation and Other Information**, provide the salary basis and salary amount if your retiree is eligible for periodic payments.
14. Click **Next**.
15. Review your entered data, and click **Submit**.

How You Transition an Employee to Retiree

To transition an existing employee into retiree status:

1. Terminate the employee record.
2. In **My Client Groups** quick links, click **Add a Nonworker**.
3. On **Identification**, provide the required info in **Basic Details**, including the following.

| Field Name | Value |
|----------------|-------------------------|
| Start Date | Date the person retired |
| Action | Add Non-Worker |
| Nonworker Type | Retiree |

| Field Name | Value |
|------------|-------|
| | |

4. Provide the required info in **Personal Details**.

Note: **Date of Birth** isn't required for HR implementations. You can't assign a payroll to a worker if you don't enter a date of birth.

5. Use **National Identifiers** to enter one of the following.

- o SSN
- o ITIN
Typically used by individuals who have a US taxpayer ID but aren't eligible to obtain an SSN.
- o TIN
Use this when the payments and Form 1099-R go to a nonperson entity, such as an estate.

6. Click **Next**.

This returns a warning message that a matching person record already exists.

7. Click **Select Person**.

8. Select **Yes** on the resulting warning message.

The person's prior personal info automatically populates.

9. Add or update this info as needed.

10. Click **Next**.

11. On **Employment Information**, provide the necessary assignment details.

An assignment is required for the retiree to be included in payroll processing and receive payments.

Required fields are:

| Field Name | Value |
|-------------------|---------------------------|
| Business Unit | |
| Person Type | Retiree |
| Assignment Status | Active - Payroll Eligible |
| Location | |
| Work-at-Home | Yes |

Note: The Tax Withholding for Pensions and Annuities card doesn't automatically establish a TRU association.

12. Click **Next**.
13. On **Compensation and Other Information**, provide the salary basis and salary amount if your retiree is eligible for periodic payments.
14. Click **Next**.
15. Review your entered data, and click **Submit**.
16. Start the Calculation Cards task, and open the person's Tax Withholding for Pensions and Annuities card for editing.
17. Create the appropriate tax card TRU association.

When You Add the Contact of Another Person

In this example, Mary Wood starts her employment with the enterprise tomorrow.

- Mary has never been an employee, contingent worker, or nonworker in any legal employer in the enterprise.
- Mary is married to Joe Wood, who's a contingent worker elsewhere in the enterprise.
- Joe has identified Mary as an emergency contact; therefore, Mary already has a person record.

When you attempt to hire Mary, if there is enough info in her contact record to identify her, the application finds her existing person record.

You continue the hiring process by creating an employee work relationship with the new legal employer. Otherwise, the hiring process creates both a person record and a work relationship for Mary.

Related Topics

- [Tax Withholding Card](#)

Grades for the US

Grades define the relative rank, level, or status of your workers. They are one of the key building blocks you use for managing compensation.

Use the Grades task to create grades that record the level of compensation for workers. You can:

- Create grades for multiple pay components, such as salary, bonus, and overtime rates
- Define one or more grades that are applicable for jobs and positions

This list of valid grades, combined with the settings for two profile options, enables you to restrict the grades that can be selected when you set up assignments for a worker.

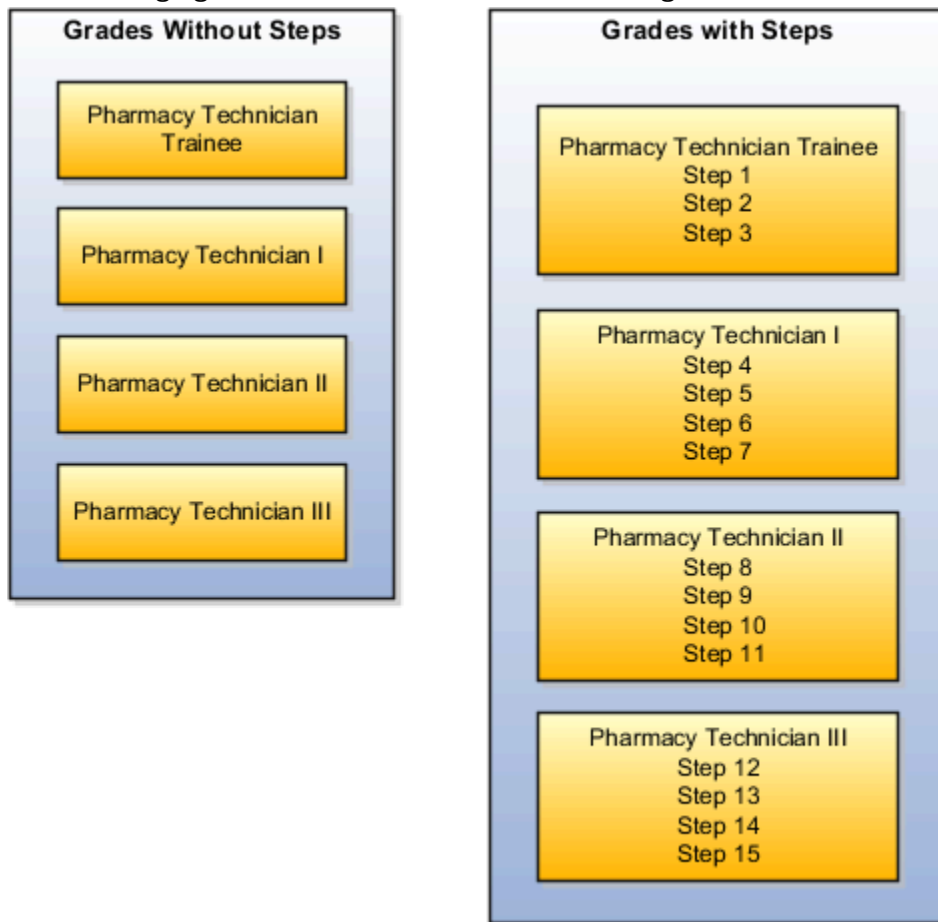
Grades and Sets

You assign each grade to a set. If you assign a grade to the common set, then the grade is available for use in all business units. To limit a grade to a single business unit, assign it to a set that's specific to that business unit.

Grade Steps

Grade steps are distinct increments of progression within a grade. You can set up grades with or without grade steps.

The following figure illustrates the difference between grades with and without steps.



Grade Rates

Grade rate values are the compensation amounts associated with each grade. Use them to define pay values for grades in your legislative data group.

You can set up rates at the same time that you create grades or set them up independently from grades. For grades with steps, you set up the step rates when you include them in a grade ladder. Grade rates are optional.

Grade Ladders

You can combine grades into grade ladders to group your grades or grades with steps in the sequence in which your workers typically progress. For example, you might create three grade ladders for your enterprise: one for technical grades, another for management grades, and a third for administrative grades.

Related Topics

- [Configure Workforce Structures for the US](#)
- [Examples of Grades, Grade Rates, and Grade Ladders](#)
- [Grade Ladders](#)
- [Grade Rates](#)
- [How Grades and Grade Rates Work with Jobs, Positions, Assignments, Compensation, and Payroll](#)

Grant Self-Service Access to Terminated Employees for the US

Allowing terminated employees to access Oracle Applications Cloud involves these steps.

- Create the Ex-Worker role.
- Add the appropriate function security, aggregate, and child privileges to it.
- Provision the role to your former workers.

Create the Role

To allow terminated employees to access Oracle Applications Cloud, create this role.

| Role name | Role code |
|-----------|-------------------|
| Ex-Worker | ORA_PER_EX-WORKER |

Add Privileges

For the privileges you want to provide, add these function security, aggregate, and child privileges to the new Ex-Worker role. Use the Employee Role as a reference for what you would like to add.

Here are some examples.

Function Security Privileges

| Function security privilege name and code | Parent role name and code |
|---|--------------------------------|
| Access FUSE Personal Information Page PER_FUSE_PERSONAL_INFORMATION_PRIV | Ex-Worker ORA_PER_EX-WORKER |
| Access HCM Common Components HRC_ACCESS_HCM_COMMON+COMPONENTS_PRIV | Ex-Worker ORA_PER_EX-WORKER |

Aggregate Privileges

| Aggregate privilege name and code | Parent role name and code |
|---|--------------------------------|
| View Person Address ORA_PER_VIEW_PERSON_ADDRESS_DUTY | Ex-Worker ORA_PER_EX-WORKER |

| Aggregate privilege name and code | Parent role name and code |
|---|--------------------------------|
| Person Communication Methods Management ORA_PER_PERSON_COMMUNICATION_METHODS_MANAGEMENT_DUTY | Ex-Worker ORA_PER_EX-WORKER |
| View Portrait Personal Information Card ORA_PORTRAIT_PERSONAL_AND_EMPLOYMENT_DUTY | Ex-Worker ORA_PER_EX-WORKER |
| Manage Person Documentation by Worker ORA_PER_WORKER_DOCUMENT_MANAGEMENT_DUTY | Ex-Worker ORA_PER_EX-WORKER |
| Manage Person Name ORA_PER_PERSON_NAME_MAINTENANCE_DUTY | Ex-Worker ORA_PER_EX-WORKER |
| Manage Personal Payment Method ORA_PAY_PERSONAL_PAY_METHOD_MANAGEMENT_DUTY | Ex-Worker ORA_PER_EX-WORKER |
| View Payslip ORA_PAY_VIEW_PAYSLIP_MANAGEMENT_DUTY | Ex-Worker ORA_PER_EX-WORKER |
| Access Portrait Payslip ORA_PAY_PORTRAIT_PAYSLIP_DUTY | Ex-Worker ORA_PER_EX-WORKER |
| View Worker Payslip ORA_PAY_VIEW_WORKER_PAYSLIP | Ex-Worker ORA_PER_EX-WORKER |
| View Worker Personal Payment Method ORA_PAY_VIEW_THE_WORKER_PPM | Ex-Worker ORA_PER_EX-WORKER |
| Access Portrait Personal Payment Method ORA_PAY_PORTRAIT_PERSONAL_PAYMENT_METHOD_DUTY | Ex-Worker ORA_PER_EX-WORKER |
| View Year-End Documents ORA_PAY_VIEW_YEAR_END_DOCUMENTS | Ex-Worker ORA_PER_EX-WORKER |

| Aggregate privilege name and code | Parent role name and code |
|--|--------------------------------|
| Print Worker Portrait ORA_PER_PORTRAIT_MAINTENANCE_DUTY | Ex-Worker ORA_PER_EX-WORKER |
| Manage Person Document Delivery Preferences ORA_PER_MANAGE_PERSON_DOCUMENT_DELIVERY_PREFERENCES | Ex-Worker ORA_PER_EX-WORKER |

Grant Self-Service Access to Workers

You use employee self-service to update your personal info. In some cases, there is more than one way to update that info.

People of type *Employee* automatically have access to update personal info after they're hired. To enable other person types from updating their personal info, assign the *Employee* role to them.

How can I access my personal info quickly?

From your home page, click **Me**. Select **Personal Information** and then **Personal Details**. On **Personal Details**, select the **i** icon next to your initials in the top left corner.

Choose from the listed categories.

How can I access Self-Service?

To access self-service, from your home page, click **Me**.

Then select either **Personal Information** or **Pay**.

How can I update worker veteran status?

From **My Client Groups**, click **Person**.

1. Search for and select the person.
2. In **Person Information**, click **Edit** next to **Gender and Marital Status** and then **Update**.
3. In **Update Gender and Marital Status**, set an effective start date and click **OK**.
4. Click **View More Details**.
5. Make your changes to their veteran status, and click **OK**.

Job and Position Structures

Job and position structures identify the descriptive flexfield structure that enables you to specify additional attributes that you want to capture when you define jobs and positions.

Job and position attributes provide further detail to make jobs and positions more specific. You also use attributes to define the structure of your jobs and positions. You can specify attributes at the enterprise level for jobs and positions, at the business unit level for positions, and at the reference data set level for jobs. Job and position structures are optional.

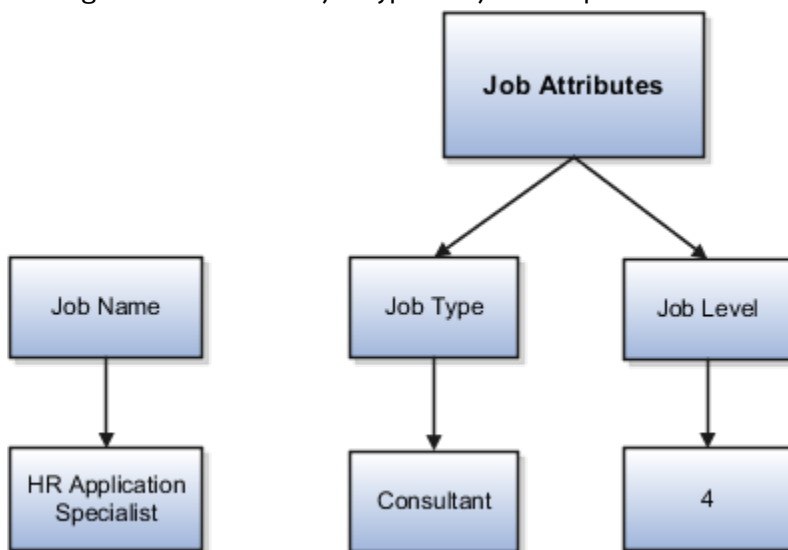
Enterprise-Level Job Attributes

When you define a job, you enter a value for the name of the job. To make job names more specific, set up attributes to identify additional details about the job. This includes the nature of the work that is performed or the relative skill level required. If these attributes apply to all jobs within your enterprise, set up enterprise-level job attributes. Standard capabilities mean that you can use the different segments of the name to:

- Identify common jobs or job holders for analysis or compensation.
- Group records in reports, such as to find all jobs of a specific job type.

Don't use attributes with values that change regularly, for example, salary ranges or expense approval levels that change every year.

This figure illustrates how job type and job level provide further details for the HR Application Specialist job.



Enterprise-Level Position Attributes

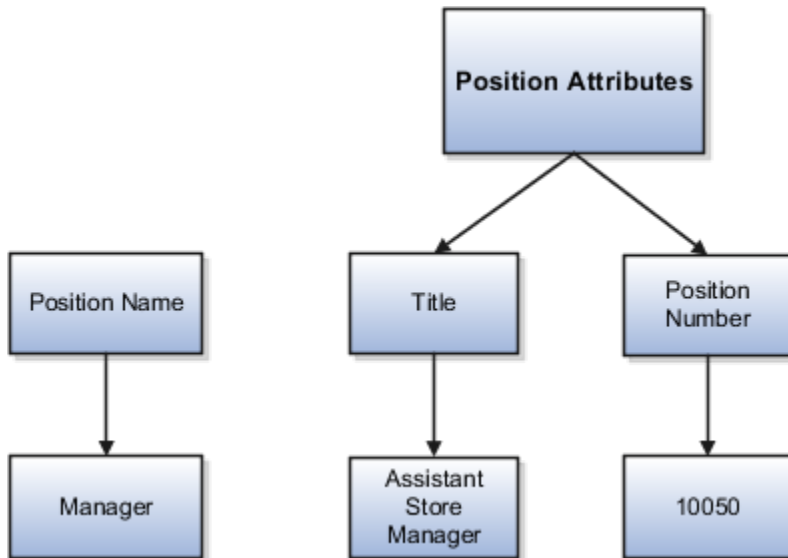
Position attributes at the enterprise level are similar to those for jobs. Each position that you define identifies a specific role in the enterprise, which you can manage independently of the person in the position. A position belongs to one specific department or organization. The name of each position must be unique. To simplify the process of managing unique names for positions, set up enterprise-level attributes to identify separate components of the position name. For example, you can set up an attribute for position title and one for position number. When defining the attributes that make up the structure of a position name, consider whether any of your attributes are part of the definition of

a common job type. Using job types for a position can help you manage common information that applies to many different positions.

For example, you can:

1. Define a job type of Manager.Level 1.
2. Use it for comparison of positions across departments or lines of business or for setting common job requirements.
3. Define multiple manager-type positions in your HR department, each of which has responsibility for a different management function or group.

This figure illustrates how title and position number provide further details for the manager position.



Business Unit-Level Attributes for Positions

If you have information that you want to capture for positions that are specific to each business unit, then you can define attributes at the business unit level for positions. When you create positions, these attributes appear in addition to any enterprise-level attributes. For example, you might want to identify the sales region for all positions in the sales business unit. You can set up a text attribute called Sales Region and use it to enter the necessary information when creating positions for the sales business unit.

Reference Data Set-Level Attributes for Jobs

If you have information for jobs that applies to specific reference data sets, set up attributes for jobs at the reference data set level. When you create jobs, these attributes appear in addition to any enterprise-level attributes. For example, you might want to identify all information technology (IT) jobs within a specific set. You can set up a text attribute called Function and use it to enter IT in jobs that you create that perform an IT function within a specific set.

Jobs for the US

As part of your initial implementation, you specify whether to use:

- Jobs and positions

- Jobs only

If you're in a service industry where flexibility and organizational change are key features, you would typically use jobs without positions.

Use the Jobs task to define jobs for your organization.

Job Details

Details for a job include an effective start date, a job set, a name, and a code. They also include settings for Fair Labor Standards Act compliance and EEO and VETS reporting.

A job code must be unique within a set. Therefore, you can:

- Create a job with the code `DEV01` in the US set.
- Create another job with the same code in the UK set.

However, if you create a job with the code `DEV01` in the Common set, then you can't create a job with the same code in any other set.

Benchmark Info

You can identify a job as being a benchmark job. A benchmark job represents other jobs in reports and salary surveys. You can also select the benchmark for jobs. Benchmark details are for informational purposes only.

Progression Info

A progression job is the next job in a career ladder. Progression jobs enable you to create a hierarchy of jobs. Use them to provide the list of values for **Job** in the Promote Worker and Transfer Worker tasks.

The list of values includes the next three jobs in the progression job hierarchy.

For example, assume that you create a job called Junior Developer and select **Developer** as the progression job. In the Developer job, you select **Senior Developer** as the progression job. When you promote a junior developer, the list of values for the new job includes **Developer** and **Senior Developer**. You can select one of these values, or select another one.

Jobs and Grades

You can assign grades that are valid for each job. If you're using positions, then the grades that you specify for the job become the default grades for the position.

Evaluation Criteria

You can define evaluation criteria for a job, including the evaluation system, a date, and the unit of measure. The Hay system is the predefined evaluation system that's available. An additional value of Custom is included in the list of values for **Evaluation System**, but you must add your own criteria and values for this system.

Related Topics

- [Configure Workforce Structures for the US](#)
- [Considerations for Enforcing Grades at Assignment Level](#)
- [Guidelines for Using Desktop Integrated Excel Workbooks](#)
- [Overtime Status for the US](#)

Locations for the US

A location identifies physical addresses of a workforce structure, such as a department or a job.

They include:

- Where business is conducted, including the physical location of a workforce structure, such as a department or a job
- Workers' physical work locations, including the Pennsylvania Political Subdivision code
- Last work location of a retiree
- Info required for reporting, such as Multiple Worksite Reporting, VETS, and EEO
- Other areas of interest to the business, such as employment agencies, tax authorities, and insurance or benefits carriers

The locations you create exist as separate structures that you can use for reporting purposes. Their rules help determine employee eligibility for various types of compensation and benefits. You enter info about a location only once. Afterwards, when you set up other workforce structures, you select the location from a list.

You create and manage locations using the Locations task from your implementation project.

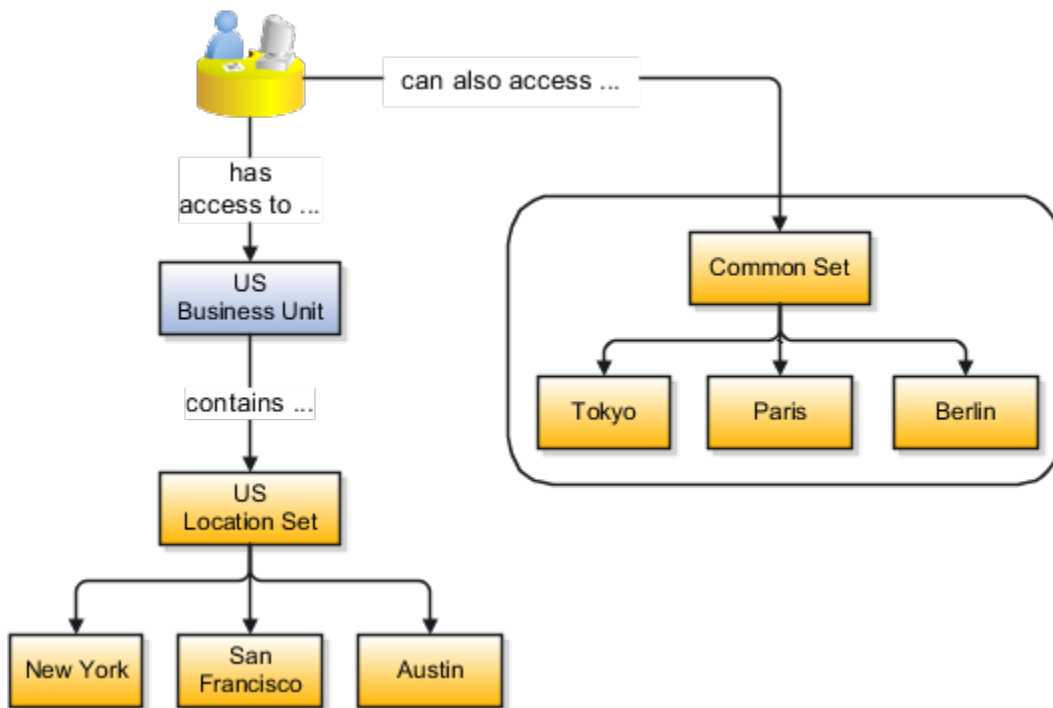
Location Sets

When you create a location, you must associate it with a set. Only those users who have access to the set's business unit can access the location set and other associated workforce structure sets. This includes those that contain departments and jobs.

Note:

- You can also associate the location to the common set so that users across your enterprise can access the location irrespective of their business unit.
- When users search for locations, they can see the locations that they have access to along with the locations in the common set.

Here's how location sets can restrict access to users.



Related Topics

- [Configure Workforce Structures for the US](#)
- [What happens if I inactivate a location?](#)
- [Why can't I see my location in the search results?](#)

Tax Withholding Card for Non-Payroll Extensions

You can still use the Tax Withholding card to maintain your employee federal and state tax withholding info when you are using the non-Payroll extensions.

- Human Resources or None
- Payroll Interface

For these extensions, Oracle provides GBG|Loqate as the default geography provider for address validation. You can use choose a different geography provider, but you must ensure they use a 2-character State-level Geocode equivalent to Vertex's.

Run the Maintain US Geography flow at the time of your implementation. This process:

1. Enables the Tax Withholding Card at the state level.
2. Adds the 2-digit state-level Geocode.

Related Topics

- [Address Style and Address Validation Settings for the US](#)
- [Tax Withholding Card](#)

View and Update Pay Info for the US

Use the pages in **Pay** to view and update your pay info.

From your **Me** page, click **Pay** to view these pages.

- Document Delivery Preferences
- Payslips
- Payment Methods
- Year-End Documents
- Tax Withholding

Document Delivery Preferences

Document Delivery Preferences enables you to access and edit your document delivery preferences. Use this page to access and edit your document delivery preferences.

On this page, from the list of document types, select a document type to set its preferences. Your employer has set which document types you're allowed to view. The following are the common document types.

- W_2
- W_2c
- Payslip
- 1095-C

If you think any are missing, contact your administrator.

Payslips

My Payslips enables you to access your payslips. You can also use **Details** to set how many payslips you want to view.

Payment Methods

Payment Methods enables you to access and edit your payment method details.

Year-End Documents

Year-End Documents enables you to access your year-end documents, such as Forms W-2 and 1095-C. You can also use **Details** to set how many documents you want to view.

Tax Withholding

From this page, you can:

- Access and edit your tax withholding info
- Print the PDF version of your tax form by clicking the federal or state name link

When you click one of these links, the appropriate PDF file generates and you can print it as needed.

View and Update Personal Info for the US

Use the pages in **Personal Information** to view and update your personal info.

From your **Me** page, click **Personal Information** to view these pages.

- Personal Details
- Document Records
- Identification Info
- Contact Info
- Family and Emergency Contacts
- Employment Info
- My Compensation

Personal Details

Personal Details enables you to access and edit your personal details.

To open this page, click **Personal Details**.

You can use these tasks.

| Task | Description |
|------------------|--|
| Name | Add or update your name. |
| Demographic Info | Update your marital status, ethnicity, gender, education, and veteran status info. |
| Disability Info | Add voluntary self-identify for disabilities. |

Document Records

Document Records enables you to access your document records. Your employer configures the document records that are loaded on this page.

Identification Info

Identification Info enables you to access and edit your identification details.

From this page, you can use these tasks.

| Task | Description |
|-------------|--------------------------------------|
| Citizenship | Add or update your citizenship info. |
| Passports | Add or update your passport info. |

| Task | Description |
|-------------------|---|
| Visas and Permits | Add or update your visa or other permit info. |
| Driver's Licenses | Add or update your driver's license info. |

Contact Info

Contact Info enables you to access and edit your contact details.

From this page, you can use these tasks.

| Task | Description |
|---------------|--|
| Communication | Add or update your work phone, home phone, mobile phone, home email, and work email. |
| Address | Add or update your Home, Mailing, or Resident Tax addresses. |

Family and Emergency Contacts

Family and Emergency Contacts enables you to access and update your emergency contact info. This includes the person's name, phone numbers, addresses, and your relationship with the emergency contact person.

Employment Info

From this page, you can view your legal employer, business unit, job, grade, and work location. It's a view-only page.

If you feel corrections are needed, contact your manager.

My Compensation

From this page, you can view you salary compensation details. It's a view-only page.

If you feel corrections are needed, contact your manager.

Workforce Structures for the US

You define workforce structures after you complete the organization structure setup.

Workforce structures:

- Define additional partitioning of the workers within the organization, including divisions, and departments
- Assign roles to workers within the organization, including grades, jobs, and positions
- Set up actions and reasons that apply to the work relationship cycle of workers

Your implementation team is responsible for defining all the workforce structures that apply to the enterprise for which the setup is being done. This includes:

- Locations
- Departments
- Grades
- Jobs

Related Topics

- [Configure Workforce Structures for the US](#)
- [Departments for the US](#)
- [Grades for the US](#)
- [Jobs for the US](#)
- [Locations for the US](#)

Multiple Worksite Report

Can I override the Multiple Worksite Report sort order?

No, you can't change the sort order of the Multiple Worksite Report.

The structure of the output file is mandated by the Department of Labor requirements. It is organized first by state and then by state unemployment insurance account number.

Related Topics

- [Multiple Worksite Report](#)

How do I report for multiple worksites?

Employers with multiple worksites must file quarterly employment and wage reports.

The Bureau of Labor Statistics uses this information to provide analyses of employment throughout the US. Use the Multiple Worksite Electronic Report flow to generate these reports.

Certain industries such as gas and oil exploration, construction, and contract logging are exempted from reporting. Employers with fewer than 10 employees total in their multiple worksite locations are also exempted from filing this report. For further info, see the Bureau of Labor Statistics website.

Related Topics

- [Multiple Worksite Report](#)
- [Quarter-End Processing for the US](#)
- [Quarter-to-Date Archive](#)

Multiple Worksite Report

The Multiple Worksite Report (MWR) collects info about a business establishment's employment and wages, distributed by industry, location, and state. This report is filed with the Bureau of Labor Statistics (BLS) Electronic Data Interchange (EDI) Collection Center.

The report data is used to ensure an equitable distribution of federal funds through grant programs that use county economic indicators as a basis for allocations.

This process produces an output file suitable for electronic submission to the EDI Collection Center.

Frequently Asked Questions

The following table lists frequently asked questions about this report.

| Question | Answer |
|--|--|
| How do I find this report? | <ol style="list-style-type: none"> 1. From My Client Groups, click Payroll. 2. Click Submit a Flow. 3. Select your US legislative data group (LDG). 4. Search for and select Multiple Worksite Report. |
| Who uses this report? | Payroll Administrator Payroll Manager |
| When do I use this report? | Eligible employers must submit this report on a quarterly basis. Transmit the output file to the EDI Collection Center on or before the last day of the month following the end of the quarter. |
| What prompts can I use to narrow the results of this report? | Use the Tax Reporting Unit field to run this report for all worksites in a specific tax reporting unit. |
| How do I share this report? | <ul style="list-style-type: none"> • Add to briefing book • Schedule an agent to run the report |
| What tool do I use to edit this report? | Oracle Business Intelligence Publisher |

Related Topics

- [Multiple Worksite Report](#)

Multiple Worksite Report

The Multiple Worksite Report (MWR) collects info about a business establishment's employment and wages, distributed by industry, location, and state.

You file this report with the Bureau of Labor Statistics Electronic Data Interchange (EDI) Collection Center. They use the report data to ensure an equitable distribution of federal funds through grant programs that use county economic indicators as a basis for allocations.

This report counts employees based on their work locations as of the pay period that includes the 12th of the month.

You must submit this info to the EDI Center if your organization meets all of the following criteria.

- Reports its employees with one state unemployment insurance (SUI) account number
- Is engaged in multiple economic activities, is operating with more than one worksite, or both
- Has a total of 10 or more workers employed across all worksites

If an organization has an office in one location within a state:

- It's not considered a multiple worksite
- This report isn't necessary.

Note: A worksite is an economic unit, usually represented by a single physical location. It's where the employer's business is conducted or where it performs services or industrial operations. For this report, the location work structure (as defined through the Locations task) represents the worksite.

Eligible employers must run the Multiple Worksite Report flow and submit the MWR output on a quarterly basis. The output file must be transmitted to the EDI Center on or before the last day of the month following the end of the quarter.

For example, data for the first quarter period (January through March) must be submitted by April 30. Data for the second quarter period (April through June) must be submitted by July 31.

Note: You must determine your own employer reporting eligibility. For further information, see the BLS website.

Before You Begin

The employer must have a Payroll license for Oracle Fusion. HR-only and Payroll Interface licenses aren't eligible.

Use the Legal Reporting Unit Registrations task to ensure these fields are populated for each tax reporting unit (TRU):

| Jurisdiction | Field Name | Description |
|--------------------------------|---------------------|--|
| United States Federal Tax | Registration Number | Employer's federal employer identification number (EIN). |
| <state> Unemployment Insurance | Registration Number | Employer's SUI account number. |

Note: You must run this report for the Puerto Rico TRUs separately from your US TRUs.

Use **United States Multiple Worksite Reporting** on the Locations task to set these fields for each location.

| Field Name | Description |
|------------|--|
| Trade Name | Name of the client establishment at this location. |

| Field Name | Description |
|-----------------------|---|
| Worksite Description | Meaningful, unique description of the client establishment, such as store number or plant name. |
| Unit Number | Worksite Identification Code issued by the Bureau of Labor Statistics. Used to uniquely differentiate and identify the physical location. This code should be a unique alphanumeric code. |
| Comment | Additional info about any recent changes in your company that might have impacted employment, wages, and locations, such as changes in business activities, acquisitions, mergers, and sales. For further info, see the BLS website. |
| Include for Reporting | Select Yes if this location is eligible for MWR reporting. When the report is run, all employees assigned to this location are included in the report. Select No to exclude this location from the report. |

Employees are included based on their last location in a given state for that reporting quarter.

Work-at-home employees are reported in the same state as their residence tax state. You must ensure you have a default location for these states and have attached those locations to the employees on their Reporting Information card. One location per state can be used for all work-at-home employees.

Note: If you don't specify a location, the report flow assigns the employees to location 999999 on the report. The exception report output includes a warning message, indicating the reporting location state and resident tax state mismatch.

All Quarter-to-Date Archive flows must be run and completed before starting this flow.

Report Parameters

Year

Four-digit reporting year.

Quarter

Reporting quarter.

Payroll Statutory Unit

Employer's payroll statutory unit (PSU).

Tax Reporting Unit

TRU associated with the employer's federal EIN. If no TRU is selected, all TRUs are reported for the PSU.

If the employer is operating in multiple federal EINs, leave this field blank while specifying a value for the PSU.

You must run this report for Puerto Rico TRUs separately from your US TRUs.

Type of Employer

Determines the record format. The default is **Regular Employer**.

Client Contact Phone Number

Overrides the contact person's phone number defined for the legal entity. Used only if the type of employer is identified as a payroll provider firm.

Client Contact Name

Overrides the contact person's name set for the legal employer. Used only if the type of employer is identified as a payroll provider firm.

Process Configuration Group

Determines the rules for processing, such as logging and number of threads.

Use to override the contact info. The default is the HR representative's email address as specified on the TRU contact info.

Report Results

The Multiple Worksite Electronic Report flow creates the following output files:

| Report | Description |
|------------------------|---|
| Electronic output file | <p>This flow supports the electronic EDI submission method developed by the BLS. It groups locations according to their SUI account numbers according to their federal EIN, and it compiles their employment data into a single ASCII fixed field text file.</p> <p>The employer is responsible for properly naming, encrypting, and transmitting the output file to the BLS data collection center in Chicago. They then route it to the appropriate state agencies. You can do this by FTP, SFTP, or secure web transfer. Refer to the BLS website for further info.</p> <p>This file is sorted by:</p> <ol style="list-style-type: none"> 1. State 2. SUI account number |
| Audit file | <p>Provides totals by federal EIN, SUI account number, and worksite description code. Grand totals are sorted by federal EIN and SUI account number. Employers can review this file to verify that these totals match the SQL totals.</p> |
| Exception report | <p>Includes data mismatches, missing archived data, missing locations, and other errors detected by the flow.</p> |

Related Topics

- [Troubleshoot the Multiple Worksite Report](#)
- [Quarter-End Processing for the US](#)
- [Quarter-to-Date Archive](#)

Troubleshoot the Multiple Worksite Report

There are multiple scenarios where data errors would require the reprocessing of the Multiple Worksite Report (MWR). Many of these are logged as events in the MWR exception report.

In the event of such data errors:

1. Roll back the Multiple Worksite Electronic Report flow.
2. Roll back the Quarter-to-Date Archive flow.
3. Resolve your data errors, as described in the MWR exception report.
4. Run the Quarter-to-Date Archive flow, and ensure all processes have completed.
5. Resubmit the Multiple Worksite Electronic Report flow.
6. Transmit the output file to the EDI Center.

The following are examples of data errors that would require the rerun of the MWR process:

Location Was Incorrectly Excluded from Report

One or more locations are marked as **No** for the **Include for Reporting** field despite having active employees assigned to them.

All active employees must be assigned to a location that's included in the report. During the data error resolution step, do one of the following.

- Reassign the active employees to an eligible location.
- Change the locations' reporting status from excluded to included:
 - a. Start the Locations task.
 - b. In **United States Multiple Worksite Reporting**, change **Include for Reporting** to **Yes**.

Included Location Was Marked as Inactive

One or more inactive locations were included in the report. When the MWR process was run, all employees attached to these locations were listed in the exception report.

During the data error resolution step, do one of the following for each affected location.

- Reactivate the location.
- Move all employees to an active location, and remove the inactive location from the report.
 - a. Start the Locations task.
 - b. In **United States Multiple Worksite Reporting**, change **Include for Reporting** to **No**.

Employee Wages Were Changed After the Report Was Run

This can occur as a result of a late payroll run, balance adjustment, and so on. In this case, no data errors exist. However, you must roll back the MWR and Quarter-to-Date flows and update the employee's payroll data.

Report Was Run Before All Quarter-to-Date Archive Processes Were Complete

The Multiple Worksite Electronic Report flow was started before all Quarter-to-Date Archive flows have completed. As a result, the archive provided the report with incomplete data.

No data correction is required. Roll back the processes and resubmit them, in the proper order, ensuring they complete processing.

Work-at-Home Employees Not Appearing in Report

One or more employees designated as work-at-home are reported in the MWR in location 999999, or they're included in locations outside their state of residence.

Employers can report employees to any location defined on their Reporting Information card. If this location doesn't match their residence state, the MWR identifies it as a warning.

For each work-at-home employee, check the following.

- Employees are properly marked for inclusion in this run of the MWR.
- A location exists representing each of the employees' states.

Make sure you have selected those locations as the reporting location for work-at-home employees on their reporting cards.

At minimum, you need one location per state for all designated work-at-home employees.

Related Topics

- [Quarter-End Processing for the US](#)
- [Quarter-to-Date Archive](#)

New Hire State Report

Baseline the Employee Status for New Hire Reporting

New Hire Status on the Employment Info tasks identifies employees as new hires. If you run the New Hire State report immediately after migrating from a legacy application, this parameter is blank for all employees. All employees report as new hires.

To avoid this, set the report's **End Date** to the date when you last generated this report with the legacy application. This sets **New Hire Status** for your employees to that date. Then, discard the output report and proceed with your standard new hire reporting schedule.

1. Run the New Hire State report, and set its **End Date** to the date when you last generated the report with the legacy application.

This sets **New Hire Status** for your employees to that date.

2. Discard the report output from that process.
3. Proceed with your standard new hire reporting schedule.

Related Topics

- [New Hire State Report](#)

Examples of New Hire State Reporting Configurations

You can run the New Hire State Report to support a wide variety of employer configurations.

- Single-state employer reporting multiple legal employers
- Single-state employer reporting a single legal employer
- Multiple-state employer reporting to individual state authorities
- Multiple-state employer reporting multiple legal employers
- Multiple-state employer reporting a single legal employer

For further info, see the following sections.

Single State Employer Reporting Multiple Legal Employers

For this example, you're an employer operating in a single state (California) who's capturing employee data from all of your legal employers (or you have only one).

| For these fields | Enter these values |
|---------------------|--------------------|
| Multistate Employer | No |
| Legal Employer | null |
| State | CA |

The report process generates a single file with a separate employer record for each legal employer. It includes all employees in the state with the new hire status of **Include in the new hire report**.

The default TRUs associated with each of the legal employers determine your employer details.

The process formats the report output file according to California's requirements.

You can verify this data using the audit report.

Single State Employer Reporting a Single Legal Employer

For this example, you're an employer operating in a single state (California) who's capturing employee data from only one of your legal employers, Fusion-CA.

| For these fields | Enter these values |
|---------------------|--------------------|
| Multistate Employer | No |
| Legal Employer | Fusion-CA |
| State | CA |

The report process generates a single file with a single employer record for the Fusion-CA legal employer. It includes all employees in the state with the new hire status of **Include in the new hire report**.

The default TRU you associate with Fusion-CA determines your employer details.

The process formats the report output file according to California's requirements.

You can verify this data using the audit report.

Multiple-State Employer Reporting to Individual State Authorities

For this example, you're an employer that's:

- Operating in multiple states
- Submitting individual reports to the separate state authorities

In this case, you must run this report as if you're a single state employer.

For each state you're reporting to, use the following configuration.

| For these fields | Enter these values |
|---------------------|--------------------------------|
| Multistate Employer | No |
| Legal Employer | <null> |
| State | Select the state of submission |

The report process generates a single file with a separate employer record for each legal employer. It includes all employees in the selected state with the new hire status of **Include in the new hire report**.

The default TRU associated with each of the legal employers determines your employer details.

The report formats the output file according to the selected state's requirements.

You can verify this data using the audit report.

Multiple State Employer Reporting Multiple Legal Employers

For this example, you're an employer that is:

- Operating in multiple states
- Capturing employee data from all of its legal employers (or you have only one)
- Reporting it to a single state authority (California)

| For these fields | Enter these values |
|---------------------|--------------------|
| Multistate Employer | Yes |
| Legal Employer | null |

| For these fields | Enter these values |
|------------------|--------------------|
| State | CA |

The report process generates a single file with a separate employer record for each legal employer. It includes all employees in all states with the new hire status of **Include in the new hire report**.

The default TRUs associated with each of the legal employers determine your employer details.

The report process formats the output file according to California's requirements.

You can verify this data using the audit report.

Multiple-State Employer Reporting a Single Legal Employer

For this example, you're an employer that is:

- Operating in multiple states
- Capturing employee data from only one of your legal employers, Fusion-Industrial
- Reporting it to a single state authority (California)

| For these fields | Enter these values |
|---------------------|--------------------|
| Multistate Employer | Yes |
| Legal Employer | Fusion-Industrial |
| State | CA |

The report process generates a single file with a single employer record for the Fusion-Industrial legal employer. It includes all employees in all states within this legal employer with the new hire status of **Include in the new hire report**.

The default TRU associated with Fusion-Industrial determines your employer details.

The report process formats the output file according to California's requirements.

You can verify this data using the audit report.

Related Topics

- [Baseline the Employee Status for New Hire Reporting](#)
- [Examples of Troubleshooting the New Hire State Report](#)
- [Single and Multiple Employers for New Hire State Reporting](#)
- [New Hire State Report](#)

Examples of Troubleshooting the New Hire State Report

There are several scenarios where running the New Hire State Report flow can produce unexpected results.

No Employees Included in the Report

If the `NewHireStateAuditReport.csv` audit report shows no employees reported, check for these conditions.

- You have run the report as a single state employer and selected the wrong state.
- No employees were marked for inclusion.

No TRU Is Associated with the Legal Employer

The audit report contains the following message: Default TRU not associated to LE.

To resolve this:

1. From **My Client Groups**, click **Workforce Structures**.
2. Click **Manage Legal Entity HCM Information**.
3. Select **Legal Employer**.
4. Click **Federal**.
5. In **New Hire Reporting Rules**, select a tax reporting unit in **TRU for New Hire Report**.

Employees Missing from the Report

If one or more employees are missing from the report:

- Check **New Hire Status** for each newly hired or rehired employee.
- When running the report, make sure you selected the correct legal employer, employer type, and reporting state.

Related Topics

- [New Hire State Report](#)

How are employer organizations identified in the US?

Use New Hire Reporting Rules section of the Manage Legal Entity HCM Information task.

Associate a default tax reporting unit (TRU) to a legal employer.

HR reports such as EEO and VETS uptake the TRU's registration details, such as:

- Employer federal employer identification number
- Registered name
- Contacts

How do I configure a legal employer for New Hire reporting?

Use the Manage Legal Entity HCM Information task.

1. From **My Client Groups**, click **Workforce Structures**.
2. Click **Manage Legal Entity HCM Information**.
3. Search for and select the legal entity.
4. Click **Federal**.
5. In **New Hire Reporting Rules**, select the tax reporting unit (TRU).

This is the TRU that represents this legal employer in the report in **TRU for New Hire Report**.

The New Hire State report uses the TRU's federal employer identification number and contact details.

Related Topics

- [New Hire State Report](#)

How do I include employees in the New Hire State Report?

To include an employee in the New Hire State Report, you select **Include in the New Hire Report** as their new hire status.

For new employees, you can find this field by selecting **My Client Groups > New Person > Hire an Employee > Employment Information > Work Relationship Details**.

For existing employees, select **My Client Groups > Person Management > Search Person > Personal and Employment > Work Relationship**.

Related Topics

- [New Hire State Report](#)

How is employee location determined for New Hire State reporting?

The New Hire State Report includes employees sorted by state.

The report process determines the employee state according to this hierarchy.

1. Checks if the work-at-home status is **Yes**. If so, it determines the state from their Resident Tax Address.
2. If work-at-home status is **No**, it checks for an assignment-level override address. If one exists, it determines the state based on this address.
3. If there is no assignment-level override address, it checks for a location override address. If one exists, it determines the state based on this address.
4. If there is no location override address, the location's address is used to determine the state.

Related Topics

- [New Hire State Report](#)

Summary of New Hire State Electronic Report

You use the New Hire State Report to view info about all of an employer's newly hired and rehired employees. You also need to submit this info to the appropriate state employment authorities.

These agencies use these reports to match against new or existing child support records to.

- Locate parents
- Establish and enforce child and spousal support orders

This process produces an output file suitable for electronic submission to the state employment authority.

Frequently Asked Questions

The following table lists frequently asked questions about this report.

| Question | Answer |
|--|---|
| How do I find this report? | <ol style="list-style-type: none"> 1. From My Client Groups, click Payroll. 2. Click Submit a Flow. 3. Select your US legislative data group (LDG). 4. Search for and select New Hire State Electronic Report. |
| Who uses this report? | Human Resource Analyst Human Resource Manager Human Resource Specialist Human Resources VP |
| When do I use this report? | Eligible employers must report their new hires within a state-mandated number of days after the date of hire. Most states require the report be submitted within 20 calendar days from an employee's first day of work. Consult with the appropriate state agency for the reporting requirements. |
| What prompts can I use to narrow the results of this report? | Use Legal Employer to run this report for all employees within a specific legal employer. |
| How do I share this report? | <ul style="list-style-type: none"> • Add to briefing book • Schedule an agent to run the report |
| What tool do I use to edit this report? | Oracle Business Intelligence Publisher |

Related Topics

- [How You Create and Edit Reports](#)
- [New Hire State Report](#)

New Hire State Report

The New Hire State Report produces info about all of an employer's newly hired and rehired employees for submission to the appropriate state employment authorities.

Eligible employers are required to report their new hires within a state-mandated number of days after the date of hire. Most states require the report be submitted within 20 calendar days from an employee's first day of work. Consult with the appropriate state agency for the reporting requirements.

Run the New Hire State Report process to generate the NewHireStateETextReport in a format suitable for submission.

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group (LDG).
4. Search for and select **New Hire State Electronic Report**.

Before You Start

This report assumes a one-to-one relationship between legal employer and tax reporting unit (TRU), although that TRU can represent multiple states.

The reporting process supports all 50 states, including DC and Puerto Rico.

Use the Manage Legal Entity HCM Information task to specify the following in **New Hire Reporting Rules** of the **Federal** section for the legal employer.

| Field name | What you enter |
|-------------------------|--|
| TRU for New Hire Report | TRU representing the legal employer for New Hire reporting. This TRU's federal EIN and contact details are used in the report. |

For further info, see Define Legal Entities for the US in the Help Center.

Use the Legal Reporting Unit Registrations task to ensure the following fields are populated for each TRU.

| Jurisdiction | Field name | What you enter |
|---------------------------|--------------------|--|
| United States Federal Tax | Registered Address | Employer's address. |
| United States Federal Tax | Registered Name | Employer's name. |
| United States Federal Tax | EIN or TIN | Employer's federal employer identification number (EIN). |

| Jurisdiction | Field name | What you enter |
|---------------------------|----------------------------------|--|
| United States Federal Tax | Start Date | Report process uses start date to select employer information that's valid for the current time period. Start date is typically the same start date as the legal employer. |
| <state> Income Tax | Legal Entity Registration Number | Employer's state EIN. |

For further info, see Overview of Legal Reporting Unit Configuration for the US in the Help Center.

Use **Contacts** on the Legal Reporting Unit task to ensure the following are populated for each TRU.

| Field name | What you enter |
|----------------|--|
| First Name | First name of authorized contact person. |
| Last Name | Last name of authorized contact person. |
| Job Title Code | Job title of authorized contact person. |
| From Date | Date the employee became the contact. |
| Area Code | Authorized contact person's area code. |
| Phone Number | Authorized contact person's phone number. |
| Extension | Authorized contact person's phone extension. |
| Email | Authorized contact person's email address. |
| Legal Role | Authorized contact person's legal role. The person selected as contact must have the HR representative role. |

To be included in this report, each employee must have:

- Person type of "Employee"
- Employee name, address, date of hire, date of birth and social security number recorded on their person record
- Work relationship with the legal employer running the report
- Have had an assignment during the reporting period start and end dates, including terminated employees, even if active for only 1 day

Note: In the case of multiple assignments, the report uses the HR primary assignment.

- Non-null values for the following
 - New Hire Status
 - Medical Insurance Available
 - Medical Insurance Availability Date

Note: You can set these values for existing employees through the Employment task.

Each record could also require the following, depending on the individual state requirements.

- Job, salary, normal weekly work hours, and exempt or nonexempt employment status
- Employer-provided healthcare insurance plan availability to employees and dependents

The New Hire report includes preexisting employees if they experience a change in their legal entity.

Report Parameters

Multistate Employer

If you're a multistate employer and want to report all employees to a single reporting authority, select **Yes**. Otherwise, select **No**.

Legal Employer

Report includes all eligible employees that have had a work relationship with this legal employer during the reporting period. If not specified, the report process selects all US legal employers.

Start Date

Start date of the reporting date range. If you leave this blank, the report collects data on all eligible employees as of the specified end date.

End Date

End date of the reporting period. The report process includes all employees that are eligible as of this date. Their **New Hire Status** has been set to **Include in the New Hire report**.

Note: If you run this report immediately after migrating from a legacy application:

1. **New Hire Status** is blank for all employees.
2. All employees are reported as new hires.

To avoid this, set **End Date** to the date when you last generated this report with the legacy application. This sets **New Hire Status** for your employees to that date. Then, discard the output report and proceed with your standard new hire reporting schedule.

Reporting State

State receiving the report. Determines the format of the report.

In cases where a multiple state employer is reporting to individual state authorities, this parameter also determines which employees are being included in the report.

Reporting Mode

Select **Draft** to create a draft of this report for data verification purposes.

Select **Final** to generate output files for submission to the state authorities. The report process automatically updates all included employees to **Already reported** status.

New Hire Contact

Use this field to override the contact person for this report. All contact persons with HR Representative role are included in the list.

New Hire State Report Output

The report process generates these output files with separate report job name numbers.

| Report | Description |
|----------------------------------|--|
| New Hire State Electronic Report | The NewHireStateETextReport.txt output file contains the following records. <ul style="list-style-type: none">• Employer Record, sorted by legal employer• Employee Record, sorted by employee last name• Trailer Record, including summaries of the employer record details |
| New Hire State Audit Report | Open the NewHireStateAuditReport.csv spreadsheet file and verify the newly hired and rehired employee info. |

To view these files:

1. From the Navigator, in **Tools**, select **Reports and Analytics**.
2. In the tree structure, expand **Shared Folders**, then **Human Capital Management**, then **Workforce Management**, then **Person Management**, then **US**, and then expand **New Hire**.
3. Select **New Hire Electronic Report**.
4. In the resulting window, click **History**.
5. Clear the default value in **Owner**, and click **Search**.
6. In **Report Job Histories**, select the link for the report version you want to view.
 - New Hire State Electronic Report
 - New Hire State Audit Report
7. Double-click **Output Name**.
8. In **Output and Delivery**, open or save the report file.

Related Topics

- [Baseline the Employee Status for New Hire Reporting](#)
- [Examples of New Hire State Reporting Configurations](#)
- [Examples of Troubleshooting the New Hire State Report](#)
- [Single and Multiple Employers for New Hire State Reporting](#)
- [Define Legal Entities for the US](#)
- [Overview of Legal Reporting Unit Configuration for the US](#)

Single and Multiple Employers for New Hire State Reporting

The New Hire State Report process assumes there is a one-to-one relationship between your legal employer and tax reporting unit (TRU), although the TRU can represent multiple states.

The report process might not function properly if you associate multiple TRUs to the legal employer.

| If you're this kind of employer | Do this |
|---------------------------------|--|
| Single state employer | If your organization hires and employs people in only one state, then it's a single state employer. You must report all new hire information to the employment authority of the state where all your employees work. |
| Multistate employer | <p>Multistate employers hire and employ people in two or more states. Your organizations have the option of reporting their newly hired employees to:</p> <ul style="list-style-type: none"> • All working states • One state <p>If you're a multistate employer and choose to report to a single state authority, you must register with the Department of Health and Human Services (DHHS). For further information, see the DHHS website.</p> |

Related Topics

- [Baseline the Employee Status for New Hire Reporting](#)
- [Examples of New Hire State Reporting Configurations](#)
- [Examples of Troubleshooting the New Hire State Report](#)
- [Define Legal Entities for the US](#)
- [New Hire State Report](#)

Overtime Exemption from State Income Tax

Overtime Exemption from State Income Tax

In some jurisdictions, you need to record your employees' hours worked over the statutory limit, because the wages are exempt from state income tax (SIT). The payroll process uses two balances to determine these wages.

- Wages Earned for Hours Worked in Excess of Statutory Limit
- Hours Worked Over Statutory Limit

Note: The payroll process uses these balances only for Alabama SIT calculations. In Alabama, a nonexempt hourly employee is exempt from SIT on wages earned for any hours worked over 40 during a 7-day work week. When you upgrade your elements using the Feature Upgrade process, it doesn't generate feeds to these balances. Instead, it indirectly feeds these balances through the predefined SIT Exempt Wages and SIT Exempt Wages Retro information elements.

When you create time elements using the Element template:

1. It creates two objects to help you record the hours worked.
 - o When you define Time category elements, it creates two value definitions.
 - o When you define Standard category earnings elements that use the Hours * Rate calculation type, it creates two input values.

These value definitions and input values have the same names.

| Name | What it does |
|-----------------------------------|---|
| Exceeds Statutory Hours Limit | <p>Indicates whether the hours passed on the element exceed the statutory limit.</p> <p>Use this attribute when you pass separate time entries to payroll for the exempt and taxable work hours. The payroll process ignores this if there is a value found for Hours Worked Over Statutory Limit.</p> |
| Hours Worked Over Statutory Limit | <p>Identifies the hours worked that exceed the statutory limit and are exempt.</p> <p>Use this attribute when you can't pass separate time entries to payroll for the exempt and taxable work hours, such as when:</p> <ul style="list-style-type: none"> o Using third-party time applications o Manually identifying the exempt hours from the total hours passed <p>If this has a value, the payroll process ignores Exceeds Statutory Hours Limit.</p> |

2. It creates feeds for earnings results and retropay results elements to the two balances.

How to use the simplified solution

If in your own assessment of compliance, you already have a set of time and retroactive time calculation result elements that are exclusively exempt from Alabama SIT calculation, the quickest solution is to define balance feeds from those elements to the balances mentioned previously and skip the Element upgrade and Time application configuration.

However, before you do, consider the following.

- The SIT exemption doesn't apply to overtime exempt or salaried nonexempt employees.
- The SIT exemption isn't limited to the overtime pay type but applies to any wages earned from hours worked after 40 hours, regardless of the pay type or element through which it is paid.
- Overtime paid prior to the 40-hour limit, either due to union or other contractual agreements, aren't exempt from SIT.

- Only time worked is counted towards the 40-hour limit, regardless of whether you count other earnings types, such as Holiday Hours, for your existing overtime calculation.

The subsequent sections in this document assume you don't have payroll elements that could be deemed exclusively exempt for purposes of Alabama SIT calculation and enabling support for this feature requires an upgrade to your existing Payroll elements and configuration in Time & Labor prior to transferring any time entries that are paid in 2024.

How to configure your elements

You must run the Feature Upgrade process to update your existing:

- Time category elements
- Standard category Earning elements using the Hours * Rate calculation rule and any corresponding time components (CIR elements)

The process adds these required components:

- Value definitions for your Time elements
- Input values for your Standard earnings elements

These value definitions and input values have the same names. They work in conjunction with your existing time component value definitions or element input values.

Note: The process doesn't affect element entries you created prior to the upgrade.

To upgrade your elements:

1. Start the Feature Upgrade process.
2. Set these values.

| Field | How you use it |
|------------------------|--|
| Feature | Select Upgrade Elements for Alabama SIT Exemption . |
| Additional Information | Type your element group name. |

3. Submit the process.

How to configure Time and Labor

These steps are limited to the configuration of Oracle Time and Labor (T&L) to support Alabama's overtime exemption only. The actual steps may differ based on your existing configuration and business requirements.

For this example, you have an hourly nonexempt employee working in Alabama on a 35 hours per week schedule. As per their employment terms, they are paid overtime (time and a half) for any hours worked exceeding their contracted hours. This employee is on a weekly payroll where the payroll frequency matches the overtime work week. In a particular period, this employee works 45 hours and must therefore be paid 35 hours at their regular rate of pay and 10 hours as overtime at a time and a half rate of pay. You have two options for configuring T&L.

1. Use the Exceeds Statutory Hours Limit value definition (ORA_HRX_US_HOURS_OVER_STAT_LIMIT).

| Entry | Payroll time types | Hours | Exceeds Statutory Hours Limit |
|-------|--------------------|-------|-------------------------------|
| 1 | Regular | 35 | Null |
| 2 | Overtime | 5 | Null |
| 3 | Overtime | 5 | Y |

This splits the 10 hours of overtime into two entries. The 5 hours that exceed the 40-hour threshold are passed value definition set to **Y**.

- Configure T&L to calculate the exempt hours, and pass them to the **Hours Worked Over Statutory Limit** value definition (ORA_HRX_US_EXEMPT_HOURS_OVER_STAT_LIMIT).

| Entry | Payroll time types | Hours | Hours Worked Over Statutory Limit |
|-------|--------------------|-------|-----------------------------------|
| 1 | Regular | 35 | Null |
| 2 | Overtime | 10 | 5 |

The following steps assume you are performing the first option.

Assumptions and prerequisites

For this example, assume the following.

- You've configured Unified Layout functionality to enable new time attributes as Single Attribute time card fields. To determine if Unified layout is enabled:
 - Start the Manage Common Lookups task.
 - Search for WFM_UNIFIED_LAYOUT_ENABLED lookup codes under the ANC_PROC_CONFIGS lookup type.
- Your timecard period coincides with a standard 7-day overtime work week.

Implementation

These steps describe how to generate and display exempt time in T&L. They involve using a predefined time calculation rule formula as a starting point.

- Run the Generate Data Dictionary Time Attributes process.
Run this process after you have configured your elements using the Feature Upgrade process.
For further info, see Generate Data Dictionary Time Attributes in the Help Center.
- Use the Time Entry Layout Components task to define a time card field.

If you haven't enabled Unified layout, you can define the field as a dependent time card field.

- a. Create a Single attribute time card field layout component type.
- b. Use the same time attribute names as those associated with the value definitions.

For this example, use the **Exceeds Statutory Hours Limit** value definition (ORA_HRX_US_HOURS_OVER_STAT_LIMIT).

- c. Use the **HRC_YES_NO** value set in both the filtered and unfiltered data sources.
- d. Under display properties, enable **Smart choice list** as the display type.
- e. Set the field as not required on time card, and enable override on layouts.

For further info, see Basic Time Entry Layout Component Configuration Process in the Help Center.

3. Add the time card fields to the to the layout set you assigned to your workers.
4. Use the Time Categories task to create a time category that includes all payroll time types that contribute to the statutory 40-hour threshold.

You must have enabled the **Exceeds Statutory Hours Limit** value definition for these payroll time types.

You can also use an eligible existing time category.

5. Define a time calculation rule template using the Time Rules Template task.
 - a. Use the **Time calculation rule** template type and the predefined WFM_THRESHOLD_TIME_CALCULATION_RULE_AP fast formula.

This divides the reported time into calculated time attributes for values above and below a threshold hours value.

- b. Assign a name to the rule template, and enable an events trigger rule on save, submit, and resubmit.
- c. Follow the guided process to complete the configuration.
- d. Select the **Time Category** parameter type for the WORKED_TIME_CONDITION parameter.
- e. Select the **Fixed number** parameter type for the DEFINED_LIMIT parameter.
- f. Configure the template outputs.

For example:

| Output name | Output group | Time attribute | Value type | Value set | Output source | Display name |
|-----------------------|----------------|-----------------|-------------|-----------|---------------|-----------------------|
| OUT_MEASURE_ARY_UNDER | Output Group 1 | Measure | N/A | N/A | Formula | OUT_MEASURE_ARY_UNDER |
| OUT_MEASURE_ARY_OVER | Output Group 2 | Measure | N/A | N/A | Formula | OUT_MEASURE_ARY_OVER |
| Hours Worked Over 40 | Output Group 3 | PayrollTimeType | Data Source | N/A | User defined | Hours Worked Over 40 |

| Output name | Output group | Time attribute | Value type | Value set | Output source | Display name |
|-------------------------------|----------------|--|------------|-----------|---------------|-------------------------------|
| Exceeds Statutory Hours Limit | Output Group 4 | GD_ORA_HRX_US_HOURS_OVER_STAT_LIMIT_CHAR | Fixed Text | N/A | User defined | Exceeds Statutory Hours Limit |

- If you've configured your own time calculation rules, for each output group that exceeds the threshold, add an additional output name for this time attribute.

GD_ORA_HRX_US_HOURS_OVER_STAT_LIMIT_CHAR

- Use the Time Rules task to configure a time calculation rule (TCR).
 - Use your time calculation rule template.
 - Set the following.

| Display name | Value |
|-----------------------|---------------------------------------|
| WORKED_TIME_CONDITION | Enter the name of your time category. |
| DEFINED_LIMIT | Enter 40 . |

- Set your outputs.

For this example, you would set the following.

| Display name | Grouping structure | Value | Time attribute |
|-------------------------------|--------------------|---|--|
| OUT_MEASURE_ARY_UNDER | Output Group 1 | Measure | N/A |
| OUT_MEASURE_ARY_OVER | Output Group 2 | Measure | N/A |
| Hours Worked Over 40 | N/A | Enter the name of the payroll time type for hours over 40 | PayrollTimeType |
| Exceeds Statutory Hours Limit | N/A | Enter Y | GD_ORA_HRX_US_HOURS_OVER_STAT_LIMIT_CHAR |

- Create a time processing profile that applies to your Alabama employees.

You can define an HCM group to identify the employees in Alabama.

For further info, see Overview of Linking People to Time and Labor Objects in the Help Center. This provides an overview of evaluation criteria based on worker personal and employment criteria.

9. Use the Time Rule Sets task to identify the rule set assigned to your worker time processing profiles and add your time rule to it.
You may have to determine the processing sequence of the time rule based on your existing rule setups.

When you run either the Load Time Card Batches or Transfer Time Cards from Time and Labor process, it transfers the time to the payroll system, which uses these value definitions or input values to process wages that are exempt from Alabama SIT.

Note: When passing time elements, make sure the entries don't overlap multiple overtime work weeks.

How to configure third-party time applications

If you are using a third-party time application, you must configure it to:

1. Identify nonexempt hourly employees.
2. Identify the hours worked over 40 in a 7-day work week in the Alabama jurisdiction.
3. Identify the element in which the exempt hours were earned.
4. Populate either of the two values.
 - o Exceeds Statutory Hours Limit
 - o Hours Worked Over Statutory Limit

These are value definitions if you are passing this info to time card components. They are input values if you are passing this to time element entries.

When you load your time data into payroll time card components or to the payroll element entries, the payroll process calculates the exempt wages based on the hours passed by these values.

Interim solution using HCM extracts

An alternative to configuring your third-party time application is to use a predefined HCM extract. This option is available only if:

1. You import your time elements directly to payroll element entries.
2. You have configured those time elements as standard category Earning elements with a calculation rule of Hours * Rate.

Note: You must perform the element upgrade prior to transferring time to be paid in January 2024.

This extract generates the HCM Data Loader (HDL) DAT file with all the time entries in Oracle Cloud Payroll.

1. Import your time entries into payroll.
2. Create an element group with all your applicable time elements used for tracking worked hours.
3. Use the Submit a Flow task in the Payroll work area to run the Hours Worked Over Statutory Limit Report with these parameters.

| Parameter name | Value |
|----------------|---------------------------------------|
| Payroll Name | Select the payroll you're processing. |
| Payroll Period | Select its payroll period. |

| Parameter name | Value |
|----------------|---|
| | |
| State | Select AL . |
| Element Group | Select an element group that includes the time elements you are processing. |

4. Submit the flow.

This flow generates an extract data file.

Note: If the output file has an additional .TXT extension, manually correct it to .DAT.

5. Review the data file in your preferred application, such as Microsoft Excel or Notepad.

6. Identify the hours that are exempt from SIT, and update either of the two input values for those hours.

- o Exceeds Statutory Hours Limit
- o Hours Worked Over Statutory Limit

Select one of these values, and stay consistent in your approach.

Note: The extract doesn't include retro pay element entries. You must make any corrections in the base element.

7. Save and import the ElementEntry.dat file using the Import and Load Data task.

For further info, see Create and Maintain Data with HCM Data Loader (HDL) in the Help Center.

Related Topics

- [How Payroll Manages Earnings Exempt from SIT](#)
- [Basic Time Entry Layout Component Configuration Process](#)
- [Create and Maintain Data with HCM Data Loader \(HDL\)](#)
- [Generate Data Dictionary Time Attributes](#)
- [Overview of Linking People to Time and Labor Objects](#)

How Payroll Manages Earnings Exempt from SIT

When you have completed your element and Time and Labor configurations, this is how the payroll system identifies and calculates the state income tax (SIT) exempt earnings.

1. The employee enters their hours in your time system.
2. The time system identifies the number of hours worked over the statutory limit and marks them for SIT exemption.
3. The time system passes the hours to the payroll system along with hours identified for exemption, using either of these attributes.
 - o Exceeds Statutory Hours Limit

- Hours Worked Over Statutory Limit
- 4. When you run the payroll process, it uses the info passed by the time system to these attributes to calculate the wages exempt from SIT.
- 5. The payroll run populates two payroll balances.
 - Wages Earned for Hours Worked in Excess of Statutory Limit
 - Hours Worked Over Statutory Limit
- 6. The payroll process and reports use these balances to determine what wages are exempt from SIT.
- 7. To meet the downstream reporting requirements, the Third Party Periodic Tax Filing Extract reports:
 - Total exempt overtime paid
 - The total number of employees receiving the exempt overtime pay

Related Topics

- [Overtime Exemption from State Income Tax](#)

Retirees

Make Employees Eligible for Retirement Plans

Typically, when a person's retirement account has a value greater than \$0, their calculation card automatically identifies them as eligible.

For employees who aren't contributing to a plan, sometimes you must manually identify them as eligible. This ensures proper reporting on Form W-2. In these cases, use **Eligible for Retirement Plan** on their Reporting Information Calculation Card.

1. From **My Client Groups**, click **Payroll**.
2. Click **Calculation Cards**.
3. Search for and select the employee.
4. Open their Reporting Information calculation card for editing.
5. In **Calculation Card Overview**, select **Federal**.
6. In **Calculation Components**, click **Reporting Information**.
7. In **Calculation Component Details**, expand **Reporting Information**.
8. Set **Eligible for Retirement Plan** to **Yes**.

Tip: There can be cases where:

1. There are multiple eligible employees not contributing
2. The employer is contributing

This can make it difficult and time consuming to update the Reporting Information card for every employee. Instead, if you're not already using the W2 Pension Plan balance, feed your employer match element to the balance. This results in the automatic selection of the W-2 Box 13 Retirement Plan box, and no Reporting Information card configuration is required.

Related Topics

- [Reporting Information Card for the US](#)

SECURE 2.0 Act

Configure Payroll for SECURE 2.0 Act

One of the main objectives of SECURE 2.0 Act of 2022 is to make it more attractive for employers to offer retirement plans and improve retirement outcomes for their employees.

This configuration document describes the steps you need to perform to configure HCM Cloud Payroll to comply with these provisions within this Act.

| Title and section | Description | Notes |
|-------------------------|---|--|
| Title I – Section 110 | As of January 1, 2024, qualified student loan payments can be treated as elective deferrals for the purposes of (employer) matching contributions. | This is optional. For further info, see Configure Employer-Match Contributions for Qualified Student Loan Payments in the Help Center. |
| Title VI -- Section 603 | As of January 1, 2026, all catch-up contributions to qualified retirement plans are subject to Roth tax treatment. Employees are exempt if their compensation in eligible pay is \$145,000 or less (indexed) in the prior calendar year. | This is mandatory for payroll processing. For further info, see Eligibility for Pretax Catch-Up Contributions for Deferred Compensation Plans in the Help Center. |

Note: Refer to the US legislative announcements and product release notes for the latest info regarding support of additional features of this act.

For further info, see the following.

- [Secure 2.0 Section by Section Summary](#) on the senate.gov website
- [H.R.2954 - Securing a Strong Retirement Act of 2021](#) on the congress.gov website

Related Topics

- [Configure Employer-Match Contributions for Qualified Student Loan Payments](#)
- [Eligibility for Pretax Catch-Up Contributions for Deferred Compensation Plans](#)
- [Oracle Cloud United States Payroll Legislative Announcements](#)

Eligibility for Pretax Catch-Up Contributions for Deferred Compensation Plans

Per the SECURE 2.0 Act, all catch-up contributions to qualified retirement plans are subject to Roth tax treatment. Employees earning less than \$145,000 in eligible pay (indexed) in the prior calendar year can continue to make age-based pretax catch-up contributions to their deferred compensation plans.

Note: It's your responsibility to accurately identify employees who are eligible for plan enrolment. For further info, see the Oracle Fusion Cloud Human Resources Implementing Benefits Guide on the Help Center.

Pretax catch-up contributions apply to these plan types.

- 401 (k)
- 403 (b)
- 457 (b)

Opt-out individual employees

Employees opt in to these contributions by default. These contributions include the catch-up contributions for employees who have enrolled in and contribute to a pretax deferred compensation plan, such as 401 (k), 403 (b), and 457 (b).

You must manually opt-out employees who:

- Are ineligible to contribute to an age-based pretax catch-up plan
- Note:** It's your responsibility to ensure employee eligibility and ineligibility.
- Have requested to opt out (such as high earners)

To opt-out an employee, do the following prior to processing the first payroll of the calendar year:

1. Start the Calculation Cards task.
2. Search for and select the person.
3. Open their reporting information card for editing.
4. Add the **Reporting Information** calculation component under the **Federal** component group.
5. Under the calculation component details, set **Eligible for Pretax Age Catch-Up Contributions** to **No**.
6. Click **Save and Close**.

You can do this for multiple employees through HCM Data Loader. See the next section for instructions.

Update calculation cards with HDL

You can use HCM Data Loader (HDL) to enable or disable these contributions for multiple employees.

Here's a sample `CalculationCard.dat` file you can use as a template.

```
METADATA|CalculationCard|LegislativeDataGroupName|DirCardDefinitionName|PayrollRelationshipNumber|  
EffectiveStartDate|EffectiveEndDate|CardSequence  
MERGE|CalculationCard|PM US Sun Power|Reporting Information|300100006485851|2023/01/01|4712/12/31|1
```



```
METADATA|CardComponent|LegislativeDataGroupName|DirCardDefinitionName|PayrollRelationshipNumber|
EffectiveStartDate|EffectiveEndDate|DirCardCompDefName|CardSequence|ComponentSequence|Context1
MERGE|CardComponent|PM US Sun Power|Reporting Information|300100006485851|2023/01/01|4712/12/31|Reporting
Information|1|1|
```

```
METADATA|ComponentDetail|LegislativeDataGroupName|DirCardDefinitionName|PayrollRelationshipNumber|
CardSequence|EffectiveStartDate|EffectiveEndDate|DirCardCompDefName|ComponentSequence|
DirInformationCategory|FLEX:Deduction Developer DF|_LEGAL_REPRESENTATIVE_Display(Deduction
Developer DF=HRX_US_REP_REL)|_CORPORATE_OFFICER_Display(Deduction Developer
DF=HRX_US_REP_REL)|_ELIGIBLE_FOR_RETIREMENT_PLAN_Display(Deduction Developer
DF=HRX_US_REP_REL)|_PROBATIONARY_CODE_Display(Deduction Developer DF=HRX_US_REP_REL)|
_REP_LOC_FOR_WORK_AT_HOME_Display(Deduction Developer DF=HRX_US_REP_REL)|
_FAMILY_MAJORITY_INTEREST_Display(Deduction Developer DF=HRX_US_REP_REL)|
_ADP_SPC_L_PROC_REQ_DisplayValue(Deduction Developer DF=HRX_US_THIRD_PARTY_INTERFACES)|
_ADP_SPC_L_SORT_CODE(Deduction Developer DF=HRX_US_THIRD_PARTY_INTERFACES)|
_US_ELIGIBLE_FOR_PRETAX_CATCHUP(Deduction Developer DF=HRX_US_REP_REL)
MERGE|ComponentDetail|PM US Sun Power|Reporting Information|300100006485851|1|2023/01/01|4712/12/31|
Reporting Information|1|HRX_US_REP_REL|HRX_US_REP_REL|N
```

Use the database item

The `ORA_HRX_US_REP_CARD_ELIGIBLE_PRETAX_CATCHUP` database item captures the value of the **Eligible for Pretax Age Catch-Up Contributions** field. You can use this item in any of your fast formulas to read the value.

Related Topics

- [Configure Payroll for SECURE 2.0 Act](#)
- [How do I display the Eligible for Pretax Age Catch-Up field?](#)
- [How the Payroll Process Determines Pretax Catch-Up Contribution Eligibility](#)
- [Overview of US Reporting Information Cards](#)

How the Payroll Process Determines Pretax Catch-Up Contribution Eligibility

The payroll process determines whether each employee is eligible for any pretax catch-up contributions offered through your deferred compensation plans.

When you run payroll, the process:

1. Checks whether the employee has opted in or out of these age-based catch-up contributions, and identifies the appropriate pretax catch-up element based on:
 - Associated element entry, such as 401k Pretax Catch-Up
 - **Employee Catch-Up Contribution** is set to **Yes** on their 403 (b) or 457 (b) card components
2. Checks whether the employee is 50 years or older in the current calendar year.
3. Checks whether the employee is marked as eligible for these contributions in their Reporting Information card.
4. Based on these results, if the employee is eligible and opted in, the process calculates the deduction. Otherwise, it sets the deduction to \$0.

Related Topics

- [Eligibility for Pretax Catch-Up Contributions for Deferred Compensation Plans](#)

How do I display the Eligible for Pretax Age Catch-Up field?

The **Eligible for Pretax Age Catch-Up Contributions** field automatically displays on your employees' Reporting Information calculation card. However, if it doesn't, follow these steps to enable.

1. Start the Manage Descriptive Flexfields task.
2. Search for the **Deduction Developer DF** flexfield code.
3. Click **Deploy Flexfield**.
4. Click **Done**.

Related Topics

- [Eligibility for Pretax Catch-Up Contributions for Deferred Compensation Plans](#)

Configure Employer-Match Contributions for Qualified Student Loan Payments

Section 110 under the SECURE 2.0 Act allows employees to receive matching contributions for the repayment of their student loans. The payroll process treats these student loan payments as elective deferrals for the purpose of matching contributions. Their annual contribution limits still apply.

Note: This is in addition to existing employer-match contributions. If you choose to offer matching contributions on qualified student loan payments, you must match in the same manner that you would other contributions under your plans.

Steps include:

1. Configure the elements.
2. Configure the balances.
3. Configure the employer-match Fast Formula.

Configure the elements

Use the Elements task to define separate employer-match elements for each eligible plan you offer.

- 401 (k)
- 403 (b)
- 457 (b)

When defining the elements, use the Pretax Deductions primary classification and the Deferred Compensation 401k secondary classification.

Note: In this case, you use the Deferred Compensation 401k secondary classification even for 403 (b) and 457 (b) plans.

If you're processing the student loan payments outside Oracle Cloud HCM, create an information element to track those amounts in payroll.

| What you want to do | How you do it |
|---|--|
| Define the employer-match elements | <ol style="list-style-type: none"> 1. Start the Elements task. 2. Select Pretax Deductions as the primary classification and Deferred Compensation 401k as the secondary classification. 3. Configure your element by answering all necessary template questions per your business requirements. Select No for these questions. <ul style="list-style-type: none"> o Should the element have an associated catch-up element? o Should the element have an associated Roth element? o Should the element have an associated after-tax element? 4. Select that this element has an associated employer-match element with employee contributions. 5. Click Submit. 6. Configure element eligibility links for the Employer Match and Employer Match Results indirect elements. Create links for these employer-match indirect elements only. Don't create them for the other indirect elements. 7. Repeat these steps to create separate employer-match elements for each of your eligible plans. Use the same Deferred Compensation 401k secondary classification to configure the employer-match elements for student loan payment matching under your eligible 401 (k), 403 (b), and 457 (b) plans. |
| Define information elements for qualified student loan payments | <p>If you are processing the student loan payments outside Oracle Cloud HCM, create an information element to track those amounts in payroll.</p> <ol style="list-style-type: none"> 1. Start the Elements task. 2. Select Information as the primary classification. 3. Complete the applicable template questions for your element, and click Submit. 4. Update the element to add the following. <ul style="list-style-type: none"> o Element eligibility o Qualified Loan Payment Amount input value <ul style="list-style-type: none"> i. Select Primary output value as the special purpose. ii. Set the display sequence to 1. iii. Select Money as the unit of measure. iv. Select Display and Allow User Entry. 5. Click Submit. |

Configure balances

Configure these balances.

| Balance name | What you do |
|--|--|
| Deferred Compensation Qualified Payments | <p>If you are using an Information element to track student loan payments processed outside Oracle Cloud HCM or have defined a deduction element, you must add those element feeds to the Deferred Compensation Qualified Payments balance.</p> <ol style="list-style-type: none"> 1. Start the Balance Definitions task. |

| Balance name | What you do |
|--|--|
| | <ol style="list-style-type: none"> 2. Select your US legislative data group (LDG), and search for Deferred Compensation Qualified Payments. 3. Under Balance Feeds by Element, add your qualified student loan payment elements. 4. Select the input value that has the payment amount. 5. Select Add. 6. Click Submit. |
| Deferred Compensation 401k Employer Match | <p>When you defined the employer-match elements, the template automatically creates feeds to the Deferred Compensation 401k Employer Match balance. You must delete these feeds.</p> <ol style="list-style-type: none"> 1. Start the Balance Definitions task. 2. Select your US LDG, and search for Deferred Compensation 401k Employer Match. 3. Under Balance Feeds by Element, select the Employer Match Results element. 4. From Actions, select Delete Balance Feed by Element. 5. Click Continue to dismiss the warning. 6. Click Submit. |
| Deferred Compensation 401k Qualified Payments Employer Match | <p>If the employer-match element you defined applies to a 401 (k) plan, add its Employer Match Results indirect element as a balance feed to this balance.</p> <ol style="list-style-type: none"> 1. Start the Balance Definitions task. 2. Select your US LDG, and search for Deferred Compensation 401k Qualified Payments Employer Match. 3. Under Balance Feeds by Element, add the Employer Match Results indirect element. 4. Select the Employer Match Calculated input value. 5. Select Add. 6. Click Submit. |
| Deferred Compensation 403b Qualified Payments Employer Match | <p>If the employer-match element you defined applies to a 403 (b) plan, add its Employer Match Results indirect element as a balance feed to this balance.</p> <ol style="list-style-type: none"> 1. Start the Balance Definitions task. 2. Select your US LDG, and search for Deferred Compensation 403b Qualified Payments Employer Match. 3. Under Balance Feeds by Element, add the Employer Match Results indirect element. 4. Select the Employer Match Calculated input value. 5. Select Add. 6. Click Submit. |
| Deferred Compensation 457 Qualified Payments Employer Match | <p>If the employer-match element you defined applies to a 457 (b) plan, add its Employer Match Results indirect element as a balance feed to this balance.</p> <ol style="list-style-type: none"> 1. Start the Balance Definitions task. 2. Select your US LDG, and search for Deferred Compensation 457 Qualified Payments Employer Match. 3. Under Balance Feeds by Element, add the Employer Match Results indirect element. 4. Select the Employer Match Calculated input value. 5. Select Add. 6. Click Submit. |

Configure the employer-match Fast Formula

When you define an employer-match element, the template creates a fast formula for it at your LDG level. You must edit this formula to reflect the correct plan type, 401 (k), 403 (b), or 457 (b).

1. Start the Fast Formulas task.
2. Search for the employer-match formula associated with the pretax deductions element you created.

It's named ER_MATCH_CALCULATOR_FORMULA, prefixed with the name of your element.

3. Click Edit.
4. Scroll to line 32.
5. Insert one these commands into line 32, based on the type of plan.

| Plan type | Command |
|-----------|---|
| 401 (k) | <code>SET_INPUT ('student_loan', '401k')</code> |
| 403 (b) | <code>SET_INPUT ('student_loan', '403b')</code> |
| 457 (b) | <code>SET_INPUT ('student_loan', '457')</code> |

6. Click **Submit** and then **Compile**.

Related Topics

- [Configure Payroll for SECURE 2.0 Act](#)

State and Local Government Information Report

EEO-4 State and Local Government Information Report

Use the EEO-4 State and Local Government Report process for your EEO-4 reporting.

Eligible employers must file the State and Local Government Information Report EEO-4, also known as the EEO-4 Report, with the US Equal Employment Opportunity Commission.

For further info, see the US Equal Employment Opportunity Commission website.

To run this process:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group (LDG).
4. Search for and select **EEO-4 State and Local Government Report**.

Before You Start

Before you can generate reports, you must define the following.

1. Configure your legal employers.

- a. Start the Legal Entity HCM Information task from your implementation project, and open your legal entity for editing.
- b. In **Legal Employer**, click **Federal**.
- c. In **New Hire Reporting Rules**, select a TRU.

If you leave this value blank, the report won't include results for that legal employer.

- d. In **EEO Reporting Information**, set these values.

| Field label | What you enter |
|-----------------------|---|
| Control Number | Your jurisdiction's control number as provided by the EEO-4 Reporting Center. |
| Type of Government | Select the level of government your organization represents. |
| Jurisdiction Name | <p>If you select Other as your government type, specify your jurisdiction name, as per EEOC guidelines.</p> <p>Note: Don't prefix this name with The.</p> |
| Jurisdiction Location | <p>If you select Other as your government type, select a location associated with your jurisdiction.</p> <p>Use the Locations task to create it if it doesn't already exist.</p> |

- e. In **United States Reporting Entity Data**, define your legal employer as either a parent or child.

If it's a child, pick its proxy legal employer.

- f. Click **Submit**.

2. Configure your jobs.

- a. Start the Jobs task from your implementation project.
- b. Search for and select the job definition for editing.
- c. In **United States Job Information**, set the appropriate EEO-4 category and function.
- d. Click **Submit**.

- 3. Use the Manage Legal Reporting Unit Registrations task to verify the federal employer identification number (EIN) is set up for United States Federal tax.

4. Make sure your employee definitions have the required info.

To be included in the report, they must have:

- Have a job with an EEO-4 category and function

If an employee has multiple jobs under different federal EINs, the report uses the job associated with their primary assignment.

- Have an active assignment
- Have regular full-time assignment category
- Appropriate ethnicity data

Tip: If an employee selects **Hispanic or Latino** and one or more race, the process reports them on the EEO-4 as "Hispanic or Latino". If an employee doesn't select **Hispanic or Latino**, but selects multiple races, it reports them on the EEO-4 as "Two or more races".

5. Run the Load Hours and Earnings Data for Reporting process.

Select the EEO4 report type and the current year as the submission year.

For further info, see Load Hours and Earnings Data for Reporting for the US in the Help Center.

Report Parameters

Legal Employer

Select a parent legal employer to report all employees attached to it and any child legal employers.

Start Date

Select the start of the reporting period.

End Date

Select the end of the reporting period.

Payroll Period Start Date

Select any payroll period start date occurring during the fourth quarter of the survey year (October, November, or December).

Title of Certifying Official

Use to override the contact info.

Name of Certifying Official

Use to override the contact info. The default is the HR Representative name as specified on the TRU contact info.

Phone Number

Use to override the contact info. The default is the HR Representative phone number as specified on the TRU contact info.

Email of Certifying Official

Use to override the contact info. The default is the HR Representative email address as specified on the TRU contact info.

Process Configuration Group

Use this field to report persons belonging to a specific payroll relationship group.

Note: Use the Object Groups task to define a payroll relationship group before you can use it here.

Run and View the EEO-4 Report

The EEO-4 State and Local Government Report flow creates multiple output files.

| Report name | Notes |
|---------------------------|--|
| EEO-4 EText Report | Electronic file suitable for submission to the US Equal Employment Opportunity Commission |
| EEO-4 Audit Report | Sorted by: <ol style="list-style-type: none">1. Control Number2. Function Code |
| EEO-4 Audit Detail Report | Sorted by: <ol style="list-style-type: none">1. Control Number2. Function Code |
| EEO-4 Exception Report | Sorted by: <ol style="list-style-type: none">1. Control Number2. Function Code |

To view the output files of the EEO-4 report.

1. Start Reports and Analytics.
2. In the tree structure, expand **Shared Folders**, then **Human Capital Management**, then **Workforce Management**, then **Person Management**, then **US**, and then expand **EEO**.
3. Select **EEO-4 Electronic Report**.
4. In the resulting window, click **History**.
5. Clear the default value in **Owner**, and click **Search**.
6. In **Report Job Histories**, select the link for the report version you want to view.
7. Double-click **Output Name**.
8. In **Output and Delivery**, open or save the report file.

Note: The output file (eText) generated is based on the EEO-4 data file specifications. You must modify the file name according to the EEOC guidelines and then upload it to the EEO website.

Related Topics

- [Load Hours and Earnings Data for Reporting for the US](#)

Tax Withholding Info

Derived Values for State Tax Card Components

This table lists all State component values on the Tax Withholding Card that are derived from other values. You can't update them directly.

Note: For numeric values, null is the same as 0. This table doesn't include 0 in its list of values. When you're building the HCM Data Loader (HDL) spreadsheet, you must populate each derived field with a value of: -99999999 (minus sign and nine 9s) This informs the loader that the field is derived from other values, and it doesn't attempt to populate the field itself.

Derived Fields for the State Tax Card Component

For fields that determine exemption and require annual renewal:

- If the record update is date effective in the new calendar year, the Start-of-Year process skips it.
- Else, the process change the related exempt field from **Yes** to **No**.

See the Notes column regarding the impact of running the Start-of-Year Process.

| State | Derived field | Determining fields | Allowed values | Notes |
|-------|-----------------------------------|---|----------------|---|
| AR | Allowances | Personal Allowance or | 0, 1 | You can enter a value here only if you selected the Single filing status. |
| | | Allowances for self and spouse or | 0, 2 | You can enter a value here only if you selected the Married, filing jointly filing status. |
| | | Allowances of head of household and | 0, 2 | You can enter a value here only if you selected the Head of Household filing status. |
| | | Number of Complete Exemption Dependents | Any number | |
| CA | Total Number of Allowances | Number of Regular Withholding Allowances and | Any number | |
| | | Number of Allowances from Estimated Deductions | Any number | |

| State | Derived field | Determining fields | Allowed values | Notes |
|-------|----------------------------|---|---|---|
| DC | Allowances | Withholding Allowances and | Any number | |
| | | Additional Withholding Allowances | Any number | |
| | Nonresident | Domicile state other than the District of Columbia | Yes, No | |
| GA | Letter used | Marital Status | Single | Derived letter = A |
| | | | Married filing jointly, both spouses employed | Derived letter = B |
| | | | Married filing jointly, one spouse employed | Derived letter = C |
| | | | Married filing separately | Derived letter = D |
| | | | Head of household | Derived letter = E |
| | Total Allowances | Dependent Allowances and | Any number | |
| | | Georgia Adjustments Allowance | Any number | |
| | Secondary Allowance | Dependent Allowances and | Any number | Passes Total Allowances to Vertex. |
| | | Georgia Additional Allowances | Any number | |
| | Total Allowances | Allowances and | 0, 1, 2 | |
| | | Secondary Allowance | Derived | |
| IA | Allowances | Personal Allowance and | 1 | |
| | | Number of Complete Exemption Dependents and | Any number | Use Number of Complete Exemption Dependents to enter additional personal allowances. |

| State | Derived field | Determining fields | Allowed values | Notes |
|-------|-------------------------------------|--|----------------|--|
| | | Allowances for itemized deduction and | Any number | |
| | | Allowance for adjustments to income and | Any number | |
| | | Allowance for child and dependent care credit | 3, 4, 5 | |
| IN | Allowances | Personal Allowance and | 1 | |
| | | Allowances for self and spouse and | 1 | |
| | | Number of Complete Exemption Dependents and | Any number | |
| | | Self age above 65 and | Yes, No | |
| | | Self blind and | Yes, No | |
| | | Spouse age above 65 and | Yes, No | |
| | | Spouse Blind | Yes, No | |
| KY | Exempt from State Income Tax | Kentucky Income Tax Liability isn't expected this year or | Yes, No | Set to No if not claimed again in the new year. |
| | | Qualify for the Fort Campbell Exemption Certificate or | Yes, No | Not reset annually. |
| | | Exemption for Military Spouse | Yes, No | Not reset annually. |
| | Nonresident | Work in Kentucky and Reside in a Reciprocal State | Yes, No | |
| MA | Allowances | Personal Allowance and | 1, 2 | |
| | | Allowances for self and spouse and | 4, 5 | |

| State | Derived field | Determining fields | Allowed values | Notes |
|-------|-------------------------------------|---|----------------|--|
| | | Number of Complete Exemption Dependents | Any number | |
| | Secondary Allowance | Self blind and | Yes, No | |
| | | Spouse Blind | Yes, No | |
| MD | Exempt from State Income Tax | Exempt Last Year and | Yes, No | When both fields are Yes , they derive Yes for Exempt from State Income Tax . Set both to No if not claiming again in the new year. |
| | | Exempt Current Year | Yes, No | |
| | Exempt Year | | | This is a hidden field, derived by the effective date. It appears on the state PDF tax form. Don't add this field to HDL. It's not required. |
| ME | Exempt from State Income Tax | Federal form W-4 exemption or | Yes, No | Set to No if not claiming again in the new year. |
| | | Federal form W-4P exemption or | Yes, No | Set to No if not claiming again in the new year. |
| | | Exempt resident employee with no Maine tax liability in prior or current year or | Yes, No | Set to No if not claiming again in the new year. |
| | | Exempt from state tax due to retirement payments | Yes, No | Set to No if not claiming again in the new year. |
| | | Exempt tribal member residing and working on tribal land | Yes, No | Not reset annually. |
| MI | Exempt from State Income Tax | A Michigan income tax liability is not expected this year | Yes, No | Not reset annually. |
| | | Wages are Exempt from Withholding | Yes, No | Not reset annually. |

| State | Derived field | Determining fields | Allowed values | Notes |
|-------|-------------------------------------|---|---|---|
| | | | | |
| | | Permanent home located in a Renaissance Zone | Yes, No | Not reset annually. |
| MO | Exempt from State Income Tax | Exempt Status | <ul style="list-style-type: none"> All income tax refunded last year, no tax liability Meets the conditions according to the Service Member Civil Relief Act Member of an active duty component of the US Armed Forces | If not claiming the first option again in the new year: <ol style="list-style-type: none"> Set Exempt Status to Select a Value. Set as not exempt from state income tax. Neither of the other two options are reset annually. |
| MS | Exemption Amount | Single Exemption Amount and | 6000 | |
| | | Spouse Not Employed Exemption Amount and | 12000 | |
| | | Spouse Exemption Amount and | Multiples of 500 up to 12000 | |
| | | Head of Family Exemption Amount and | 9500 | |
| | | Dependents Exemption Amount and | Multiples of 1500 | |
| | | Age and Blindness Exemption Amount | Multiples of 1500 up to 9000 | |
| MT | Allowances | Personal Allowance and | 1 | |
| | | Only one job and | 1 | |
| | | Allowances for self and spouse and | 1 | |
| | | Number of Complete Exemption Dependents and | Any number | |
| | | Allowances of head of household and | 1 | |

| State | Derived field | Determining fields | Allowed values | Notes |
|-------|-------------------------------------|---|----------------|--|
| | | Allowances for itemized deduction | 1 | |
| | Exempt from State Income Tax | Enrolled member of a registered tribe or | Yes, No | Set to No if not claimed again in the new year. |
| | | Member of the Reserve or National Guard or | Yes, No | Set to No if not claimed again in the new year. |
| | | Resident of North Dakota or | Yes, No | Set to No if not claimed again in the new year. |
| | | Resident of another state living in Montana solely to be with spouse | Yes, No | Set to No if not claimed again in the new year. |
| OH | Allowances | Personal Allowance and | 1 | |
| | | Allowances for self and spouse and | 1 | |
| | | Number of Complete Exemption Dependents | Any number | |
| | Exempt from State Income Tax | Full-year resident of a qualifying bordering state | Yes, No | Not reset annually. |
| | | Resident military stationed outside Ohio on active duty | Yes, No | Not reset annually. |
| | | Nonresident service member in Ohio due to military orders | Yes, No | Not reset annually. |
| | | Nonresident spouse of service member in Ohio on orders | Yes, No | Not reset annually. |
| | | Exempt from Ohio withholding under RC 5747 06 A 1 through 6 | Yes, No | Not reset annually. |
| OK | Allowances | Personal Allowance and | 1 | |
| | | Number of Complete Exemption Dependents and | Any number | |

| State | Derived field | Determining fields | Allowed values | Notes |
|-------|---------------------------------------|---------------------------------|--|--|
| | | Additional Allowance and | Any number | |
| | | Spouse Allowance | | If you select Yes for Spouse working , then the allowance defaults to 0. If you select No , then the allowance defaults to 1. |
| | Allowances for self and spouse | Spouse working | Yes, No | Helps derive Spouse Allowance above. |
| OR | Exempt from State Income Tax | Exemption Code | <ul style="list-style-type: none"> • Air carrier employee • American Indian • Amtrak Act worker • Casual laborer • Domestic service worker • Hydroelectric dam worker • Military • Minister • No tax liability • Nonresident alien • Real estate salesperson • Waterway worker | If not claiming again in the new year: <ol style="list-style-type: none"> 1. Set Exemption Code to Select a Value. 2. Set Exempt from State Income Tax to No. |
| PR | Optional Tax Computation | Filing Status | <p>For Optional Tax Computation to be Yes, select one of these statuses.</p> <ul style="list-style-type: none"> • Married Optional • Married Optional None <p>For No, select any other.</p> | |
| | Optional Calculation Method | Filing Status | <p>The filing status you select derives these calculation methods.</p> <ul style="list-style-type: none"> • Individual Full <p>Single or married, not living with spouse, claiming full exemption</p> | |

| State | Derived field | Determining fields | Allowed values | Notes |
|-------|-------------------------|--|--|-------|
| | | | <ul style="list-style-type: none"> Individual or Married None <p>Single, married filing jointly or head of household, no personal exemption</p> <ul style="list-style-type: none"> Married Full <p>Married and filing jointly, or head of household, claiming full exemption</p> <ul style="list-style-type: none"> Married Half <p>Married and filing jointly, half exemption</p> <ul style="list-style-type: none"> Married Optional <p>Married and filing jointly, half exemption, optional</p> <ul style="list-style-type: none"> Married Optional None <p>Married and filing jointly, no exemption, optional</p> | |
| VA | Total Allowances | Allowances and | Any number | |
| | | Secondary Allowance | 1, 2, 3, 4 | |
| VT | Allowances | Personal Allowance and | 1 | |
| | | Allowances for self and spouse and | 1 | |
| | | Number of Complete Exemption Dependents and | Any number | |
| | | Allowances of head of household | 1 | |
| WI | Allowances | Personal Allowance and | 1 | |
| | | Allowances for self and spouse and | 1 | |
| | | Number of Complete Exemption Dependents | Any number | |

| State | Derived field | Determining fields | Allowed values | Notes |
|-------|----------------------|--|----------------|---|
| WV | Allowances | Personal Allowance or | 1 | You can enter a value for only one of these fields. |
| | | Allowances for self and spouse and | 1, 2 | |
| | | Number of Complete Dependent Exemptions | Any number | |
| | Filing Status | Personal Allowance or | 0, 1 | A value here identifies the person as single. |
| | | Allowances for self and spouse or | 0, 1, 2 | A value here identifies the person as married. |
| | | Withheld at a Lower Rate | Yes, No | If you set Withheld at a Lower Rate to Yes , Personal Allowance and Allowances for self and spouse must be blank. |

Related Topics

- [Federal Tax Filing Status Codes](#)
- [State and Territory-Specific Tax Filing Status Codes](#)
- [States and Territories that Use Federal Tax Filing Status Codes](#)

Federal Tax Filing Status Codes

These tables list all federal tax Filing Status codes for employees and retirees. They appear on the Federal tax component of their tax card.

Use them to help you:

- Migrate data using the HCM Data Loader (HDL)
- Interpret and reports you have configured that use them

Employee Filing Status Codes

| Lookup code | Lookup meaning | Year |
|-------------|----------------|---------------|
| 1 | Single | 2019 or prior |
| 2 | Married | 2019 or prior |

| Lookup code | Lookup meaning | Year |
|-------------|---|---------------|
| 3 | Married and withholding at higher single rate | 2019 or prior |
| 4 | Single or married filing separately | 2020 or later |
| 5 | Married filing jointly or qualifying surviving spouse | 2023 or later |
| 6 | Head of household | 2020 or later |

Retiree Filing Status Codes

| Lookup code | Lookup meaning | Year |
|-------------|---|---------------|
| 1 | Single | Any |
| 2 | Married | Any |
| 3 | Married and withholding at higher single rate | Any |
| 4 | Single or married filing separately | 2022 or later |
| 5 | Married filing jointly or qualifying surviving spouse | 2023 or later |
| 6 | Head of household | 2022 or later |

Related Topics

- [Derived Values For State Tax Card Components](#)
- [State and Territory-Specific Tax Filing Status Codes](#)
- [States and Territories that Use Federal Tax Filing Status Codes](#)

Puerto Rico Form 499 R-4.1 Fields

Puerto Rico Form 499 R-4.1 contains info that is derived from multiple sources in Oracle Cloud and is used by Vertex to help calculate taxes.

The following table describes:

- How the values selected on the Puerto Rico form impact the person's settings on their Tax Withholding calculation card

- What info is passed to Vertex when calculating taxes

Employee Filing Status Codes

| Form 499 R-4.1 field | What gets set on the tax card | Notes | What Vertex uses for tax calculation |
|---|---|---|---|
| Check here if you choose the optional computation of tax in the case of married individuals living together and filing a joint return | Optional Tax Computation | This value is derived based on filing status. <ul style="list-style-type: none"> • Yes: If their filing status is Married Optional or Married Optional None • No: Any other filing status | If Yes , uses the optional tax computation. If No , uses the default tax computation. |
| | Optional Calculation Method | This value is derived based on filing status. | If Optional Tax Computation is Yes , uses the optional calculation method. If No , uses the default calculation method. |
| Check here if you choose the provisions of the Military Spouses Residency Relief Act | Exemption for Military Spouse | The field on the Tax Card is informational only. Selecting Yes doesn't cause the payroll process to exempt deductions. For further info, see Tax Withholding Card on the Help Center. | Not used. |
| Indicate your date of birth | N/A | This value is populated on the PDF file if the person's age is between 16 and 26 as of December 31. This value is used on the PDF output only. | Not used. |
| Check here if you choose that your employer does NOT consider the exemption | Young Individuals do NOT consider the exemption | Selecting Yes populates the field on the PDF output. | If Yes , Vertex calculates taxes normally with no exemption. If No , Vertex applies the exemption when calculating taxes. Note: By default, any employee whose age is greater than 15 and less than 27 as of December 31 automatically receives this exemption for the current calendar year. |
| 1. Individual Taxpayer <ul style="list-style-type: none"> • Complete | Selects the Individual Full filing status. | | Mapped using the filing status value. |

| Form 499 R-4.1 field | What gets set on the tax card | Notes | What Vertex uses for tax calculation |
|--|---|-------|---|
| <ul style="list-style-type: none"> None | Selects the Individual or Married None filing status. | | Mapped using the filing status value. |
| 2. Married Person <ul style="list-style-type: none"> Complete | Selects the Married Full filing status. | | Mapped using the filing status value. |
| <ul style="list-style-type: none"> Half | Selects the Married Half filing status. | | Mapped using the filing status value. |
| <ul style="list-style-type: none"> None | Selects the Individual or Married None filing status. | | Mapped using the filing status value. |
| 3. Additional veteran's personal exemption | Additional Veterans Personal Exemption | | Yes, if the person selects Complete . |
| Complete Exemption | Number of Complete Exemption Dependents | | Maps Complete to Primary Allowances . |
| Joint Custody | Number of Joint Custody Dependents | | Maps Joint Custody to Joint Custody . |
| 1. ALLOWANCE BASED ON DEDUCTIONS Home mortgage interests | Mortgage Interest | | Not used. |
| Charitable contributions | Charitable Contributions | | Not used. |
| Medical expenses | Medical Expenses | | Not used. |
| Interests paid on student loans at university level | Interest paid on student loans at university level | | Not used. |
| Contributions to governmental pension or retirement systems | Contributions to governmental pension or retirement systems | | Not used. |
| Contributions to individual retirement accounts | Contributions to Individual Retirement Accounts | | Not used. |
| Educational contributions account | Educational Contributions Account | | Not used. |
| Contributions to health savings accounts | Contributions to health savings accounts | | Not used. |
| Casualty loss on your principal residence | Casualty loss on your principal residence | | Not used. |

| Form 499 R-4.1 field | What gets set on the tax card | Notes | What Vertex uses for tax calculation |
|---|---|--|--|
| Loss of personal property as a result of certain casualties | Loss of personal property as a result of certain casualties | | Not used. |
| Total deductions | Total Deductions | This is a derived field. | Not used. |
| Number of allowances based on deductions | Number of allowances based on deductions | This is a derived field. | Not used. |
| Allowances that you want to claim | Allowances that you want to claim | Before the 21B June Statutory Maintenance Pack, this field was Allowances . As part of the update, all values in Allowances were migrated to Number of Allowances Based on Deductions . It was also changed to map to the Vertex Secondary Allowances value. It appears on the employee payslip as Allowances . | Passed as Secondary Allowances . |
| Check here if you're a governmental employee who participates in a Pension or Retirement System | Government employee in a Pension or Retirement System | | Not used. |
| I authorize to withhold in each payroll period the amount of \$ | Additional Tax Amount | | This value is added to the tax calculated by Vertex. |
| or % | Additional Tax Percentage | | This value is added to the tax calculated by Vertex. |

Related Topics

- [Tax Withholding Card](#)

State and Territory-Specific Tax Filing Status Codes

This table lists the Filing Status codes for states and territories that don't follow the Federal tax component. They appear on the appropriate state or territory components of their tax card.

Use them to help you:

- Migrate data using the HCM Data Loader (HDL)
- Interpret and reports you have configured that use them

Employee and Retiree Filing Status Codes

| State | Person type | Lookup code | Lookup meaning | Year |
|-------|-------------|-------------|--|----------|
| AL | Employee | 1 | S - Single | |
| | | 2 | M - Married | |
| | | 3 | MS - Married and withholding at higher single rate | |
| | | 4 | H - Head of household | |
| | | 5 | 0 - Claiming no personal exemptions | |
| | Retiree | 1 | S - Single | Any year |
| | | 2 | M - Married | Any year |
| | | 3 | MS - Married filing separately | Any year |
| | | 4 | H - Head of household | Any year |
| | | 5 | 0 - Claiming no personal exemptions | Any year |
| AR | Employee | 1 | Single | |
| | | 2 | Married filing jointly | |
| | | 3 | Head of household | |
| | Retiree | 1 | Single | Any year |
| | | 2 | Married, filing jointly | Any year |
| | | 3 | Head of household | Any year |
| CA | Employee | 1 | Single or married with two or more incomes | |
| | | 2 | Married with one income | |

| State | Person type | Lookup code | Lookup meaning | Year |
|-------|-------------|-------------|--|---------------|
| | | 3 | Head of household | |
| | Retiree | 1 | Single or married with two or more incomes | Any year |
| | | 2 | Married with one income | Any year |
| | | 3 | Head of household | Any year |
| CT | Employee | 8 | No state W-4, high threshold | |
| | | 9 | Single - D | 2021 or later |
| | | 10 | Single - E | 2021 or later |
| | | 11 | Single - F | 2021 or later |
| | | 12 | Married filing jointly - A | 2021 or later |
| | | 13 | Married filing jointly - C | 2021 or later |
| | | 14 | Married filing jointly - D | 2021 or later |
| | | 15 | Married filing jointly - E | 2021 or later |
| | | 16 | Married Filing Separately - A | 2021 or later |
| | | 17 | Married Filing Separately - D | 2021 or later |
| | | 18 | Married Filing Separately - E | 2021 or later |
| | | 19 | Head of Household - B | 2021 or later |
| | | 20 | Head of Household - D | 2021 or later |
| | | 21 | Head of Household - E | 2021 or later |
| | | 22 | Qualifying Surviving Spouse - C | 2023 or later |

| State | Person type | Lookup code | Lookup meaning | Year |
|-------|-------------|-------------|---------------------------------|---------------|
| | | 23 | Qualifying Surviving Spouse - D | 2023 or later |
| | | 24 | Qualifying Surviving Spouse - E | 2023 or later |
| | Retiree | 8 | No state W-4, low threshold | Any year |
| | | 9 | Single - D | 2021 or later |
| | | 10 | Single - E | 2021 or later |
| | | 11 | Single - F | 2021 or later |
| | | 12 | Married filing jointly - A | 2021 or later |
| | | 13 | Married filing jointly - C | 2021 or later |
| | | 14 | Married filing jointly - D | 2021 or later |
| | | 15 | Married filing jointly - E | 2021 or later |
| | | 16 | Married Filing Separately - A | 2021 or later |
| | | 17 | Married Filing Separately - D | 2021 or later |
| | | 18 | Married Filing Separately - E | 2021 or later |
| | | 19 | Head of Household - B | 2021 or later |
| | | 20 | Head of Household - D | 2021 or later |
| | | 21 | Head of Household - E | 2021 or later |
| | | 22 | Qualifying Surviving Spouse - C | 2023 or later |
| | | 23 | Qualifying Surviving Spouse - D | 2023 or later |

| State | Person type | Lookup code | Lookup meaning | Year |
|-------|-------------|-------------|---|---------------|
| | | 24 | Qualifying Surviving Spouse - E | 2023 or later |
| DC | Employee | 1 | Single | |
| | | 2 | Married and filing separately | |
| | | 3 | Married or domestic partners, filing jointly | |
| | | 4 | Head of household | |
| | | 5 | Married or domestic partners filing separately on same return | |
| | Retiree | 1 | Single | Any year |
| | | 2 | Married and filing separately | Any year |
| | | 3 | Married or domestic partners, filing jointly | Any year |
| | | 4 | Head of household | Any year |
| | | 5 | Married or domestic partners filing separately on same return | Any year |
| DE | Employee | 1 | Single | 2020 or later |
| | | 2 | Married | 2020 or later |
| GA | Employee | 1 | Single | |
| | | 3 | Married and filing jointly, one spouse employed | |
| | | 5 | Head of household | |
| | | 12 | Married Filing Separately or Jointly with Both Working | |

| State | Person type | Lookup code | Lookup meaning | Year |
|-------|-------------|-------------|---|---------------|
| | Retiree | 1 | Single | Any year |
| | | 2 | Married and filing separately | Any year |
| | | 3 | Married and filing jointly, one spouse employed | Any year |
| | | 4 | Married and filing jointly, both spouses employed | Any year |
| | | 5 | Head of household | Any year |
| HI | Employee | 1 | Single | |
| | | 2 | Married | |
| | | 3 | Married and withholding at higher single rate | |
| | | 4 | Certified disabled Note: Selectable by professional users only. Selecting this value makes the person exempt from state income tax (SIT). | 2022 or later |
| | | 5 | Nonresident Military Spouse Note: Selectable by professional users only. Selecting this value makes the person exempt from SIT. | 2022 or later |
| | Retiree | 1 | Single | Any year |
| | | 2 | Married | Any year |

| State | Person type | Lookup code | Lookup meaning | Year |
|-------|-------------|-------------|---|----------|
| | | 3 | Married and withholding at higher single rate | Any year |
| | | 4 | Certified disabled | Any year |
| IA | Employee | 1 | Single or married but legally separated | |
| | | 2 | Married | |
| ID | Employee | 1 | Single | |
| | | 2 | Married | |
| | | 3 | Married and withholding at higher single rate | |
| | Retiree | 1 | Single | Any year |
| | | 2 | Married | Any year |
| | | 3 | Married and withholding at higher single rate | Any year |
| KS | Employee | 1 | Single | |
| | | 2 | Joint | |
| | Retiree | 1 | Single | Any year |
| | | 2 | Joint | Any year |
| MA | Employee | 1 | Other than head of household | |
| | | 2 | Head of household | |
| | Retiree | 1 | Other than head of household | Any year |
| | | 2 | Head of household | Any year |
| MD | Employee | 1 | Single | |

| State | Person type | Lookup code | Lookup meaning | Year |
|-------|-------------------|-------------|---|----------|
| | | 2 | Married | |
| | | 3 | Married and withholding at higher single rate | |
| ME | Employee | 1 | Single | |
| | | 2 | Married | |
| | | 3 | Married and withholding at higher single rate | |
| | Retiree | 1 | Single | Any year |
| | | 2 | Married | Any year |
| | | 3 | Married and withholding at higher single rate | Any year |
| MN | Employee | 2 | Married | |
| | | 3 | Married and withholding at higher single rate | |
| | | 61 | Single, married but legally separated, or spouse is a nonresident alien | |
| MO | Employee | 1 | Single, or married spouse works, or married filing separate | |
| | | 3 | Married and spouse not employed | |
| | | 4 | Head of household | |
| MS | Employee, retiree | 1 | Single | Any year |
| | | 2 | Married | Any year |
| | | 3 | Married and filing separately, or spouse employed | Any year |

| State | Person type | Lookup code | Lookup meaning | Year |
|-------|------------------|-------------|--|----------------|
| | | 4 | Head of household | Any year |
| MT | Employee | 4 | Single or married filing separately | 2024 |
| | | 5 | Married filing jointly or qualifying surviving spouse | 2024 |
| | | 6 | Head of household | 2024 |
| NC | Employee | 1 | Single or married filing separately | |
| | | 2 | Married filing jointly, or surviving spouse | |
| | | 3 | Head of household | |
| | Retiree NC-4P | 1 | Single or married filing separately | Any year |
| | | 2 | Married filing jointly, or surviving spouse | Any year |
| | | 3 | Head of household | Any year |
| NE | Employee | 1 | Single | |
| | | 2 | Married | 2021 or prior |
| | | 2 | Married filing jointly or Qualifying widow(er) Note: The Third-Party Tax Filing Extract interprets this value as Married . | 2022 and later |
| NJ | Employee | 1 | Single | |
| | | 2 | Married or civil union couple, filing jointly | |

| State | Person type | Lookup code | Lookup meaning | Year |
|-------|-----------------------|-------------|---|----------|
| | | 3 | Married or civil union couple, filing separately | |
| | | 4 | Head of household | |
| | | 5 | Qualifying widow or widower, or surviving civil union partner | |
| NY | Employee | 1 | Single, or head of household | |
| | | 2 | Married | |
| | | 3 | Married, but withhold at a higher single rate | |
| OK | Employee | 1 | Single | |
| | | 2 | Married | |
| | | 3 | Married and withholding at higher single rate | |
| OR | Employee | 1 | Single | |
| | | 2 | Married | |
| | | 3 | Married and withholding at higher single rate | |
| | Retiree W-4P-OSTWC | 1 | Single | Any year |
| | | 2 | Married | Any year |
| | | 3 | Married and withholding at higher single rate | Any year |
| PR | Employee | 1 | Individual full | |
| | | 2 | Individual, or married none | |
| | | 3 | Married full | |

| State | Person type | Lookup code | Lookup meaning | Year |
|-------|-------------|-------------|---|----------|
| | | | | |
| | | 4 | Married half | |
| | | 5 | Married optional | |
| | | 6 | Married optional none | |
| | Retiree | 1 | Individual full | Any year |
| | | 2 | Individual, or married none | Any year |
| | | 3 | Married full | Any year |
| | | 4 | Married half | Any year |
| | | 5 | Married optional | Any year |
| | | 6 | Married optional none | Any year |
| SC | Employee | 1 | Single | Any year |
| | | 2 | Married | Any year |
| | | 3 | Married and withholding at higher single rate | Any year |
| | Retiree | 1 | Single | Any year |
| | | 2 | Married | Any year |
| | | 3 | Married and withholding at higher single rate | Any year |
| VT | Employee | 1 | Single | Any year |
| | | 3 | Married but withhold at higher single rate | Any year |
| | | 6 | Married/Civil union filing jointly | Any year |
| | | 7 | Married/Civil union filing separately | Any year |

| State | Person type | Lookup code | Lookup meaning | Year |
|-------|-------------|-------------|--|----------|
| | Retiree | 1 | Single | Any year |
| | | 3 | Married and withholding at higher single rate | Any year |
| | | 6 | Married/Civil union filing jointly | Any year |
| | | 7 | Married/Civil union filing separately | Any year |
| WI | Employee | 1 | Single | Any year |
| | | 2 | Married | Any year |
| | | 3 | Married and withholding at higher single rate | Any year |
| | Retiree | 1 | Single | Any year |
| | | 2 | Married | Any year |
| | | 3 | Married and withholding at higher single rate | Any year |
| WV | Employee | 1 | Single (derived field) | Any year |
| | | 2 | Married (derived field) | Any year |
| | | 3 | Single or married with two or more incomes (derived field) | Any year |
| | | 4 | Optional one earner, one job (derived field) | Any year |
| | Retiree | 1 | Single (derived field) | Any year |
| | | 2 | Married (derived field) | Any year |
| | | 3 | Single or married with two or more incomes (derived field) | Any year |

| State | Person type | Lookup code | Lookup meaning | Year |
|-------|-------------|-------------|--|----------|
| | | 4 | Optional one earner, one job (derived field) | Any year |

Related Topics

- [Derived Values For State Tax Card Components](#)
- [Federal Tax Filing Status Codes](#)
- [States and Territories that Use Federal Tax Filing Status Codes](#)

States and Territories That Use Federal Tax Filing Status Codes

This table lists all Filing Status codes for states and territories that follow the Federal tax component. They appear on the appropriate state or territory components of their tax card.

Use them to help you:

- Migrate data using the HCM Data Loader (HDL)
- Interpret and reports you have configured that use them

Follows Federal Form W-4

| States | Person type | Lookup code | Lookup meaning | Year |
|--|-------------|-------------|---|---------------|
| GU, MP, ND, NM, UT, VI Note: <ul style="list-style-type: none"> • DE no longer follows Federal as of 2020. • CO no longer follows Federal as of 2022. For further info, see All Other State Tax Filing Status Codes in the Help Center. | Employee | 1 | Single | 2019 or prior |
| | | 2 | Married | 2019 or prior |
| | | 3 | Married and withholding at higher single rate | 2019 or prior |
| | | 4 | Single or married filing separately | 2020 or later |

| States | Person type | Lookup code | Lookup meaning | Year |
|--------|-------------|-------------|---|---------------|
| | | 5 | Married filing jointly or qualifying surviving spouse | 2020 or later |
| | | 6 | Head of household | 2020 or later |
| ND | Retiree | 1 | Single | 2019 or prior |
| | | 2 | Married | 2019 or prior |
| | | 3 | Married and withholding at higher single rate | 2019 or prior |
| | | 4 | Single or married filing separately | 2020 or later |
| | | 5 | Married filing jointly or qualifying surviving spouse | 2020 or later |
| | | 6 | Head of household | 2020 or later |

Follows Federal Form W-4P

| States | Person type | Lookup code | Lookup meaning | Year |
|--------------------------------|-------------|-------------|---|----------|
| CO, DE, GU, MN, MP, NE, OK, VI | Retiree | 1 | Single | Any year |
| | | 2 | Married | Any year |
| | | 3 | Married and withholding at higher single rate | Any year |

Related Topics

- [Derived Values For State Tax Card Components](#)
- [Federal Tax Filing Status Codes](#)
- [State and Territory-Specific Tax Filing Status Codes](#)

Text Alternative to Video

Entering a School District in Ohio for Taxing

Hello my name is Mike. In this tutorial I'll show you how to enter Ohio school district info on the tax card.

 **Watch video**

1. Start on the **Home** page.
2. Click **My Client Groups**.

When you hire a new employee in Ohio, or have an existing employee move into a taxable school district, they'll fill out an Employee's Withholding Exemption Certificate that identifies what school district they live in.

3. Click **Payroll**.
4. Click **Calculation Cards**.

Once you determine that the employee needs school district tax withheld, you'll need to update that employee's tax card with the Ohio school district info.

5. In **Search for a Person**, enter `patty anderson`.
Find your employee, and open their Tax Withholding card.

6. Click **Search**.
7. In **Search Results**, click **Tax Withholding**.
8. On **Tax Withholding**, click **Edit** for State Taxes.

The calculation first looks for school district on the state tax card, then on the City tax card. If not found on either, then no School District tax is calculated.

9. Click **School District of Residence**, and select **Maryland SD**.

When selecting the school district, you can see all of the available school districts for the employee's resident tax city. You can then select the appropriate school district from the information provided by the employee.

10. Click **Save and Close**.

This concludes the Entering a School District in Ohio for Taxing tutorial. Thanks for watching.

Making Balance Adjustments for Incorrect State Tax Jurisdictions

In this example, you have found an employee with the wrong state jurisdiction configuration. Because of this, their state income taxes (SIT) were deducted for California instead of New York.

 **Watch video**

1. Start on the **Home** page.

To fix the balances for an employee that was coded for the wrong tax jurisdiction, first go to the Payroll work area.

2. Click **My Client Groups**.
3. Click **Payroll**.
4. Click **Adjust Individual Balances**.
5. Search for and select Patricia Smith.
Verify their balance values.
6. In **Adjustment Values**, click **Add**.
In this example, when Patricia started, she was entered in the system and mistakenly set to California as her work state. She actually works in Illinois. We'll make the adjustment, so her correct state income tax is reflected accurately.
7. Click **Adjustment Element**, enter **Residence state**, and select **Residence State Income Tax**.
If you don't see the relevant elements here, go back and make sure the element eligibility is set up and the employee meets the eligibility requirements.
8. Click **State**, and select **CA**.
Next, enter the appropriate balance adjustments to negate the entry to the California jurisdiction.
9. In **Gross**, enter -9318.72.
10. In **Subject Withholdable**, enter -9318.72.
11. In **Reduced Subject Withholdable**, enter -9318.72.
12. In **Tax Calculated**, enter -641.38.
13. Click **Save**.
14. Click **Submit**.
15. Click **Refresh**.
16. Click **Adjust Multiple Balances**.
Now you can verify the adjustment you just submitted.
17. Click **Smith, Patricia**.
Here are the adjustment details.
Then repeat the process to perform another adjustment with positive values to the new jurisdiction, which in this case is Illinois.
18. Click **Back**.
19. Click **Back**.
20. Click **Adjust Individual Balances**.
21. Search for and select Patricia Smith.
22. In **Adjustment Values**, click **Add**.
23. Click **Adjustment Element**, and select **Residence State Income Tax**.
24. In **Adjustment Values**, click **Add**.
25. For **State**, click the drop-down list and select **IL**.
26. In **Gross**, enter 9318.72.
27. In **Subject Withholdable**, enter 9318.72.
28. In **Reduced Subject Withholdable**, enter 9318.72.
29. In **Tax Calculated**, enter 641.38.
30. Click **Save**.
31. Click **Submit**.
32. Click **Refresh**.
33. Click **Adjust Multiple Balances**.
34. Click **Actions**.
35. Click **Back**.

36. Click **Back**.
37. Click **Person Results**.
38. Search for and select Patricia Smith.
39. Click the ellipsis for the first result, and select **Balance Results**.
40. Click **Back**.
41. Click the ellipsis for the second result, and select **Balance Results**.

Thanks for watching.

Related Topics

- [Overview of Balance Adjustments for the US](#)

Third-Party Involuntary Payment Interface

Run the Third-Party Involuntary Payment Interface

You use the Third-Party Involuntary Payment Interface to outsource third-party payments processing to an external application, such as ADP Money Movement.

When you run this process, by default, it captures the garnishment information for all employees processed by payroll in your legislative data group.

Process Involuntary Payments

In this example, you're processing your involuntary payments through a third party.

1. Perform your payroll run.
2. Calculate your prepayments, either as part of the payroll cycle flow or by running the standalone Calculate Prepayments task.
3. Run the periodic archive.

The periodic archive process captures gross earnings, net earnings, and deduction information calculated by the payroll process.

Balance amounts are archived for employees that have had involuntary deductions processed in the payroll.

4. From **My Client Groups**, click **Payroll**.
5. Click **Submit a Flow**.
6. Specify your US legislative data group.
7. Search for and select **Third-Party Involuntary Payment Extract**.
8. Enter the following parameters.

| Field label | What this does |
|-------------|--|
| Payroll | <p>Payroll definition name.</p> <p>This field is optional. If specified, the process captures the involuntary payment information for all employees associated with this payroll definition.</p> |

| Field label | What this does |
|-------------|--|
| | If blank, this process captures all active payrolls in the legislative data group. |
| Start Date | Start date of the payroll period you're reporting. |
| End Date | End date of the payroll period you're reporting. |

- Complete and run the process.
- Submit the output XML file to the third-party payroll provider.

Related Topics

- [Third-Party Involuntary Payment Interface](#)
- [Set Up the Third-Party Involuntary Payment Interface](#)
- [Troubleshoot the Third-Party Involuntary Payment Interface](#)

Run Third-Party Involuntary Payment Extract

Use the involuntary payment interface when using a third-party provider to process your involuntary deductions.

The Third-Party Involuntary Payment Extract flow extracts an employee's relevant garnishment data into an output file appropriate for the provider, so the employer can submit it for processing.

To run this flow:

- From **My Client Groups**, click **Payroll**.
- Click **Submit a Flow**.
- Select your US legislative data group (LDG).
- Search for and select **Third-Party Involuntary Payment Extract**.

Before You Begin

You must have successfully completed your payroll processing for the period, including prepayments calculation.

You must have successfully run the periodic archive.

Process Parameters

Payroll

Payroll definition name.

This field is optional. If specified, the process captures the involuntary payment information for all employees associated with this payroll definition.

If blank, this process captures all active payrolls in the LDG.

Start Date

Start date of the payroll period you're reporting.

End Date

End date of the payroll period you're reporting.

Process Configuration Group

Process configuration group for logging and performance purposes.

Process Output

This process produces the following output.

| Output | Description |
|-------------------|--|
| Output File | Includes all relevant employee garnishment data. This USThirdPartyInvoluntaryPaymentsExtract.xml output file is accessible through View Results . The employer submits this file through the third-party provider's processes. |
| Audit Report | Lists all garnishments included in the extract. Review this file for accuracy and completeness before submitting the output file to your third-party provider. |
| Exceptions Report | Logs any errors detected during the extraction process. Review this file and resolve any issues detected. |

To download and view these reports:

1. After you have successfully run the payment extraction, select **Checklists** from the Navigator.
2. Use the search criteria to determine the flow name, and copy it.
3. Select **Reports and Analytics** from the Navigator.
4. In **Contents** pane, expand **Shared Folders > Human Capital Management > Payroll > Payment Distribution > US**.
5. Select **Third-Party Involuntary Payments Extract**, and click **View**.
6. In **flowInstanceName**, enter the flow name you queried on the Checklists page, and click **Apply**.
The XML output, exception report, and audit report appear as separate tabs.
7. Select **Export** from **Actions** to save these reports as CSV files, suitable for viewing in a spreadsheet application.

Related Topics

- [Set Up the Third-Party Involuntary Payment Interface](#)
- [Third-Party Involuntary Payment Interface](#)
- [Troubleshoot the Third-Party Involuntary Payment Interface](#)

Set Up the Third-Party Involuntary Payment Interface

Before you can use the Third-Party Involuntary Payments Interface, you need to perform set up in the following areas.

- Enterprise and Organizations
- Interface Administrator

- Employees
- Third-Party Payees
- Involuntary Deductions Elements
- Involuntary Deductions Calculation Card
- ADP Money Movement

For further info, see the following sections.

Note: For further info, see the following.

- Human Resources Cloud Administering US Involuntary Deductions on the Help Center
- Human Resources Cloud Implementing Payroll for the United States on the Help Center
- Oracle Fusion Human Capital Management for the United States: HR Implementation and Use technical brief (1676530.1) on My Oracle Support

Enterprise and Organizations

You can configure the following areas of the Third-Party Involuntary Payments Interface.

- Country Extension
- Tax Reporting Units

Country Extension

You must have the full payroll license enabled for Oracle Fusion Human Capital Management for the US. When enabling your United States country extension through the Manage Features by Country or Territory task, you must select **Payroll**.

Tax Reporting Units

When setting up your organizations, use these tasks to set the required values on your tax reporting units (TRUs).

- Manage Legal Reporting Unit task
Your TRUs must have these values.
 - Name
 - Full address, including ZIP Code
- Manage Legal Reporting Unit HCM Information task

For each TRU:

- a. From **My Client Groups**, click **Workforce Structures**.
- b. Click **Manage Legal Reporting Unit HCM Information**.
- c. Select **Tax Reporting Unit**.
- d. In **Third-Party Interfaces** at the Federal level, set these values.

| Field label | What you enter |
|-------------------|--|
| Client Identifier | Employer client ID as provided by ADP. |
| Branch Identifier | Appropriate value as defined by ADP. <ul style="list-style-type: none">- ST- S1 - S5- S7 |

- e. Save your work.

Interface Administrator

Confirm that the Payroll Manager job role is assigned to the Payroll Administrator responsible for running the Third-Party Involuntary Payments Interface.

Employees

All employees must have a first and last name and social security number.

Third-Party Payees

To configure the payees of the involuntary deductions for use with the interface, you must first configure the user interface to enable fields required by ADP.

1. Start the Manage Trading Community Common Profile Options task.
2. Edit the HZ_GENERATE_PARTY_NUMBER profile option.
3. In **Profile Values**, select **Site**.
4. As the **Profile Value**, select **Auto numbering update allowed**.
5. Save your work.

This enables **Registry ID** in the Manage Third Parties task.

When finished, configure the involuntary deduction payees to be third-party payees and assign them the ADP payee code.

1. From **My Client Groups**, click **Show More**.
2. In **Payroll**, click **Third Parties**.
3. For each payee, edit an existing payee or create a new one.

Note: The payee's name can't exceed 45 characters.

4. Assign the payee the **External Payee** usage code.
5. In **Registry ID**, specify a unique 5-character payee code.
6. Assign each payee a full address, including ZIP Code.
7. Save your work.

Involuntary Deductions Elements

For each employee involuntary payment, you must define an Involuntary Deductions element using the Elements task. When you process payroll, the interface uses the results of these elements' calculations as the basis for the payments.

Involuntary Deductions Calculation Card

For the employee receiving the garnishments, use the Calculation Cards task to update their Involuntary Deductions card. Make sure to include the appropriate calculation component for each deduction.

Perform the following updates for each calculation component.

1. In **Calculation Component Details**, select the **US Involuntary Deduction Data** row and set the following fields.

| Field label | What you enter |
|--|---|
| Third-Party Involuntary Deduction Number | ADP lien number. A unique 2-digit number representing the deduction. You must maintain these numbers, entering a new one whenever the employee incurs a new deduction, such as 01, 02, 03, and so on. If you were already using ADP Money Movement before your Oracle Fusion implementation, enter the deduction's lien number as it was recorded in your legacy application. |
| CSE Agency Case Identifier | Case identifier from the withholding order. |
| FIPS Code | Required for support orders. |
| Eligible for Medical Support | Required for support orders. |

2. Select the **Involuntary Deduction Rules** row and specify the following fields.

| Field label | What you enter |
|-------------|--|
| Start Date | Date the involuntary deduction takes effect and deductions begin. If blank, the Received Date is used. |
| Description | For state tax levies, include STL as a prefix of the description. |
| Frequency | Frequency of the deduction. |

| Field label | What you enter |
|-------------|----------------|
| | |

When you create your payroll definition, you can select from a wide range of frequency types. However, ADP recognizes only a subset.

- Daily
- Weekly
- Biweekly
- Monthly

Because of this, the interface maps the payroll definition values to the ADP values in the following way.

| Payroll definition frequency | ADP frequency |
|------------------------------|---------------|
| Bimonthly | Monthly |
| Biweekly | Biweekly |
| Monthly Calendar | Monthly |
| Monthly Lunar | Monthly |
| Quarterly | Monthly |
| Semimonthly | Monthly |
| Semiannually | Monthly |
| Weekly | Weekly |
| Annually | Annually |

ADP Money Movement

Before running your first extract, establish a feed with ADP Money Movement.

1. Ensure you have completed the configuration steps described in the previous sections.
2. Start the Third-Party Involuntary Deductions Initial Extract process.

3. Set the following parameters.

| Field label | What you enter |
|----------------|--|
| Site ID | Site identifier as provided by ADP. |
| Payroll | <p>Payroll definition name.</p> <p>This field is optional. If specified, the process captures the payroll information for all employees associated with this payroll definition.</p> <p>If blank, this process captures all active payrolls in the legislative data group.</p> |
| Effective Date | <p>Establishes the baseline for the historical file. Payroll data created before this date is disregarded.</p> <p>This field is optional. If blank, this process captures all payroll data in the legislative data group.</p> |

4. Run the process.
5. Submit the historical output file to ADP.

Related Topics

- [Third-Party Involuntary Payment Interface](#)
- [Troubleshoot the Third-Party Involuntary Payment Interface](#)
- [Run the Third-Party Involuntary Payment Interface](#)

Third-Party Involuntary Payment Interface

Business-outsourcing solutions providers such as ADP can perform garnishment and third-party payment processing for their customers. If you're using such a third party, you can use the provided involuntary payment interface.

This interface uses the US Third Party Involuntary Payment Extract to capture your employee's relevant garnishment data into an XML output file appropriate for the provider. You can then submit the output for processing.

View the Extract

To view the extract:

1. From **My Client Groups**, click **Data Exchange**.
2. Click **Extract Definitions**.
3. Select a US legislative data group (LDG) and the **Archive Retrieval** type.
4. Click **Search**.
5. Select **US Third Party Involuntary Payment Extract**.

Run the Interface

To run the interface and extract your garnishment data:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US LDG.
4. Search for and select **Third-Party Involuntary Payment Extract**.

Validate the Payment Information

Before submitting the disbursement file to ADP:

- Review the exception report, and resolve any errors logged.

For further information, see [Troubleshoot the Third-Party Involuntary Payment Interface](#) in the Help Center.

- Review the audit report to validate your payment information.

Don't open the disbursement file in any third-party viewer, as that could affect the integrity of your data. If you choose to open the file in an external view, don't save any changes.

Related Topics

- [Set Up the Third-Party Involuntary Payment Interface](#)
- [Troubleshoot the Third-Party Involuntary Payment Interface](#)
- [Run the Third-Party Involuntary Payment Interface](#)

Troubleshoot the Third-Party Involuntary Payment Interface

When running this interface, you might find errors in your data.

In these cases, you might find the following helpful.

- Finding errors in the exception report
- Fixing errors after you processed the periodic archive
- Fixing errors before you upload the disbursement file
- Correcting data after you uploaded the disbursement file
- Resolving missing data in the disbursement file
- Resolving rejected disbursement files

For further info, see the following sections.

CAUTION: The Third-Party Involuntary Payment Interface keeps no records of the files you send to your involuntary deductions processing provider or when you send them. You must ensure the accuracy of the data you capture and submit. Regardless of what you do to resolve the errors, the data in Oracle Fusion Human Capital Management must remain your source of truth.

How You Resolve Errors Detected by the Exception Report

After you complete running the extract process, check the exceptions report. The process logs any errors it detects in this file.

In case of error:

1. Use the Roll Back Process flow to roll back the interface process.

This extract applies locks to the deductions transactions it processes to ensure they aren't processed again in subsequent runs. If an error occurs on a transaction, you must roll back the process before you can rerun the transaction.

2. If the error pertains to the periodic archive, or to the data archived, roll back the archive.

Note: In addition to the extract, there are other processes that consume the archive's data, such as the payslip and tax filing. If you have run these processes as well, you must resolve their data locks before you can roll back the archive.

3. Resolve any data errors, as listed in the exception report.
4. Rerun the Third-Party Involuntary Payments Extract process.
5. Ensure all processes have completed without additional errors.

Fixing Errors After Processing the Archive

If you find an error in your deduction data after you have run the periodic archive, but before you have run the third-party involuntary deductions extract process:

1. Roll back the periodic archive.

Note: In addition to the extract, there are other processes that consume the archive's data, such as the payslip and tax filing. If you have run these processes as well, you must resolve their data locks before you can roll back the archive.

2. Correct your info.
3. Rerun the archive process.
4. Run the third-party involuntary deductions extract process.

Fixing Errors Before Uploading the Disbursement File

In this case, you must make corrections to your deductions data, but you have already generated the extract file.

If you haven't yet uploaded the file to your provider, you must:

1. Roll back the third-party involuntary deductions extract process and then the periodic archive.

Note: In addition to the extract, there are other processes that consume the archive's data, such as the payslip and tax filing. If you have run these processes as well, you must resolve their data locks before you can roll back the archive.

2. Correct your info.
3. Rerun the periodic archive process.
4. Run the third-party involuntary deductions extract process.

Correcting Data After Uploading the Disbursement File

After uploading your tax-filing extract to your provider, you must work with them to resolve issues and correct any errors. You must also ensure all corrections are reflected in the data maintained in Oracle Fusion Global Payroll.

Resolving Missing Data in the Disbursement File

After running the extract process and checking the audit report, you discover it's missing expected deduction data.

Both the periodic archive and third-party involuntary deduction extract applies locks to the data when you run them. If you make changes, they can impact an extract you've already run. When you rerun the extract, the process captures only the new data.

To create an output file consisting of all changes, rather than submitting multiple files:

1. Roll back the extract and periodic archive processes.
2. Rerun them.

Resolving Rejected Disbursement Files

ADP might reject the file you submit to them for a number of reasons. They are primarily due to configuration or data corruption issues that result in malformed extract files. Some things you can check:

- Fields required by ADP are undefined or incorrect, such as:

| Field label | Where you can find it in My Client Groups |
|--|--|
| Client Identifier | Workforce Structures > Manage Legal Reporting Unit HCM Information |
| Branch Identifier | Workforce Structures > Manage Legal Reporting Unit HCM Information |
| Registry ID | Payroll > Third-Party Payees |
| Third-Party Involuntary Deduction Number | Payroll > Calculation Cards |

For further info, see [Set Up the Third-Party Involuntary Payment Interface](#) in the Help Center.

- The fields provided in the file exceed ADP's character limits.
- Your historical or disbursement XML extract files include special characters in the start of the text stream

ADP can't process these characters. Some third-party XML editors insert a byte order mark into the file, and this renders the file unusable to ADP.

If you view your extract files with such an editor, ensure you do one of the following:

- Don't save any changes
- Select an encoding option that saves the file without the byte order mark

Related Topics

- [Set Up the Third-Party Involuntary Payment Interface](#)
- [Third-Party Involuntary Payment Interface](#)
- [Run the Third-Party Involuntary Payment Interface](#)

Third-Party Tax Filing Interface

Configuration Requirements for Third-Party Tax Filing

If you're a new user of your third-party tax filing application, you must establish a feed with your supplier before you can run your first extract.

Refer to their documentation for the kind of info they require to process and submit your tax data. Make sure your extract passes all required info.

Note: The tax files the extracts generate don't include your employer info, including:

- Contact info
- Addresses
- Tax-collection district codes
- Tax identification numbers

You must enter this info in your third-party supplier application.

In addition, you might need to perform some configuration in the following areas.

- What tax reporting unit info is needed
For further info, see [Required TRU Info for Third-Party Tax Reporting for the US](#) in the Help Center.
- What work structure info is needed
For further info, see [Required Work Structure Info for Third-Party Tax Reporting for the US](#) in the Help Center.
- How to include any additional taxes you manually configured
For further info, see [Include Additional Taxes in Third-Party Tax Reporting for the US](#) in the Help Center.
- What additional balance info is needed
For further info, see [Required Balance Info for Third-Party Tax Reporting for the US](#) in the Help Center.
- What worker info is needed
For further info, see [Required Worker Info for Third-Party Tax Reporting for the US](#) in the Help Center.

- What calculation card info is needed
For further info, see Required Calculation Card Info for Third-Party Tax Reporting for the US in the Help Center.
- How to configure W-2 Box 14
For further info, see Required W-2 Box-14 Info for Third-Party Tax Reporting for the US in the Help Center.
- What info does the extract automatically derive
For further info, see How the Third-Party Tax Filing Extract Derives Employee Worked Values on the Help Center.

Related Topics

- [Include Additional Taxes in Third-Party Tax Reporting for the US](#)
- [Required Balance Info for Third-Party Tax Reporting for the US](#)
- [Required Calculation Card Info for Third-Party Tax Reporting for the US](#)
- [Required TRU Info for Third-Party Tax Reporting for the US](#)
- [Required W-2 Box-14 Info for Third-Party Tax Reporting for the US](#)
- [Required Work Structure Info for Third-Party Tax Reporting for the US](#)
- [Required Worker Info for Third-Party Tax Reporting for the US](#)
- [Troubleshoot the Third-Party Tax Filing Interface](#)
- [End-of-Year Processing for the US](#)
- [Form 1099-R Box Info](#)
- [Form W-2 Box Info](#)
- [Form W-2PR Box Info](#)

Form 1099-R Box Info

The following describes each of the balances assigned to various Form 1099-R boxes.

These balances are required for reporting on the retiree quarterly tax file for your end-of-year data. Use the Balance Definitions task to manually configure the feeds for those balances that begin with "Form 1099R". The remaining balances are fed automatically.

For further info, see Oracle Cloud Human Capital Management for United States: Balance Initialization (1912298.1) on My Oracle Support.

Form 1099-R Box Info

Box 1

| Box Label | Balance | Additional Info |
|--------------------|-----------|-----------------|
| Gross distribution | FIT Gross | |

Box 2A

| Box Label | Balance | Additional Info |
|----------------|---------------------------------|-----------------|
| Taxable amount | Form 1099R Taxable Distribution | |

Box 2B

| Box Label | Balance | Additional Info |
|-------------------------------|---------|--|
| Taxable amount not determined | N/A | Defined by Taxable amount not determined on the Retiree Reporting Information card. If marked Yes , the flow selects the box on the 1099-R. |
| Total distribution | N/A | Defined by Total Distribution on the Retiree Reporting Information card. If marked Yes , the flow selects the box on the 1099-R. For further info, see How the Quarterly Tax-Filing Extract for Retirees Identifies Total Distributions in the Help Center. |

Box 3

| Box Label | Balance | Additional Info |
|--------------|-------------------------|-----------------|
| Capital gain | Form 1099R Capital Gain | |

Box 4

| Box Label | Balance | Additional Info |
|-----------------------------|--------------|-----------------|
| Federal income tax withheld | FIT Withheld | |

Box 5

| Box Label | Balance | Additional Info |
|--|---|-----------------|
| Employee contributions/Designated Roth contributions or insurance premiums | Form 1099R Employee Contributions or Insurance Premiums | |

Box 6

| Box Label | Balance | Additional Info |
|--|--|-----------------|
| Net unrealized appreciation in employer's securities | Form 1099R Net Unrealized Appreciation | |

Box 7

| Box Label | Balance | Additional Info |
|----------------------|---------|---|
| Distribution code(s) | N/A | Defined by the distribution code set on the tax reporting unit (TRU). For further info, see the Define Tax Reporting Units for the US topic in the Help Center. |

Box 8

| Box Label | Balance | Additional Info |
|-----------|------------------|-----------------|
| Other | Form 1099R Other | |

Box 9A

| Box Label | Balance | Additional Info |
|---------------------------------------|---------|--|
| Your percentage of total distribution | N/A | Defined by Total Distribution Percentage on the Reporting Information card. |

Box 9B

| Box Label | Balance | Additional Info |
|------------------------------|---|-----------------|
| Total employee contributions | Form 1099R Total Employee Contributions | |

Box 10

| Box Label | Balance | Additional Info |
|--|----------------------------------|-----------------|
| Amount allocable to IRR within 5 years | Form 1099R In Plan Roth Rollover | |

Box 11

| Box Label | Balance | Additional Info |
|----------------------------------|---------|---|
| 1st year of desig. Roth contrib. | N/A | Defined by First Year of Designated Roth Contribution on the Reporting Information card. |

Box 12

| Box Label | Balance | Additional Information |
|--------------------------|---------|---|
| FATCA Filing Requirement | N/A | Defined by FATCA Filing Requirement on the Reporting Information card. Note: This field is for your info tracking only. The quarterly tax file does not support it. |

Box 13

| Box Label | Balance | Additional Info |
|-----------------|---------|---|
| Date of payment | N/A | Defined by Death Benefit Distribution Date for Section 6050Y Benefits on the Reporting Information card. |

Box 14

| Box Label | Balance | Additional Info |
|--------------------|--------------|-----------------|
| State tax withheld | SIT Withheld | |

Box 15

| Box Label | Balance | Additional Info |
|-------------------------|---------|---|
| State/Payer's state no. | N/A | Derived from each state's registration info. For further info, see Overview of Legal Reporting Unit Configuration for the US in the Help Center. |

Box 16

| Box Label | Balance | Additional Info |
|--------------------|---|-----------------|
| State distribution | SIT Reduced Subject Withholdable + SIT Subject Not Withholdable | |

Box 17

| Box Label | Balance | Additional Info |
|--------------------|---------|-----------------|
| Local tax withheld | N/A | Not supported. |

Box 18

| Box Label | Balance | Additional Info |
|------------------|---------|-----------------|
| Name of locality | N/A | Not supported. |

Box 19

| Box Label | Balance | Additional Info |
|--------------------|---------|-----------------|
| Local distribution | N/A | Not supported. |

Box Account Number

| Box Label | Balance | Additional Info |
|----------------|---------|---|
| Account number | N/A | Defined by Account Number on the Reporting Information card. |

Box IRA/SEP/SIMPLE

| Box Label | Balance | Additional Info |
|----------------|---------|--|
| IRA/SEP/SIMPLE | N/A | Defined by Traditional, SEP, or Simple IRA on the Reporting Information card. |

Box %

| Box Label | Balance | Additional Info |
|-----------|---------|--|
| % | N/A | Defined by Annuity Percentage on the Reporting Information card. |

Related Topics

- [Configuration Requirements for Third-Party Tax Filing](#)

How the Quarterly Tax-Filing Extract for Retirees Identifies Total Distributions

You use the Third-Party Tax-Filing Interface to pass Form 1099-R data for your retirees to your third-party tax filing provider.

Here's how the Third-Party Quarterly Tax Filing Extract for Retirees flow determines if a payment is a total distribution.

How You Enable Total Distributions

You enable total distribution checking at the tax reporting unit (TRU) level.

1. From **My Client Groups**, click **Workforce Structures**.
2. Click **Manage Legal Reporting Unit HCM Information**.
3. Select **Tax Reporting Unit**.
4. Click **Federal**.
5. Under **Form 1099-R Distribution Code**, select **Yes** for **Total Distribution**.

You enable total distribution checking for individual retirees on their Reporting Information calculation card.

1. From **My Client Groups**, click **Payroll**.
2. Click **Calculation Cards**.
3. Search for and select the person.
4. Open their Reporting Information card for editing.
5. Select **Retiree Reporting Information**.
6. Select **Enterable Calculation Values on Calculation Cards**.
7. Click **Create**.
8. Select **Total Distribution**, and choose **Yes** as the value.

How Total Distributions Are Identified

When you generate the extract, this is what the flow does.

1. It checks the person's Reporting Information card.
 - If you chose **Yes** for **Total Distribution**, the extract passes the YE record to ADP and selects the Total Distribution box on the 1099-R.
 - If you chose **No**, the extract:
 - i. Doesn't pass the YE record to ADP.
 - ii. Doesn't select **Total Distribution** on the 1099-R.

2. If neither value exists on the reporting card, the flow checks your TRU configuration. For retirees, the TRU represents a particular distribution code or codes.
 - o If you chose **Yes** for **Total Distribution**, the extract:
 - i. Passes the YE record to ADP.
 - ii. Selects **Total Distribution** on the 1099-R.
 - o If you chose **No**, the extract:
 - i. Doesn't pass the YE record to ADP.
 - ii. Doesn't select **Total Distribution** on the 1099-R.
 - o If you didn't select a value, the extract:
 - i. Doesn't pass the YE record to ADP.
 - ii. Doesn't select **Total Distribution** on the 1099-R for those retirees.

Related Topics

- [Configuration Requirements for Third-Party Tax Filing](#)
- [Configure Tax Reporting Units for the US](#)
- [Form 1099-R Box Info](#)
- [Reporting Information Card for the US](#)
- [Third-Party Quarterly Tax Filing Extract for Retirees](#)

How the Third-Party Tax Filing Extract Derives Employee Worked Values

Monthly employee counts are required for:

- Employer's Quarterly Federal Tax Return reporting
- Eugene, Oregon Safety Tax reporting
- State Unemployment Insurance (SUI) reporting

The Third-Party Quarterly Tax Filing extract passes these values on the quarterly extract for the FIT, OR0390180MSC_EE, and SUI_ER tax codes respectively.

How it derives these values

Here's how the extract derives this data.

| Tax code | Here's where it comes from |
|----------|---|
| FIT | The extract populates only the Month-3 employee-worked value. It identifies the employee as eligible for the count if: <ol style="list-style-type: none"> 1. They were paid in the pay period that: <ol style="list-style-type: none"> a. Includes the 12th of the third month of the quarter, such as March 12 for Q1. |

| Tax code | Here's where it comes from |
|-----------------|--|
| | <p>b. The pay date falls within the current quarter or within 1 month beyond the quarter end date.</p> <p>2. Their FIT subject wages are greater than \$0 for that period.</p> <p>Note: ADP ignores this value, but it is used by MasterTax. By default, the extract sets all other federal tax codes to N.</p> |
| OR0390180MSC_EE | <p>The extract populates the Employee Working Per Month Indicator values. The values are derived for Q4 files only. Support for this derivation will be delivered in an upcoming release. For all other quarters, the values for all months default to N.</p> <p>It identifies the employee as eligible for the count if their City miscellaneous employee reduced subject wages is nonzero as of the end of each month for Eugene, Oregon.</p> <p>The indicator values for tax code OR0390180MSC_ER default to N for all quarters.</p> |
| SUI_ER | <p>The extract populates the Month-1, Month-2, and Month-3 employee-worked values.</p> <p>It identifies the employee as eligible for the count if:</p> <ol style="list-style-type: none"> 1. They were paid in the pay period that: <ol style="list-style-type: none"> a. Includes the 12th of the month. b. The pay date falls within the current quarter or within 1 month beyond the quarter end date. 2. Their SUI employer reduced subject wages are greater than \$0 for the SUI state. <p>Note: All other state tax codes use the same Month-1, Month-2, Month-3 values as the SUI_ER tax code. Your third-party supplier ignores these values.</p> |

Related Topics

- [Third-Party Tax Filing Interface for the US](#)
- [Troubleshoot the Third-Party Tax Filing Interface](#)

Include Additional Taxes in Third-Party Tax Reporting for the US

Local taxes represent categories of taxes that exist in some states and are generally at the county or city level. You can process most of these taxes using the predefined settings. However, some state and local employer taxes require manual configuration.

To pass these taxes on the tax files, make sure you have configured the necessary balances with an appropriate Quarter-to-Date or Year-to-Date dimension.

Local taxes aren't supported for retirees and pension payments.

For further info, see Oracle Cloud Human Capital Management for the United States: State and Local Tax Configuration (2056960.1) on My Oracle Support.

Related Topics

- [Configuration Requirements for Third-Party Tax Filing](#)

Include SIT-Exempt Overtime Earnings for Third-Party Tax Reporting for the US

Alabama allows the exemption of overtime earnings from state income tax (SIT).

Third Party Periodic Tax Extract

To report this to your tax-filing provider, the Third Party Periodic Tax Extract includes the following.

| Overtime info | How you report it |
|--|--|
| Count of employees who have exempt overtime wages in a month | <p>The extract derives this count by tax reporting unit (TRU) and effective date. It doesn't consider the payroll frequency.</p> <p>It's a running total of employees with exempt overtime wages based on the month of the liability date. It counts an employee once per month, regardless of how many times they had exempt overtime wages.</p> <p>To review this count:</p> <ol style="list-style-type: none"> 1. Run the Third-Party Tax Filing Audit Report Detail using start and end dates for a given month. <p>The ALSIT tax code records display the exempt wages for Alabama overtime.</p> 2. Use the exempt wages to determine if the employee is counted for the month. <p>Note: If an employee has exempt wages in two payroll frequencies for the month, the extract still counts them once.</p> <p>If you're using a tax filing provider other than ADP, refer to their documentation on how they report these counts.</p> |
| Overtime exempt wages | Because the wages are reported by the period being reported, you can reconcile them against the periodic detail audit report. |

Third Party Quarterly Tax Extract

To report this to your tax-filing provider, the Third Party Quarterly Tax Extract includes the following.

| Overtime info | How you report it |
|-----------------------|--|
| Overtime exempt wages | The ALSIT tax code record includes the quarter-to-date and year-to-date balance values using the Wages Earned for Hours Worked in Excess of Statutory Limit balance. |

Related Topics

- [Third-Party Tax Filing Interface for the US](#)

Payment Date Options for Tax Liabilities

When you process tax info through the Third-Party Periodic Tax Filing Extract, the payment date determines when tax liability payments are due to the various agencies. By default, this date is derived automatically based on the payroll data captured by the periodic archive.

You can view the date on the payroll definition Payroll Calendar as the Date Paid. You can override it when you run the Run Third-Party Periodic Tax Filing Extract flow.

You have the following options.

- Retain the default payment date for the payroll data.
- Override the payment date for all payroll data.
- Override the payment date for selected payroll data.

Retain the Default Payment Date

In this case, you don't need to do anything special.

1. Run your normal payroll processes.
2. Run the Archive Periodic Payroll Results flow.
3. Run the periodic tax-filing extract flow, and submit the output file to your third-party tax filing provider.

Override the Payment Date for All Payroll Data

To override the check date for all payroll data:

1. Run your normal payroll processes.
2. Run the Archive Periodic Payroll Results flow.
3. Run the periodic tax-filing extract flow, providing the new date in **Check Date**.
4. Submit the output file to your third-party tax filing provider.

Override the Payment Date for Selected Payroll Data

To set a new check date for a subset of your payroll data within the same payroll period:

1. Run your standard payrolls and prepayments.
2. Run the Archive Periodic Payroll Results flow.
3. Run the periodic tax-filing extract flow, and submit the output file to your third-party tax filing provider.
4. Run the payroll operations that require a different check date, such as quick pays, in the same payroll period.
5. Run the periodic archive again.
6. Run the periodic tax-filing extract flow, providing the new date in **Check Date**.
7. Submit the output file to your third-party tax filing provider.

These steps might not apply to all situations. Alter them to meet your specific business needs.

Related Topics

- [Archive Periodic Payroll Results for the US](#)
- [Run the Third-Party Tax Filing Interface for the US](#)

Required Balance Info for Third-Party Tax Reporting for the US

When setting up balances, consider these requirements for third-party reporting.

| Balance issue | What you need to know |
|----------------------------|---|
| 1099-R balances | <p>You have to feed some balances if you want to include their info on the quarterly file for the 1099-R form.</p> <ul style="list-style-type: none"> • Form 1099R Taxable Distribution • Form 1099R Capital Gain • Form 1099R Employee Contributions or Insurance Premiums • Form 1099R Net Unrealized Appreciation • Form 1099R Other • Form 1099R Total Employee Contributions • Form 1099R In Plan Roth Rollover |
| Balance feeds | <p>When defining and managing balances, you must establish feeds for any balance you want to pass on the file.</p> |
| Dismissal Payments balance | <p>For elements using the Dismissal Payments secondary classification, the extract uses the Dismissal Payments balance to pass severance payments on the file.</p> <p>Any elements using this secondary classification automatically feed this balance. ADP subtracts this amount from the employee's state unemployment insurance subject wages for New York and Michigan.</p> |
| Non-W-2 balances | <p>You can pass these non-W-2 balances on the file.</p> <ul style="list-style-type: none"> • Employer-Subsidized Meals • Moving Expenses Paid to Third-Parties • Qualified Transportation • Sick Pay Wages <p>For Philadelphia, Pennsylvania reporting, pass these balances.</p> <ul style="list-style-type: none"> • City Uncollected Tax Tip Wages Resident |

| Balance issue | What you need to know |
|----------------------------|---|
| | <ul style="list-style-type: none"> • City Uncollected Tax Tip Wages Nonresident <p>Note: Populate these city-level balances with the total uncollected tax wages for tipped employees for which no city tax was withheld. If you have employees meeting this condition, you must perform balance adjustments on these balances.</p> <p>For further info, see the Oracle Cloud Human Capital Management for the United States: Balance Adjustments (1600728.1) on My Oracle Support.</p> <p>For Louisville, Kentucky reporting, pass these balances.</p> <ul style="list-style-type: none"> • City Uncollected Tax Tip Withheld Resident • City Uncollected Tax Tip Withheld Nonresident <p>Note: Populate these city-level balances with the total uncollected tax wages for tipped employees for which no city tax was withheld. If you have employees meeting this condition, you must perform balance adjustments on these balances.</p> <p>For further info, see the Oracle Cloud Human Capital Management for the United States: Balance Adjustments (1600728.1) on My Oracle Support.</p> |
| State Worked Hours balance | <p>Passed on the quarterly extract for SUI reporting.</p> <p>For quarterly files run before Q1 2023, the Quarterly Tax Filing extract:</p> <ol style="list-style-type: none"> 1. Checks if the SUI Employer Reduced Subject Wages are greater than \$0 for the quarter and given state. 2. Checks if the State Worked Hours balance has a value greater than 0. 3. If not, it derives the hours using the run result method. <p>For quarterly files run Q1 2023 and later, the Quarterly Tax Filing extract:</p> <ol style="list-style-type: none"> 1. Checks if the SUI Employer Reduced Subject Wages are greater than \$0 for the quarter and given state. 2. Derives the hours from the State Worked Hours balance. <p>For further info on the necessary configurations, see the Hours Worked for State Unemployment Insurance Reporting technical brief (2729519.1) on My Oracle Support.</p> <p>Note: South Carolina requires the reported quarterly value to be less than 1000 hours. The quarterly extract doesn't enforce this. Use the Employee Active Payroll Balance Report to verify this balance for your South Carolina employees and adjust as needed.</p> <p>For further info, see Employee Active Payroll Balance Report for the US in the Help Center.</p> |
| State Worked Weeks balance | <p>By default, the quarterly extract calculates weeks worked based on the hours worked divided by 40 and rounded. However, you can override this value by feeding the State Worked Weeks balance.</p> <p>If this balance has a nonzero value, the quarterly tax filing extract passes it on the quarterly file for the appropriate state.</p> |

| Balance issue | What you need to know |
|--------------------------------------|--|
| | <p>The extract caps the weeks worked at 13. If the hours worked is less than 40, it defaults the weeks worked to 1.</p> <p>Note: When defining an Information element to feed this balance:</p> <ol style="list-style-type: none"> 1. Create a State input value on the element, and set its display sequence to 1. 2. For Reference, select State. This ensures the validation source uses the correct PVO. |
| Workers Compensation Withheld | <p>For New Mexico, either define feeds for this balance or perform a quarterly balance adjustment.</p> <p>The quarterly tax extract sets Coverage Indicator to Y on the W records for the NM SIT and NM SUI balances when:</p> <ol style="list-style-type: none"> 1. The Workers Compensation Withheld balance has a nonzero value for the "Relationship Tax Unit, State Quarter to Date" dimension. <p>Note: Oracle HCM Cloud doesn't support Workers' Compensation taxes.</p> <ol style="list-style-type: none"> 2. The employee is active as of the last day of the quarter you're reporting. |
| W-2 balances | <p>For a list of W-2 balances required for end-of-year reporting, see Form W-2 Box Info in the Help Center.</p> |
| W-2 balances for quarterly reporting | <p>Define feeds for the following balances before running your first quarterly tax extract.</p> <ul style="list-style-type: none"> • W2 Social Security Tips • W2 Uncollected Medicare Group Term Life • W2 Uncollected Medicare Tips • W2 Uncollected Social Security Group Term Life • W2 Uncollected Social Security Tax Tips |
| W-2 balances for Puerto Rico | <p>For a list of W-2 balances required for end-of-year reporting for Puerto Rico, see Form W-2PR Box Info in the Help Center.</p> <p>The following Puerto Rico balances have special considerations.</p> <ul style="list-style-type: none"> • W2 Territory 401k • W2 Territory Charitable Contributions • W2 Territory Government Retirement Fund • W2 Territory Government Employee Savings Plan <p>For the user-defined results elements feeding these balances, set the State input value to 72. This identifies them as belonging to Puerto Rico.</p> <p>Note: The quarterly tax filing extract performs a balance call with a State context of Puerto Rico. If the call returns no value, the extract then makes a second balance call with no State context. It passes this value on the file. If you're already processing user-defined elements in payroll without the State context, this ensures the file passes the correct balance value.</p> |

| Balance issue | What you need to know |
|---|--|
| Washington Family Leave and Long Term Care Hours QTD and YTD balances | The Washington Family Leave and Washington Long Term Care Hours balances are populated from the same value as the Washington State Worked Hours balance. |

Related Topics

- [Configuration Requirements for Third-Party Tax Filing](#)
- [Employee Active Payroll Balance Report for the US](#)

Required Calculation Card Info for Third-Party Tax Reporting for the US

For each employee or retiree, make sure you have correctly configured their calculation cards. There are some special values that might be required for accurate reporting.

Reporting Information Card

For employees, if you enter values for the appropriate fields in the Reporting Information calculation component, they're passed on the quarterly tax file. Use the Retiree Reporting Information calculation component for retirees. These components are part of the **Federal** component group.

For each state or territory where the person is employed, create a **Regional** calculation component with the proper regional association. Set the appropriate fields for these states as noted in the following table.

- For **State Reporting Information** calculation components, enter the fields under **Calculation Component Details**.
- For **Regional Tax Information** calculation components, enter the fields under **Enterable Calculation Values on Calculation Cards**.

For further info, see Reporting Information Calculation Card for the US in the Help Center.

| Component group | Calculation component | Calculation component detail | Field name | What this does |
|-----------------|-----------------------|------------------------------|---------------------------------|---|
| Federal | Reporting Information | Third-Party Interfaces | ADP Special Processing Required | Indicates whether the employee's W-2 is excluded from main population printing. Note: The quarterly extract passes this in a separate field than the employee print preferences. |

| Component group | Calculation component | Calculation component detail | Field name | What this does |
|-----------------|-----------------------|------------------------------|------------------------------|--|
| | | | ADP Special Sort Code | <p>Provides additional data for sort options G and E in the ADP client maintenance application.</p> <p>For further info, see your ADP product documentation.</p> <p>Not used by MasterTax.</p> |
| | | Reporting Information | Corporate Officer | <p>Identifies employees who are corporate officers of the employer.</p> <p>As multiple states require this, set it at the federal level.</p> <p>Note: Most states require Corporate Officer or Not a Corporate Officer; however, Washington DC allows others. If you select a value other than Corporate Officer or Not a Corporate Officer for any state other than Washington DC, ADP interprets the value as N.</p> |
| | | | Eligible for Retirement Plan | <p>An employee is automatically marked as eligible for the retirement plan on Box 13 of their W-2 when any of these balances has a value greater than 0.</p> <ul style="list-style-type: none"> • W2 401k • W2 403b • W2 408k • W2 501c • W2 Pension Plan • W2 Roth 401k • W2 Roth 403b <p>Use this field to manually identify employee eligibility if they don't contribute to any plan.</p> <p>For further info, see Configure Calculation Card</p> |

| Component group | Calculation component | Calculation component detail | Field name | What this does |
|-----------------|-------------------------------|------------------------------|--|---|
| | | | | Configuration for Year-End Tax Forms in the Help Center. |
| | | | Family Member with Majority Interest | Designates if the employee or a family member owns majority interest of this business. |
| | | | Probationary Code | Identifies employees hired on a trial basis. |
| | Retiree Reporting Information | Reporting Information | Account Number | <p>Form 1099-R account, policy, or other identifying number. Required when you have multiple accounts for a recipient that has multiple 1099-Rs.</p> <p>This populates field code H1 of the C record and the Account Number box on the 1099-R.</p> |
| | | | Annuity Percentage | <p>Use this field when an annuity contract is part of a multiple recipient lump-sum distribution. Enter the percentage of the total annuity represented.</p> <p>The annuity percentage is field code YL of the C record and is fed to the % next to Box 8 on the 1099-R.</p> <p>Use whole numbers only. For example, enter 5% as 5, 10% as 10, and 100% as 100.</p> |
| | | | Distribution date for section 6050Y death benefits | <p>Use this date for distribution codes C and CD. This date indicates when the death benefit was paid according to section 6050Y.</p> <p>This date is passed as an E record and is fed to the Date of Payment box 13 on the 1099-R.</p> |

| Component group | Calculation component | Calculation component detail | Field name | What this does |
|-----------------|-----------------------|------------------------------|--|--|
| | | | FATCA Filing Requirements | This field is for your info tracking only. The quarterly tax file doesn't include it. |
| | | | First Year of Designated Roth Contribution | Identifies the year when this person made a first-year designated Roth contribution. Use four digits for the year, such as 2019 . This value populates field code R1 of the C record and is fed to Box 11 on the 1099-R. |
| | | | Taxable Amount not Determined | Use this field when the taxable amount of the payments can't be reasonably obtained. If you select Yes , then a Y value is fed to field code YD of the C record. It enters an X in Box 2b of the 1099-R, Taxable amount not determined . |
| | | | Total Distribution | Used to indicate if the payment was a total distribution. For further info, see <i>How the Quarterly Tax-Filing Extract for Retirees Identifies Total Distributions</i> in the Help Center. |
| | | | Total Distribution Percentage | For use if a total distribution is made to more than one recipient. Enter the distribution percentage you're allocating for this recipient. Use whole numbers only. For example, enter 5% as 5, 10% as 10, and 90% as 90. The total distribution percentage is field code YM of the C record and is fed to box 9a on the 1099-R. |

| Component group | Calculation component | Calculation component detail | Field name | What this does |
|-----------------|-----------------------------|----------------------------------|---------------------------------|--|
| | | | Traditional, SEP, or SIMPLE IRA | Identifies the person is receiving a traditional IRA, SEP, or SIMPLE distribution. If you select Yes , it enters an X in the IRA/SEP/SIMPLE box on the 1099-R. |
| Regional | State Reporting Information | Alaska Reporting Information | Geographic Code | Two-digit code that identifies the employee's primary place of work. |
| | | | Occupational Code | Identifies the employee's occupation category. The value you enter here overrides the value you specified on the job. Note: For further info, see the Alaska Department of Labor and Workforce Development website. Search for the Alaska Occupation and Geographic Coding Resources page. |
| | | California Reporting Information | Wage Plan Code | Used to override the value specified at the payroll statutory unit (PSU) and tax reporting unit (TRU) levels. For further info, see the California Employment Development Department website. Search for the Electronic Filing Guide for the Quarterly Wage and Withholding Program. Choices include: <ul style="list-style-type: none"> • SUI only • State disability insurance (SDI) without unemployment insurance • Voluntary disability insurance • No voluntary, SUI, or SDI |

| Component group | Calculation component | Calculation component detail | Field name | What this does |
|-----------------|--------------------------|--------------------------------------|----------------------|---|
| | | | | <ul style="list-style-type: none"> SUI and SDI SUI with religious exemption Voluntary disability insurance and SUI |
| | | Colorado Reporting Information | Seasonal Worker | Identifies the person as a seasonal worker. |
| | | Indiana Reporting Information | Seasonal Worker | Identifies the person as a seasonal worker. |
| | | Maine Reporting Information | Seasonal Worker | Identifies the person as a seasonal worker. |
| | | North Carolina Reporting Information | Seasonal Worker | Identifies the person as a seasonal worker. |
| | | Oregon Reporting Information | Replacement Worker | <p>Identifies the person as a replacement worker, hired to cover for an employee out on Paid Family Medical Leave.</p> <p>Update or end-date this value once the employee returns to work.</p> |
| | | | Seasonal Worker | Identifies the person as a seasonal worker. |
| | | Vermont Reporting Information | Health Care Status | Designates if the employee is considered covered or not covered. Used in the calculation of Vermont health care deduction reporting. |
| | Regional Tax Information | New York | Part Year Resident | <p>Designates if the employee is a part-year resident of New York City in the calculation value.</p> <p>If you select Yes, the quarterly extract passes the city-resident wages. Otherwise, it passes the FIT wages.</p> |
| | | Puerto Rico | W-2PR Control Number | When populated, the third-party quarterly tax extract passes this field on the |

| Component group | Calculation component | Calculation component detail | Field name | What this does |
|-----------------|-----------------------|------------------------------|--|--|
| | | | | W record for Puerto Rico state tax codes in positions 299-314. ADP ignores this data, but MasterTax accepts it. |
| | | | W-2cPR Control Number | |
| | | | Qualified Physician Under Act 14-2017 | Designates if the employee had wages for services rendered by a qualified physician who has a valid decree according to Act 14-2017. |
| | | | Domestic Services | Designates if the employee had wages for domestic services in a private home, local college club, or local chapter of a college fraternity or sorority. |
| | | | Agricultural Work | Designates if the employee had wages for services rendered in agricultural labor. |
| | | | Minister of a Church or Member of a Religious Order | Designates if the employee had wages for services rendered by a minister of a church or by a member of a religious order. |
| | | | Health Professionals Under CC 20-01 | Designates if the employee had wages for services by health professionals according to CC 20-01. |
| | | | Others | Designates the type of other wages the employee received. This can be a value from 1 to 9. For info on the meaning of these values, refer to the W-2PR instructions provided by the Hacienda. These values can change yearly. |
| | | | Any Other Service Required by the Department Through Regulations | This value isn't passed on the third-party quarterly tax extract output file. It is included in the XML file |

| Component group | Calculation component | Calculation component detail | Field name | What this does |
|-----------------|-----------------------|------------------------------|--------------------------------------|---|
| | | | | <p>as STATE_WAGE_INFO_REC, using the OTHERS_PAYMENT_DESCRIPTION tag name.</p> <p>Note: ADP doesn't support this field.</p> |
| | | | Direct Employment | Designates if the payments are for services by a direct employee. |
| | | | Direct Employment Hours Worked | <p>Total hours worked by the direct employee.</p> <p>Note: The third-party quarterly tax extract passes this data with an implied decimal.</p> |
| | | | Direct Employment EIN | If your business is subject to a tax exemption decree, and you have leased or been assigned employees to work in your tax-exempt business lines, provide your EIN here. |
| | | Washington | Reason for SUI Wages with Zero Hours | <p>Select a reason code for employees with wages and zero hours.</p> <p>Because the current reason code might not apply to future quarters, end date this value at the end of the quarter.</p> <p>Note: ADP issues a warning if it detects employees with wages and no hours and no reason code.</p> |

Tax Withholding Card

If you enter values in the following fields on the employee tax card, they're included in the appropriate extract.

Associations

| Section | Federal Income Tax field name | What it does |
|---------|-------------------------------|--|
| Federal | Primary Work Address | <p>The extract derives the work location's county and ZIP Code from this field. For each state context processed for an employee, the county and ZIP Code from the last primary work address in that state is passed.</p> <p>This is required for:</p> <ul style="list-style-type: none"> • Indiana • West Virginia <p>However, the extract passes the work location county and ZIP Code for all states.</p> |
| | Statutory Employee | Identifies an independent contractor as an employee by statute. |

Withholding Details

| Calculation component | Field name |
|-----------------------|--|
| Federal | Filing Status |
| Federal | <p>Allowances</p> <p>Note: As of 2020, Form W-4 no longer uses this value. However, the extract continues to pass this data until the employee updates their W-4.</p> |
| Regional | <p>Allowances</p> <p>Note: For states that follow the federal W-4, as of 2020, the form no longer uses this value. However, the extract continues to pass this data until the employee updates their W-4.</p> |
| Regional | Exempt from State Unemployment |
| Regional | Exempt from State Disability |
| Regional | Exempt from Long Term Care |

| Calculation component | Field name |
|-----------------------|--|
| | <p>Note: For the extract to include a WALTC tax code record, one or more of these conditions must be true.</p> <ul style="list-style-type: none"> This field is set to Yes. Washington Long Term Care quarter-to-date or year-to-date balances are non-zero. Washington SUI employer taxable balance is greater than \$0. |
| Residency Certificate | <p>Resident PSD Code</p> <p>Identifies the resident political subdivision (PSD) code for Pennsylvania Act 32 jurisdictions.</p> |

Tax Withholding for Pension and Annuity Payments Card

If you enter values in the following fields on the retiree tax card, they're included in the appropriate extract.

Withholding Details Section

| Calculation component | Field name |
|-----------------------|--------------------------------|
| Federal | Filing Status |
| Regional | Exempt from State Unemployment |
| Regional | Exempt from State Disability |

Organization Calculation Cards

The quarterly tax extract includes Massachusetts Paid Family Insurance (FLI) and Medical Leave Insurance (MLI) employee contribution percentages. If you override these default percentages, you must enter them as whole numbers, and their sum must equal 100%.

For further info, see Massachusetts Paid Family and Medical Leave in the Help Center.

Related Topics

- [Configuration Requirements for Third-Party Tax Filing](#)

Required TRU Info for Third-Party Tax Reporting for the US

Your tax-filing supplier requires your extract to include tax reporting unit (TRU) info to help establish context for your payroll data.

For employees, each TRU is a separate company and assigned a client identifier by the third-party supplier. The extract output file can include multiple batches, each representing a TRU.

For retirees, each TRU within a given payroll statutory unit (PSU) represents one or more distribution codes. The third-party supplier assigns one client identifier per PSU. Use this client identifier for all TRUs within that PSU. The extract output file can include multiple batches, but a PSU represents each batch, not a TRU.

Note: For periodic tax filing, ADP can't process retirees and employees in the same batch. You must submit their payroll data either in separate files or in separate batches in the same file, reporting by different TRUs. For quarterly tax filing, employees and retirees can't be in the same file. For further info, see Oracle Cloud Human Capital Management for the United States: Payroll and HR Implementation and Use for Retirees (2461709.1) on My Oracle Support.

For further info, see Define Tax Reporting Units for the US in the Help Center.

| What you need to configure | How you do it |
|----------------------------|--|
| All TRUs | <p>For each TRU:</p> <ol style="list-style-type: none"> 1. From My Client Groups, click Workforce Structures. 2. Click Manage Legal Reporting Unit HCM Information. 3. Select Federal. 4. In Third-Party Interfaces, enter either the Client Identifier or 1099-R Client Identifier number provided by your supplier. <p>The maximum length for ADP is 14 characters. MasterTax doesn't issue a client ID, so you can enter any value up to 14 characters.</p> <p>The process interprets a blank value as instructions to exclude the TRU.</p> <ol style="list-style-type: none"> 5. Use the Legal Reporting Unit Registrations task to define the United States Federal Tax jurisdiction. <p>Some payroll processes require this setting, such as Archive Periodic Payroll Results.</p> |
| TRUs with no payroll data | <p>By default, the extract captures data for all TRUs, including those with no active payroll data for the year. Reporting these TRUs in the quarterly tax file might generate errors from ADP.</p> <ul style="list-style-type: none"> • To exclude a TRU, enter EXCLUDE for Client Identifier. • As of the 21C September Statutory Maintenance Pack, to exclude a retiree TRU, enter EXCLUDE for Form 1099-R Client Identifier. <p>Note: Excluded TRUs aren't reported on the audit report or output file. If you mark a TRU for exclusion, it won't be included on the monthly or quarterly tax file, even if it has payroll activity for the reporting period.</p> |
| TRUs for retirees | <p>A single periodic file can include tax info from both employee and retiree TRUs. However, they must be in separate batches.</p> |

| What you need to configure | How you do it |
|--|--|
| | <p>Note: If your payroll includes retirees, you must perform special configuration for organizations. For further info, see Oracle Cloud Human Capital Management for the United States: Retiree Implementation and Use Guide (2461709.1) on My Oracle Support.</p> |
| TRUs for US territories | For TRUs belonging to US territories, use Territory Identifier in the Territory Rules section. Leave this field blank for continental US TRUs. |
| California employees | <p>If you have employees in California, provide your Wage Plan Code:</p> <ul style="list-style-type: none"> At the PSU level, use the Legal Entity HCM Information task At the TRU level, use the Legal Reporting Unit HCM Information task <p>Reenter the value in Wage Plan Code at the Regional level.</p> <p>Entering a value at TRU level overrides the value for the PSU. You can override both on an individual employee's reporting card.</p> <p>For further info, see California Wage Plan Code in the Help Center.</p> |
| New Jersey employees | <p>If you have employees in New Jersey, provide your family leave insurance (FLI) plan and disability plan types.</p> <p>If you're opting for private plans, provide the plan numbers as well. Use the Legal Reporting Unit HCM Information task to enter these values at the Regional level. If you're using private plans, the plan numbers are displayed on the employee W-2.</p> <p>For further info, see the following in the Help Center.</p> <ul style="list-style-type: none"> New Jersey Family Leave Insurance New Jersey Disability Insurance |
| Combined-filer status for Pennsylvania | <p>If you're registered as a combined filer for Pennsylvania Act 32 taxes, provide your Tax Collection District (TCD) combined-filing proxy.</p> <ul style="list-style-type: none"> At the PSU level, use the Legal Entity Calculation Cards task At the TRU level, use the Legal Reporting Unit Calculation Cards task <p>Enter the value in TCD Combined Proxy Filing for your Pennsylvania State Income Tax calculation component. If you're opting to become a combined filer after your initial implementation, set this field only after completing all your payroll runs for the current year. For new implementations, set this field before running your first payrolls.</p> <p>Note: Pennsylvania Act 32 tax collectors require you have combined filing designation for a full calendar year to the same tax collector. Don't change this designation midyear, as it would cause the tax-filing extract to report multiple rows incorrectly on your tax files.</p> <p>After you set this value, the payroll process populates it in run results for the Tax Collection District Code on:</p> <ul style="list-style-type: none"> City Tax elements Local Wages and Taxes elements |

| What you need to configure | How you do it |
|----------------------------|---|
| | If you're not a combined filer, there's no configuration required. The payroll process populates the Tax Collection District Code in run results according to Pennsylvania Act 32 requirements. |

Related Topics

- [Configuration Requirements for Third-Party Tax Filing](#)

Required W-2 Box-14 Info for Third-Party Tax Reporting for the US

Your employee Form W-2 might require additional configuration to report the correct info in Box 14.

This includes:

- State and local deductions
- Additional entries not included by ADP

State and Local Deductions

This table lists the predefined state and local entries that display automatically in Box 14 on the Cloud HCM Form W-2.

| State | Description | Box 14 Label |
|---------------|--------------------------------|--------------|
| Alabama | Overtime Exempt Wages | EX OT |
| Alaska | State Unemployment Insurance | AK SUI |
| California | State Disability Insurance | CA SDI |
| Colorado | Colorado Occupational Tax | CO_OPT_EE |
| Colorado | Family Leave Insurance | FAMLI |
| Connecticut | Family Leave Insurance | CTPL |
| Hawaii | State Disability Insurance | HI SDI |
| Kentucky | Boone County Mental Health Tax | BOONMH |
| Massachusetts | Family and Medical Leave | MA PFML |
| New Jersey | Family Leave Insurance | FLI |

| State | Description | Box 14 Label |
|--------------|---|--------------|
| New Jersey | State Disability Insurance | DI |
| New Jersey | State Disability Insurance Private Plan Number | DI P.P # |
| New Jersey | Unemployment Insurance, Workforce Development Partnership Fund, Supplemental Workforce Fund | UI/WF/SWF |
| New York | Family Leave Insurance | NYFLI_EE |
| New York | State Disability Insurance | NY SDI |
| Oregon | Family Leave Insurance | OR FLI |
| Oregon | Oregon Transit Tax | ORSTT W/H |
| Pennsylvania | Employee State Unemployment Tax | PA_SUI_EE |
| Pennsylvania | Local Services Tax | PA LST |
| Rhode Island | State Disability Insurance | RI SDI |
| Washington | Family Leave Insurance | WA FLI |
| Washington | Long Term Care | WA LTC |

However, the Cloud HCM Form W-2 and the third-party quarterly employee tax extract don't capture some federal and state-specific deductions. For example:

- California Voluntary Plan for Disability Insurance
- Maine Public Employees Retirement System contribution
- Maryland state retirement pickup amount

To configure your year-end data to populate Box 14 with this deduction info and pass it as a B record on the third-party quarterly employee tax extract:

1. Feed the appropriate W2 Box 14 balance.
2. Update the meaning of the corresponding lookup code of the ORA_HRX_US_W2_BOX_14_USER_DFND lookup type.

The text you type becomes the label text appearing on the W-2 Box 14.

Note: This box has a 15-character limit. If you're exporting your payroll data to ADP, they enforce a 10-character limit.

3. You must perform additional configuration if multiple states share the balance you're using, such as for Family Leave Insurance.

Additional Entries Not Included by ADP

If you're using ADP to generate your Form W-2s, some entries included by Cloud HCM are not included by ADP.

You must perform additional configuration to ensure they appear on the W-2s produced by ADP.

Note: You can skip these steps if you're using the HCM Cloud W-2 Employee Report to generate your W-2s. This process already includes the Box 14 entries as documented above.

These steps include this info on the third-party quarterly employee tax extract as a B record. These steps don't affect any HCM Cloud W-2 processes.

1. Start the Enterprise HCM Information task.
2. Go into Edit mode.
3. In **US Balance Definition**, click **Add Row**.
4. Enter the following.

| Field name | What you enter |
|-----------------------------|---|
| Legislative Data Group Name | Select a US legislative data group. |
| Archive Level | Select the archive level appropriate to the level of the balance. Note: Don't select Federal for any state or local entries. Federal is for balances with no area contexts. |
| Category | Select Withheld or Liability . |
| Balance Name | Select the balance name as the source for the Box 14 value. |
| Tax Code | Specify the tax code. The code must follow this naming convention to pass the info to the B record. The jurisdiction you define must match the archive level you select. <ul style="list-style-type: none"> ○ Start with BREC_ ○ Jurisdiction identifier - Federal: No value needed - State: 2-character state postal code - County: 2-character state postal code, followed by 3-character county geocode - City: 2-character state postal code, followed by 3-character county geocode, and 4-character city geocode |

| Field name | What you enter |
|--------------|---|
| | <ul style="list-style-type: none"> - School district: 2-character state postal code, followed by 5-character school district geocode o Another underscore o Box 14 label <p>Note: ADP has a 10-character limit for this label.</p> <p>Note: If the tax code exists in multiple jurisdictions, use the Balances task to define each as a separate balance definition.</p> |
| Type | Select Balance . |
| Report Usage | Select Quarterly . |

Sample Tax Codes

| Archive level | Balance name | Tax code | Description |
|---------------|--|--------------------------|---|
| State | Family Leave Insurance Employee Withheld | BREC_WA_WA FLI | Washington Family Leave Insurance with WA FLI as the Box 14 label |
| State | Family Leave Insurance Employee Withheld | BREC_NY_NY PFL | New York Family Leave Insurance with NY PFL as the Box 14 label |
| County | Mental Health Tax Withheld | BREC_KY015_BOONMH | Boone County, Kentucky mental health tax with BOONMH as the Box 14 label |
| City | Head Tax Withheld | BREC_CO0310140_CO_OPT_EE | Denver, Colorado occupational privilege tax with CO_OPT_EE as the Box 14 label |
| City | Head Tax Withheld | BREC_PA0017254_PA LST | Abbottstown Boro, Pennsylvania local service tax with PA LST as the Box 14 label |

| Archive level | Balance name | Tax code | Description |
|---------------|--------------|----------|-------------|
| | | | |

Related Topics

- [Configuration Requirements for Third-Party Tax Filing](#)

Required Work Structure Info for Third-Party Tax Reporting for the US

Your tax-filing supplier requires your extract to include the appropriate work structure-related info for accurate reporting.

Note: These requirements don't apply to retirees and 1099-R reporting.

| Work structure | What you need to configure | How you do it |
|----------------|--------------------------------------|--|
| Location | Employer Unit Number | <p>Some states require an Employer Unit Number. For locations in those states, use the Locations task to enter your Employer Unit Number in the United States Unemployment Reporting Information section.</p> <p>This value is a 3, 4, or 5-digit number, depending on the state.</p> <p>This is required for New Mexico, Massachusetts, Minnesota, Iowa, and Michigan.</p> <p>Indiana requires the 3-digit code if:</p> <ul style="list-style-type: none"> • You're assigned a single enterprise filing status by the Indiana Department of Workforce Security • You elected to report multiple locations with the Department of Workforce Security |
| Job | Standard Occupational Classification | <p>When setting up your jobs, some states require they have a Standard Occupational Classification. For jobs in those states, use the Jobs task to enter their Standard Occupational Classification in the United States Job Information section. Enter this value as 99-9999 or 99-9999.99, depending on the state.</p> |

| Work structure | What you need to configure | How you do it |
|----------------|----------------------------|--|
| | | <p>Note: There's no validation on this field, so make sure you use the correct format.</p> <p>This is required for:</p> <ul style="list-style-type: none"> • Alaska • Indiana • Louisiana • South Carolina • Washington • West Virginia <p>However, consider adding it to all jobs. For further info on SOC codes, see the Bureau of Labor Statistics website. Search for the Standard Occupational Classification page.</p> <p>For employees in Alaska, you can override this value on their Reporting card. This is passed on the quarterly file. See the Reporting Information Card section.</p> |
| | Name | Louisiana, Washington, and West Virginia require either the standard occupational classification or the job title. This field is passed on the quarterly file for all employees. |

Related Topics

- [Configuration Requirements for Third-Party Tax Filing](#)

Required Worker Info for Third-Party Tax Reporting for the US

The third-party tax filing extracts include employee and retiree data. They pass data for person types that support payroll processing. In addition to the fields required for HR and payroll processing, there are some fields that might be needed for accurate reporting.

See the following for details.

| For these fields | Consider the following |
|------------------|--|
| Birth Date | <p>Use Date of Birth either in the Person task or through the New Hire flow.</p> <p>The quarterly tax file passes this value for all employees. ADP uses this value in these cases.</p> <ul style="list-style-type: none"> • Puerto Rico employees reporting Code E in Box 16 or 16A of their Form W-2PR. • Employees subject to Washington Long Term Care tax. |

| For these fields | Consider the following | | | | | | | | | | | | | | | | | | | | |
|---|--|-------------------|---------------|---|------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Employee ID | <p>The employee ID is passed on the E record for the monthly and quarterly files. This 12-digit code is derived for both employees and retirees by the following.</p> <ul style="list-style-type: none"> • First two characters of the first name If the first name is missing, uses literal FF. • First two characters of the last name • 8 digits from the National Identifier <p>It uses the following matrix to determine which digits to use.</p> <table border="1" data-bbox="591 625 1105 982"> <thead> <tr> <th>National ID Digit</th> <th>Code Position</th> </tr> </thead> <tbody> <tr><td>1</td><td>Drop</td></tr> <tr><td>2</td><td>2</td></tr> <tr><td>3</td><td>1</td></tr> <tr><td>4</td><td>8</td></tr> <tr><td>5</td><td>7</td></tr> <tr><td>6</td><td>4</td></tr> <tr><td>7</td><td>3</td></tr> <tr><td>8</td><td>6</td></tr> <tr><td>9</td><td>5</td></tr> </tbody> </table> <p>For example, John Smith 123-45-6789 would become JOSM32769854.</p> <p>You can use this value to search for employees in MasterTax. It isn't used by ADP.</p> | National ID Digit | Code Position | 1 | Drop | 2 | 2 | 3 | 1 | 4 | 8 | 5 | 7 | 6 | 4 | 7 | 3 | 8 | 6 | 9 | 5 |
| National ID Digit | Code Position | | | | | | | | | | | | | | | | | | | | |
| 1 | Drop | | | | | | | | | | | | | | | | | | | | |
| 2 | 2 | | | | | | | | | | | | | | | | | | | | |
| 3 | 1 | | | | | | | | | | | | | | | | | | | | |
| 4 | 8 | | | | | | | | | | | | | | | | | | | | |
| 5 | 7 | | | | | | | | | | | | | | | | | | | | |
| 6 | 4 | | | | | | | | | | | | | | | | | | | | |
| 7 | 3 | | | | | | | | | | | | | | | | | | | | |
| 8 | 6 | | | | | | | | | | | | | | | | | | | | |
| 9 | 5 | | | | | | | | | | | | | | | | | | | | |
| Social Security Number Individual Taxpayer Identification Number | <p>The employee's primary national identifier is passed on the E record. This can be either their Social Security Number (SSN) or Individual Taxpayer Identification Number (ITIN), whichever is most recent.</p> <p>If you update this identifier during the year, confirm that the extract passes the correct number to the provider. You might need to send corrected quarter files with the proper identifier. For further info, see your provider's documentation.</p> | | | | | | | | | | | | | | | | | | | | |
| Taxpayer Identification Number | <p>This is for retirees only. The Taxpayer Identification Number (TIN) is used when retiree payments and Form 1099-R are issued to a nonperson entity, such as an estate. This number is passed on the E record in the quarterly file.</p> <p>The extract uses the SSN or ITIN. If neither exist, it uses the TIN.</p> | | | | | | | | | | | | | | | | | | | | |
| Part Time Status | <p>For part-time employees in Indiana, Vermont, and Puerto Rico, use the Employment task to specify the correct setting on either Assignment Category or Full Time or Part Time.</p> | | | | | | | | | | | | | | | | | | | | |
| Hourly Paid or Salaried | <p>Use the Employment task to specify the correct setting for this field.</p> <p>This is required only for Vermont.</p> | | | | | | | | | | | | | | | | | | | | |
| Working at Home | <p>Use the Employment task to specify the correct setting for this field.</p> <p>This is required only for Ohio localities.</p> | | | | | | | | | | | | | | | | | | | | |

| For these fields | Consider the following |
|---------------------------------|---|
| Worker's Hourly Pay Rate | <p>This field is derived by dividing the SIT Gross Wages QTD by the State Worked Hours values.</p> <p>This is required for Vermont and Louisiana.</p> |
| Home Address | <p>The quarterly tax file always passes the home address in the US. If the worker has multiple home addresses for different countries, quarterly tax file passes the US address only.</p> <p>If the worker has multiple home addresses for different countries, monthly tax file passes the US address only.</p> |
| Mailing Address | <p>If you have provided a mailing address for the person, the quarterly tax file passes it in addition to their home address.</p> <p>International mailing addresses have special considerations. You must include the complete international address in the Address Line 1, Address Line 2, and City fields. The extract doesn't pass the state code and postal code on the quarterly tax file for these addresses. It concatenates the country name to the City field and passes the value on the tax file. For further info, see your third-party supplier documentation.</p> |
| Year-End Form Print Preferences | <p>You can deliver your year-end forms to employees in either paper format or digitally.</p> <p>As an employer operating in the US and its territories, you can change the default preferences at the enterprise and employee levels.</p> <p>The Third-Party Quarterly Tax Filing Extract passes these preferences to your third-party provider.</p> <ul style="list-style-type: none"> • For terminated employees, the extract overrides the print preference value and enforces print delivery. • For retirees, the default is to not pass an indicator. This automatically defaults to print. • For employees in US territories, this field uses the W_2 document type to derive the print preferences. <p>For further info, see Configure the Form W-2 in the Help Center.</p> |

Related Topics

- [Configuration Requirements for Third-Party Tax Filing](#)

Run the Third-Party Tax Filing Interface for the US

The Third-Party Tax Filing Interface assists you in out sourcing your tax filing through a third party, such as ADP, MasterTax, and Ceridian.

This third-party interface supports the following scenarios for tax filing.

- Quarterly tax reporting for employees
- Quarterly tax reporting for retirees
- Monthly tax reporting
- Periodic tax reporting
- Generating the detailed audit report

- Separate liability payment reporting on the periodic extract

Note: You must have properly configured the Oracle Fusion Human Capital Management application for tax interface reporting prior to running any extract.

Quarterly Tax Reporting for Employees

This extract uses payroll data to file quarterly and annual returns and, optionally, to print employee W-2s. For further info, see [Third-Party Quarterly Tax Filing Extract](#) in the Help Center.

Use the Run Third-Party Quarterly Tax Filing Extract flow to extract the payroll data to an output file. This flow includes employees with any action for the entire year. It always includes year-to-date balances, even if no transaction occurred in the quarter being reported; however, you can manually exclude tax reporting units (TRUs) from processing. For further info, see [Configuration Requirements for Third-Party Tax Filing](#) on the Help Center.

To run this extract:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group (LDG).
4. Search for and select **Third-Party Quarterly Tax Filing Extract**.
5. Enter the following.

| Field name | How you use it |
|-----------------------------|---|
| Extract Tax Quarter | The quarter you're reporting on. For example, enter 3 for the third quarter. |
| Extract Tax Year | The 4-digit year you're reporting upon. For example, enter 2021. |
| Payroll Statutory Unit | The payroll statutory unit (PSU) you want to report upon. If you leave it blank, the flow runs against all PSUs. |
| Tax Reporting Unit | The TRU you want to report upon. If you leave it blank, the flow runs against all TRUs. |
| Process Configuration Group | Process configuration group for logging and performance purposes. |
| Submission Type | <p>Select Original.</p> <p>For late current quarterly filings, select Exception Late Original File.</p> <p>For closed-quarter amended files, select Amendment File. For these filings, you must also specify:</p> <ul style="list-style-type: none"> ○ Issue Identification Date ○ Appropriate reason codes ○ Special Instructions Needed |

| Field name | How you use it |
|-----------------------------|--|
| | For changes to employee W-2s, select W-2 Management File . Specifying the additional fields isn't required but is recommended. |
| Issue Identification Date | The date you identified the error. Required for Amendment File submission types. Recommended for W-2 Management File submission types. |
| Reason Code 1 through 10 | The amendment reason codes. Some amendment reason codes also require additional reason codes. Note: In responsive UIs, the list of values returns a maximum of 25 values. Enter an appropriate value to filter the list or enter the reason code directly. For example, to use the 1A code, enter 1A directly. To find the Administrative error code, enter Admin in the description. The more detailed your search value, the more useful the results will be. Required for Amendment File submission types. Recommended for W-2 Management File submission types. For further info, see your third-party supplier documentation. |
| Special Instructions Needed | Enter Yes if the amendment requires any special instructions for the third-party provider. Required for Amendment File submission types. Recommended for W-2 Management File submission types. |

Note: Submission type, issue identification date, the reason codes, and the special instructions are specific to ADP. For further info about these fields, see their documentation. Based on what you enter, ADP performs additional validations. You might have to resubmit your file if the appropriate parameters aren't correctly populated. These fields aren't used by MasterTax.

- Submit the flow. Upon successful completion, it creates two output files.

| Output file | How you use it |
|------------------------------------|---|
| ADPQuarterlyTaxExtractEtext | Extract text file supporting your third-party tax filing supplier. |
| ThirdPartyQuarterlyTaxExtractAudit | PDF file summarizing wage and tax data by tax code. This audit report has no employee-level detail. |

Note: Depending on the transmission method you have chosen, you might have to change the name of the output file before sending it to ADP. For further info, see your ADP documentation.

7. Review the audit report for totals sent on the file.
8. Upload the tax file to your third-party tax filing provider.

Quarterly Tax Reporting for Retirees

This extract uses your retiree payment data to file quarterly and annual returns and, optionally, to enable your third-party provider to print retiree 1099-R forms. Use the Third-Party Quarterly Tax Filing Extract for Retirees flow to extract the retiree payment data to an output file. This flow includes retirees with any action for the entire year. It always includes year-to-date balances, even if no transaction occurred in the quarter being reported.

For further info, see Third-Party Quarterly Tax Filing Extract for Retirees in the Help Center.

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US LDG.
4. Search for and select **Third-Party Quarterly Tax Filing Extract for Retirees**.
5. Enter the following.

| Field name | How you use it |
|-----------------------------|--|
| Extract Tax Quarter | The quarter you're reporting on. For example, enter 3 for the third quarter. |
| Extract Tax Year | The 4-digit year you're reporting upon. For example, enter 2011. |
| Payroll Statutory Unit | The PSU you want to report upon. If you leave it blank, the flow runs against all PSUs. |
| Tax Reporting Unit | <p>The TRU you want to report upon. If you leave it blank, the flow runs against all TRUs.</p> <p>Note: For retirees, a TRU represents a distribution code. Don't run this extract by individual TRU.</p> |
| Process Configuration Group | Process configuration group for logging and performance purposes. |
| Submission Type | <p>Select Original.</p> <p>For late current quarterly filings, select Exception Late Original File.</p> <p>For closed-quarter amended files, select Amendment File. For these filings, you must also specify:</p> <ul style="list-style-type: none"> ○ Issue Identification Date ○ Appropriate reason codes |

| Field name | How you use it |
|-----------------------------|--|
| | <ul style="list-style-type: none"> Special Instructions Needed |
| Issue Identification Date | <p>The date you identified the error.</p> <p>Required for Amendment File submission types.</p> |
| Reason Code 1 through 10 | <p>The amendment reason codes. Some amendment reason codes also require additional reason codes.</p> <p>Note: In responsive UIs, the list of values returns a maximum of 25 values. Enter an appropriate value to filter the list or enter the reason code directly.</p> <p>For example, to use the F1 code, enter F1 directly. To find the FFCRA code, enter FF in the description. The more detailed your search value, the more useful the results will be.</p> <p>Required for Amendment File submission types.</p> <p>For further info, see your third-party supplier documentation.</p> |
| Special Instructions Needed | <p>Enter Yes if the amendment requires any special instructions for the third-party provider.</p> <p>Required for Amendment File submission types.</p> |

Note: Submission type, issue identification date, the reason codes, and the special instructions are specific to ADP. For further info about these fields, see their documentation. Based on what you enter, ADP performs additional validations. You might have to resubmit your file if the appropriate parameters aren't correctly populated. These fields aren't used by MasterTax.

6. Submit the flow. Upon successful completion, it creates two output files.

| Output file | How you use it |
|------------------------------------|--|
| ADPQuarterlyTaxExtractEtext | Extract text file supporting your third-party tax filing supplier. |
| ThirdPartyQuarterlyTaxExtractAudit | PDF file summarizing wage and tax data by tax code. This audit report has no retiree-level detail. |

Note: Depending on the transmission method you have chosen, you might have to change the name of the output file before sending it to ADP. For further info, see your ADP documentation.

7. Review the audit report for totals sent on the file.

8. Upload the tax file to your third-party tax filing provider.

Monthly Tax Reporting

Use the Third-Party Monthly Tax Filing Extract flow to extract monthly payroll data to an output file. This tax extract doesn't include retirees.

| Use this extract for | What it does |
|---|---|
| State unemployment wage and tax reporting | This extract uses payroll data to report state unemployment wages and taxes on a monthly basis. Currently, Illinois is the only state requiring this reporting. |
| Pennsylvania Act 32 combined filing | This extract passes Pennsylvania Act 32 earned income tax (EIT) data to support combined filing. Note: Not all third-party tax filing providers support combined filing. Confirm with your provider that they support filing to your chosen tax collector. |

Note: If you opt to include Pennsylvania Act 32 data, the output file includes both Illinois and Pennsylvania data.

For further info, see Third-Party Monthly Tax Filing Extract in the Help Center.

Before you start, consider the following.

- If you're a Pennsylvania Act 32 combined filer only, you run this extract monthly.
- If you're an Illinois filer only, don't run this extract on the months you run the quarterly extract.
- If you're a Pennsylvania Act 32 combined filer and an Illinois filer, run this extract monthly.

The third-party tax provider ignores the Illinois data for months 3, 6, 9, and 12. The quarterly tax file processes your Illinois data for those months.

- The monthly tax file doesn't include:
 - Philadelphia jurisdictions
 - Pennsylvania Local Service Taxes
 - Retirees

Neither is part of combined filing.

- The monthly tax file doesn't include employee year-to-date totals for Pennsylvania Act 32 EIT data if there was no activity for that jurisdiction in the current month.

The third-party tax filing provider uses data in the fourth quarterly file for your annual tax filings.

- Configure your designated tax collector for Pennsylvania Act 32 combined filing through your third-party tax provider. The monthly file doesn't include it.

- If you're registered as a combined filer for Pennsylvania Act 32 taxes, provide your Tax Collection District (TCD) combined-filing proxy.

For further info, see Configuration Requirements for Third-Party Tax filing in the Help Center.

- The monthly tax file passes the employee's resident address.

To run this extract:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US LDG.
4. Search for and select **Third-Party Monthly Tax Filing Extract**.
5. Enter the following.

| Field name | How you use it |
|---|---|
| Month | The month you want to report upon. For example, January, February, March, and so on. |
| Year | The 4-digit year you're reporting upon. For example, enter 2011. |
| Payroll Statutory Unit | The PSU you want to report upon. If you leave it blank, the flow runs against all PSUs. |
| Tax Reporting Unit | The TRU you want to report upon. If you leave it blank, the flow runs against all TRUs. |
| Include Pennsylvania Data for Combined Filing | Select Yes to include Pennsylvania Act 32 data in the extract. |
| Process Configuration Group | Process configuration group for logging and performance purposes. |

Note: Depending on the transmission method you have chosen, you might have to change the name of the output file before sending it to ADP. For further info, see your ADP documentation.

6. Submit the flow. Upon successful completion, it creates two output files.

| Output file name | How you use it |
|----------------------------------|--|
| ADPMonthlyTaxExtractEtext | Extract text file supporting your third-party tax filing supplier. |
| ThirdPartyMonthlyTaxExtractAudit | PDF file summarizing wage and tax data by tax code. This audit report has employee level detail. |

| Output file name | How you use it |
|------------------|----------------|
| | |

Note: Depending on the transmission method you have chosen, you might have to change the name of the output file before sending it to ADP. For further info, see your ADP documentation.

7. Review the audit report for totals sent on the file.
8. Upload the tax file to your third-party tax filing provider.
9. The monthly tax file passes the employee's resident address.

Periodic Tax Reporting

This extract uses payroll data captured by the Archive Periodic Payroll Results flow to report tax liabilities on an as-needed basis. Payroll data captured by an extract run isn't recaptured in subsequent runs, even if you attempt to extract the same time period.

This extract reports the tax data by:

- TRU

Note: You can process employee and retiree TRUs in the same periodic file.

- Liability date
- Payroll frequency
- Tax code

Note: The extract file contains columns for both male and female employees.

- This extract doesn't use the **Male** count, so values in this column are always 0.
- The **Female** column represents the total count of all employees with wages subject to each tax type and payroll frequency. Each row represents a different tax type and payroll frequency combination.

Use the Third-Party Periodic Tax Filing Extract flow to extract the payroll data to an output file. For further info, see Third-Party Periodic Tax Filing Extract in the Help Center.

1. Run the necessary prerequisites for the Archive Periodic Payroll Results flow, such as payroll and prepayment.
2. Run the Archive Periodic Payroll Results flow.
3. From **My Client Groups**, click **Payroll**.
4. Click **Submit a Flow**.
5. Select your US LDG.
6. Search for and select **Third-Party Periodic Tax Filing Extract**.
7. Enter the following.

| Field Name | How you use it |
|-----------------------------|--|
| Periodic Extract Start Date | The start date of the reporting period. For example, enter 3/1/2021. |
| Periodic Extract End Date | The end date of the reporting period. For example, enter 3/15/2021. |

| Field Name | How you use it |
|-------------------------------|--|
| Payroll Statutory Unit | The PSU you want to report upon. If you leave it blank, the flow runs against all PSUs. |
| Tax Reporting Unit | The TRU you want to report upon. If you leave it blank, the flow runs against all TRUs. |
| Check Date | The override for the liability date of all data you're sending on the periodic tax file. |
| Create Employee Detail Report | Select Yes to create a detailed audit report with employee-level info. Select No if you plan to generate the report independently. For further info, see Generating the Detailed Audit Report below. |
| Process Configuration Group | Process configuration group for logging and performance purposes. |

When selecting data for extraction, use overlapping dates to ensure all appropriate periodic archives are captured.

- Submit the flow. Upon successful completion, depending on your parameter selection, it creates up to three output files.

| Output file | How you use it |
|---|---|
| ADPPeriodicTaxExtractEtext | Extract text file supporting your third-party tax filing supplier. |
| ThirdPartyPeriodicTaxExtractAudit | PDF file listing wage and tax data, organized by payroll frequency and tax code. This audit report has no employee-level detail. |
| ThirdPartyPeriodicTaxExtractAuditDetail | Pipe-delimited text file listing wage and tax data, organized by employee name, tax code, and payroll frequency. Use this report to reconcile to the audit report. This file is created only if you selected Yes for Create Employee Detail Report . |
| ThirdPartymonthlyTaxExtractAudit | PDF file summarizing wage and tax data by tax code. This audit report has employee-level detail. |

Note: Depending on the transmission method you have chosen, you might have to change the name of the output file before sending it to ADP. For further info, see your ADP documentation.

- Review the Audit and Audit Detail reports for totals sent on the file.
- Upload the tax file to your third-party tax filing provider.
- For employers in Missouri, you must apply for your tax credit directly from the Missouri tax authority.

The periodic extract file doesn't pass any year-to-date withheld amounts.

Generate the Detailed Audit Report

You can generate the detailed audit report as part of the Third-Party Periodic Tax Filing Extract flow. To generate this report independently:

1. Run the necessary prerequisites for the detailed audit report, such as the Archive Periodic Payroll Results flow and the Third-Party Periodic Tax Filing Extract.
2. From **My Client Groups**, click **Payroll**.
3. Click **Submit a Flow**.
4. Select your US LDG.
5. Search for and select **Third-Party Tax Filing Audit Report Detail**.
6. Enter the following.

| Field name | How you use it |
|-----------------------------|--|
| Periodic Extract Start Date | Start date of the reporting period. For example, enter 3/1/2021. |
| Periodic Extract End Date | End date of the reporting period. For example, enter 3/15/2021. |
| Flow Name | Name of a particular periodic tax filing flow to report upon. |
| Tax Reporting Unit | TRU you want to report upon. If you leave it blank, the flow runs against all TRUs. |
| Employee Name | Name of a particular employee to report upon. Note: You can't select a retiree in this field. However, if you leave this field blank, the flow runs for all retirees. |
| Process Configuration Group | Process configuration group for logging and performance purposes. |

7. Submit the flow. Upon successful completion, it creates one output file.

| Output file | How you use it |
|-------------------------------------|---|
| ThirdPartyTaxFilingAuditRepotDetail | Pipe-delimited text file listing wage and tax data by employee and tax code. Use this report to reconcile to the audit report generated by the Periodic Tax Filing Extract. |

8. Review the Audit and Audit Detail reports for totals sent on the file.

Separate Liability Payment Reporting on the Periodic Extract

For periodic tax reporting, you might want to capture the individual payments made toward a liability and the dates they were paid.

To report these payments separately on the periodic extract:

1. Run the necessary prerequisites for the Archive Periodic Payroll Results flow, such as payroll and prepayments.
2. Run the Archive Periodic Payroll Results flow date effective for each payment made toward the liability.
3. Run the extract, and submit the tax info according to standard periodic reporting.
4. If required, use **Check Date** to specify an override liability date.
This applies a single liability date to all data on the extract, regardless of when you archived it.
For further info, see Payment Date Options for Tax Liabilities in the Help Center.

Related Topics

- [Troubleshoot the Third-Party Tax Filing Interface](#)
- [Quarter-End Processing for the US](#)
- [Third-Party Monthly Tax Filing Extract](#)
- [Third-Party Periodic Tax Filing Extract](#)
- [Third-Party Quarterly Tax Filing Extract](#)

Third-Party Monthly Tax Filing Extract

The Third-Party Tax Filing Interface assists you in out-sourcing your tax filing through a third party. It provides extracts for quarterly, monthly, and periodic reporting.

The monthly extract produces:

- Output file suitable for submission to your tax-filing supplier
- Audit report

To run this flow:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group.
4. Search for and select **Third-Party Monthly Tax Filing Extract**.

Before You Begin

Complete all payroll processing for the month.

This extract supports Illinois unemployment and Pennsylvania Act 32 combined filing. Run this extract with the quarterly extract according to your business needs.

| If you're | Then you |
|--|---|
| Pennsylvania Act 32 combined filer only | Run this extract monthly. |
| Illinois filer only | Don't run this extract on the months you run the quarterly extract. |
| Both Pennsylvania Act 32 combined filer and Illinois filer | Run this extract monthly. Your third-party tax provider ignores the Illinois data for months 3, 6, 9, and 12. The quarterly tax file processes your Illinois data for those months. |

| If you're | Then you |
|-----------|----------|
| | |

Report Parameters

Month

The month you want to report upon. For example, enter 2 for February.

Year

The 4-digit year you're reporting upon. For example, enter 2018.

Payroll Statutory Unit

The payroll statutory unit (PSU) you want to report upon. If you leave it blank, the flow runs against all PSUs.

Tax Reporting Unit

The tax reporting unit (TRU) you want to report upon. If you leave it blank, the flow runs against all TRUs.

Include Pennsylvania Data for Combined Filing

Select **Yes** to include Pennsylvania earned income tax data.

Process Configuration Group

Process configuration group for logging and performance purposes.

Extract Output

The monthly extract produces two output files.

| Output file | How you use it |
|----------------------------------|--|
| ADPMonthlyTaxExtractEtext | Extract text file supporting your third-party tax filing supplier. |
| ThirdPartyMonthlyTaxExtractAudit | PDF file summarizing wage and tax data by tax code. This audit report does have employee-level detail. |

Note: Depending on the transmission method you have chosen, you might have to change the name of the output file before sending it to ADP. For further info, see your ADP documentation.

Report Parameters

The Report Parameters section of the report contains the following.

| Value | What this is |
|-------|---------------------------|
| Year | Year you're reporting on |
| Month | Month you're reporting on |

| Value | What this is |
|---|--|
| | |
| Include Pennsylvania Data for Combined Filing | Yes or No to indicate whether to include this data |
| LDG | Your US legislative data group |
| Report Category Name | US_THIRD_PARTY_MONTHLY_TAX_EXTRACT |

Summary Tables

This section includes monthly, quarterly, and yearly tables with the following.

| Value | What this is |
|--------------------|--|
| Tax Reporting Unit | TRU you're reporting on |
| Gross | Combined Gross balance for all employees |
| Subject | Combined Reduced Subject Withholdable balance plus any applicable Subject not Withholdable for all employees |
| Taxable | Combined Taxable balance for all employees |
| Liability | Combined Liability or Withheld balance for all employees |

Note: If you elected to include Pennsylvania data, this data is included in these totals.

Detail MTD

This section includes tables with the following columns, sorted by:

1. Client identifier
2. TRU
3. State tax code
4. Full name

| Value | What this is |
|-----------------|---------------------------------------|
| State Tax Code | Oracle Fusion Global Payroll tax code |
| Full Name | Name of the person |
| Employee Number | Employee number of the person |
| Gross | Illinois SUI Employer Gross balance |

| Value | What this is |
|-----------|---|
| | <p>Note: The monthly extract output file doesn't include gross balances.</p> |
| Subject | Illinois SUI Employer Reduced Subject Withholdable balance |
| Taxable | Illinois SUI Employer Taxable balance |
| Liability | Illinois SUI Employer Liability balance |

If you elected to include Pennsylvania data, it appears in a separate section with the following, sorted by:

1. Client identifier
2. TRU
3. Local tax code
4. Full name

| Value | What this is |
|-----------------|--|
| Local Tax Code | Oracle Fusion Global Payroll tax code |
| Full Name | Name of the person |
| Employee Number | Employee number of the person |
| Gross | <p>Local Gross balance</p> <p>Note: The monthly extract output file doesn't include gross balances.</p> |
| Subject | Local Reduced Subject Withholdable balance plus Local Subject not Withholdable balance |
| Taxable | Local Reduced Subject Withholdable balance plus Local Subject not Withholdable balance |
| Liability | Local Withheld balance |

Related Topics

- [Third-Party Tax Filing Interface for the US](#)
- [Troubleshoot the Third-Party Tax Filing Interface](#)
- [Run the Third-Party Tax Filing Interface for the US](#)

Third-Party Periodic Tax Filing Extract

The Third-Party Tax Filing Interface assists you in out-sourcing your tax filing through a third party. It provides extracts for quarterly, monthly, and periodic reporting.

The periodic extract produces:

- Output file suitable for submission to your tax-filing supplier
- Audit report
- Detailed audit report

To run this flow:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group.
4. Search for and select **Third-Party Periodic Tax Filing Extract**.

Before You Begin

Before generating the periodic extract:

1. Run the necessary prerequisites for the Archive Periodic Payroll Results flow, such as payroll and prepayments.
2. Successfully run the Archive Periodic Payroll Results flow.

Report Parameters

Periodic Extract Start Date

The start date of the reporting period. For example, enter 3/1/2018.

Note: When selecting data for extraction, use overlapping dates to ensure you're capturing all appropriate periodic archives.

Periodic Extract End Date

The end date of the reporting period. For example, enter 3/15/2018.

Payroll Statutory Unit

The payroll statutory unit (PSU) you want to report upon. If you leave it blank, the flow runs against all PSUs.

Tax Reporting Unit

The tax reporting unit (TRU) you want to report upon. If you leave it blank, the flow runs against all TRUs.

Check Date

The override for the liability date of all data you're sending on the periodic tax file.

Create Employee Detail Report

Select **Yes** to create a detailed audit report with employee-level info. Select **No** if you plan to generate the report independently.

For further info, see Audit Output Files below.

Process Configuration Group

Process configuration group for logging and performance purposes.

Extract Output

Depending on your parameter selections, the periodic extract can produce three output files.

| Output file | What this is |
|---|--|
| ADPPeriodicTaxExtractEtext | Extract text file supporting your third-party tax filing supplier. |
| ThirdPartyPeriodicTaxExtractAudit | PDF file listing wage and tax data, organized by payroll frequency and tax code. This audit report has no employee level detail. |
| ThirdPartyPeriodicTaxExtractAuditDetail | <p>Pipe-delimited text file listing wage and tax data, organized by employee name, tax code, and payroll frequency. Use this report to reconcile to the audit report.</p> <p>This file is created only if you selected Yes for Create Employee Detail Report.</p> <p>Note: You can also generate this report stand-alone by running the Third-Party Tax Filing Audit Report Detail flow. For further info, see Third-Party Tax Filing Audit Report Detail in the Help Center.</p> |

Note: Depending on the transmission method you have chosen, you might have to change the name of the output file before sending it to ADP. For further info, see your ADP documentation.

Report Parameters

The Report Parameters section of the report contains the following.

| Value | What this is |
|-------------------------------|---|
| Legislative Data Group | Your US legislative data group |
| Process Start Date | Start date of the reporting period |
| Process End Date | End date of the reporting period |
| Override Payment Date | Override as specified at extract time with the Check Date parameter |
| Create Employee Detail Report | Identifies if you opted to generate the detail report during extract submission |
| Report Category Name | US Third Party Periodic Tax Extract |

| Value | What this is |
|-----------|---|
| Flow Name | Flow name as specified when you ran the extract |

Summary by Tax Code

This section includes the following.

| Value | What this is |
|--------------------|--|
| Tax Level | Values can be: <ul style="list-style-type: none"> Federal State County City School |
| Tax Code | Oracle Fusion Global Payroll tax code |
| State | Applicable state of the tax |
| County/City/School | Applicable locality of the tax |
| Gross | Combined Gross tax balance for all employees and retirees |
| Subject | Sum of the following balances for all employees and retirees: <ul style="list-style-type: none"> Reduced Subject Withholdable Subject Not Withholdable |
| Taxable | Combined Taxable balance for all employees and retirees |
| Withheld | Combined Total Withheld balance for all employees and retirees |

Summary by Tax Reporting Unit and Payroll Frequency

This section includes the following, sorted by:

1. TRU
2. Payroll frequency
3. Process date

| Value | What this is |
|--------------------------------------|---|
| Tax Reporting Unit/Payroll Frequency | TRU and pay frequency |
| 1099-R Code | For retiree TRUs, the Form 1099-R Distribution Code you have assigned |

| Value | What this is |
|------------------|--|
| Process Date | Date the payroll data was processed |
| Gross | Combined Gross tax balance for all employees and retirees |
| Subject | Sum of the following balances for all employees and retirees: <ul style="list-style-type: none"> Reduced Subject Withholdable Subject Not Withholdable |
| Taxable | Combined Taxable balance for all employees and retirees |
| Deposit Withheld | Total amount withheld and due for deposit to the third-party tax filing supplier |

Details by Tax Reporting Unit by Payroll Frequency

This section includes the following, sorted by:

1. Process date
2. TRU
3. Payroll frequency
4. Tax code

| Value | What this is |
|--------------------------------------|---|
| Process Date | Date the payroll data was processed |
| Client Identifier | Client identifier as issued by your third-party tax filing supplier |
| Tax Reporting Unit/Payroll Frequency | TRU and pay frequency |
| Tax Code | Oracle Fusion Global Payroll tax code |
| State | Applicable state of the tax |
| County/City/School | Applicable locality of the tax |
| Gross | Combined Gross tax balance for all employees and retirees |
| Subject | Sum of the following applicable tax balances for all employees and retirees: <ul style="list-style-type: none"> Reduced Subject Withholdable Subject Not Withholdable |
| Taxable | Combined Taxable balance for all employees and retirees |

| Value | What this is |
|----------|--|
| Withheld | Combined Total Withheld balance for all employees and retirees |

This pipe-delimited audit detail report is suitable for viewing through a spreadsheet application, such as Microsoft Excel. For further info, see [Third-Party Tax Filing Audit Report Detail](#) in the Help Center.

Related Topics

- [Third-Party Tax Filing Interface for the US](#)
- [Troubleshoot the Third-Party Tax Filing Interface](#)
- [Run the Third-Party Tax Filing Interface for the US](#)
- [Third-Party Tax Filing Audit Report Detail](#)

Third-Party Quarterly Tax Filing Extract

The Third-Party Tax Filing Interface assists you in out-sourcing your employee tax filing through a third party.

It provides extracts for quarterly, monthly, and periodic reporting.

The quarterly extract produces:

- Output file suitable for submission to your tax-filing supplier
- Audit report

To run this flow:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group.
4. Search for and select **Third-Party Quarterly Tax Filing Extract**.

Note: To generate pay data for retirees, use the Third-Party Quarterly Tax Filing Extract for Retirees flow. For further info, see [Third-Party Quarterly Tax Filing Extract for Retirees](#) in the Help Center.

Before You Begin

Complete all payroll processing for the quarter. For further info, see [Quarter-End Processing for the US](#) in the Help Center.

Report Parameters

Extract Tax Quarter

The quarter you're reporting on. For example, enter 3 for the third quarter.

Extract Tax Year

The 4-digit year you're reporting upon. For example, enter 2018.

Payroll Statutory Unit

The payroll statutory unit (PSU) you want to report upon. If you leave it blank, the flow runs against all PSUs.

Tax Reporting Unit

The tax reporting unit (TRU) you want to report upon. If you leave it blank, the flow runs against all TRUs.

Process Configuration Group

Process configuration group for logging and performance purposes.

Submission Type

- Select **Exception Late Original File** for late current quarterly filings.
- Select **Amendment File** for closed-quarter amended files. For this type, you must also specify an issue identification date, the appropriate reason codes, and any special instructions needed.
- Select **W-2 Management File** for changes to employee W-2s. Specifying the additional fields isn't required but is recommended.
- For all others, select **Original**.

Issue Identification Date

The date when you had enough knowledge to correct the discovered error.

Required for Amendment File submission types. Recommended for W-2 Management File submission types.

Reason Code 1 through 10

The amendment reason codes. Some amendment reason codes also require additional reason codes.

Required for Amendment File submission types. Recommended for W-2 Management File submission types.

For further info, see your third-party supplier documentation.

Special Instructions Needed

Enter **Yes** if the amendment requires any special instructions for the third-party provider.

Required for Amendment File submission types. Recommended for W-2 Management File submission types.

Extract Output

The quarterly extract produces two output files.

| Output file | What this is |
|------------------------------------|---|
| ADPQuarterlyTaxExtractEtext | Extract text file supporting your third-party tax filing supplier. |
| ThirdPartyQuarterlyTaxExtractAudit | PDF file summarizing wage and tax data by tax code. This audit report has no employee-level detail. |

Note: Depending on the transmission method you have chosen, you might have to change the name of the output file before sending it to ADP. For further info, see your ADP documentation.

Report Parameters

The Report Parameters section of the report contains the following.

| Value | What this is |
|-----------------------------|--|
| Year | Year you're reporting on |
| Quarter | Quarter you're reporting on |
| Submission Type | Submission type you selected |
| Issue Identification Date | Issue identification date for Amendment File and W-2 Management File submissions |
| Reason Code 1 - 10 | Reason codes for Amendment File and W-2 Management File submissions |
| Special Instructions Needed | Special instructions needed for Amendment File and W-2 Management File submissions |
| LDG | Your US legislative data group |
| Report Category Name | US_THIRD_PARTY_QUARTERLY_TAX_EXTRACT |
| Flow Name | Flow name you provided when you ran the extract |

Summary Tables

This section includes quarterly and yearly tables with the following.

| Value | What this is |
|--------------------|---|
| Tax Reporting Unit | TRU you're reporting on |
| Gross | Combined quarterly or yearly gross tax balance of all employees for this TRU, applicable to all tax codes |
| Subject | Combined quarterly or yearly subject wages of all employees for this TRU, applicable to all tax codes |
| Taxable | Combined quarterly or yearly taxable wages of all employees for this TRU, applicable to all tax codes |
| Withheld | Combined quarterly or yearly taxes withheld for this TRU, applicable to all tax codes |

Detail Tables

This section includes quarterly and yearly tables with the following, sorted by:

1. Client identifier
2. TRU

| Value | What this is |
|---------------|---|
| Tax Code | Oracle Fusion Global Payroll tax code |
| ST | Applicable state of the tax |
| City/County | Applicable locality of the tax |
| School or PSD | One of the following: <ul style="list-style-type: none"> School district name Political subdivision code (PSD) of Pennsylvania Act 32 subject work location |
| Gross | Combined quarterly or yearly gross tax balance for all employees |
| Subject | Quarter-to-date or year-to-date sum of the following applicable tax balances for all employees: <ul style="list-style-type: none"> Reduced Subject Withholdable Subject Not Withholdable balances |
| Taxable | Combined quarterly or yearly taxable balances for all employees |
| Withheld | Combined quarterly or yearly withheld balances for all employees |

Related Topics

- [Third-Party Tax Filing Interface for the US](#)
- [Troubleshoot the Third-Party Tax Filing Interface](#)
- [Quarter-End Processing for the US](#)
- [Run the Third-Party Tax Filing Interface for the US](#)

Third-Party Quarterly Tax Filing Extract for Retirees

The Third-Party Tax Filing Interface assists you in out-sourcing your retiree tax filing through a third party. It provides extracts for quarterly and periodic reporting.

The quarterly extract produces:

- Output file suitable for submission to your tax-filing supplier
- Audit report

To run this flow:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group.
4. Search for and select **Third-Party Quarterly Tax Filing Extract for Retirees**.

Note: To generate pay data for employees, use the Third-Party Quarterly Tax Filing Extract flow. For further info, see Third-Party Quarterly Tax Filing Extract in the Help Center.

Before You Begin

Complete all payroll processing for the quarter. For further info, see Quarter-End Processing for the US in the Help Center.

Report Parameters

Extract Tax Quarter

The quarter you're reporting on. For example, enter 3 for the third quarter.

Extract Tax Year

The 4-digit year you're reporting upon. For example, enter 2018.

Payroll Statutory Unit

The payroll statutory unit (PSU) you want to report upon. If you leave it blank, the flow runs against all PSUs.

Tax Reporting Unit

The tax reporting unit (TRU) you want to report upon. If you leave it blank, the flow runs against all TRUs.

CAUTION: Don't run this extract for an individual TRU. For retirees, the TRU represents the distribution code and not the company. If you select a TRU, the flow generates incomplete data.

Process Configuration Group

Process configuration group for logging and performance purposes.

Submission Type

- Select **Exception Late Original File** for late current quarterly filings.
- Select **Amendment File** for closed-quarter amended files. For this type, you must also specify an issue identification date, the appropriate reason codes, and any special instructions needed.
- For all others, select **Original**.

Issue Identification Date

The date when you had enough knowledge to correct the discovered error.

Required for Amendment File submission types.

Reason Code 1 through 10

The amendment reason codes. Some amendment reason codes also require additional reason codes.

Required for Amendment File submission types.

For further info, see your third-party supplier documentation.

Special Instructions Needed

Enter **Yes** if the amendment requires any special instructions for the third-party provider.

Required for Amendment File submission types.

Extract Output

The quarterly extract produces two output files.

| Output file | What this is |
|------------------------------------|--|
| ADPQuarterlyTaxExtractEtext | Extract text file supporting your third-party tax filing supplier. |
| ThirdPartyQuarterlyTaxExtractAudit | PDF file summarizing wage and tax data by tax code. This audit report has no retiree-level detail. |

Note: Depending on the transmission method you have chosen, you might have to change the name of the output file before sending it to ADP. For further info, see your ADP documentation.

Report Parameters

The Report Parameters section of the report contains the following.

| Value | What this is |
|-----------------------------|--|
| Year | Year you're reporting on |
| Quarter | Quarter you're reporting on |
| Submission Type | Submission type you selected |
| Issue Identification Date | Issue identification date for Amendment File |
| Reason Code 1 - 10 | Reason codes for Amendment File submissions |
| Special Instructions Needed | Special instructions needed for Amendment File submissions |
| LDG | Your US legislative data group |
| Report Category Name | US_THIRD_PARTY_QUARTERLY_RETIREE_TAX_EXTRACT |
| Flow Name | Flow name you provided when you ran the extract |

Summary Tables

This section includes quarterly and yearly tables with the following.

| Value | What this is |
|------------------------|---|
| Payroll Statutory Unit | PSU you're reporting on |
| Tax Reporting Unit | TRU for the distribution code you're reporting on, within the selected PSU |
| Gross | Combined quarterly or yearly gross tax balance of all retirees for this PSU, with details for each distribution code, applicable to all tax codes |
| Subject | Combined quarterly or yearly subject wages of all retirees for this TRU, applicable to all tax codes |
| Taxable | Combined quarterly or yearly taxable wages of all retirees for this TRU, applicable to all tax codes |
| Withheld | Combined quarterly or yearly taxes withheld for this TRU, applicable to all tax codes |

Detail Tables

This section includes quarterly and yearly tables with the following, sorted by:

1. PSU
2. Form 1099-R client identifier
3. Distribution code TRU

| Value | What this is |
|----------|--|
| Tax Code | Oracle Fusion Global Payroll tax code |
| ST | Applicable state of the tax |
| Gross | Combined quarterly or yearly gross tax balance for all retirees |
| Subject | Quarter-to-date or year-to-date sum of the following applicable tax balances for all retirees: <ul style="list-style-type: none"> • Reduced Subject Withholdable • Subject Not Withholdable balances |
| Taxable | Combined quarterly or yearly taxable balances for all retirees |
| Withheld | Combined quarterly or yearly withheld balances for all retirees |

Related Topics

- [Third-Party Tax Filing Interface for the US](#)
- [Troubleshoot the Third-Party Tax Filing Interface](#)
- [Quarter-End Processing for the US](#)
- [Run the Third-Party Tax Filing Interface for the US](#)

Third-Party Tax Filing Audit Report Detail

The Third-Party Tax Filing Audit Report Detail is a pipe-delimited text file that lists wage and tax data generated by the Third-Party Periodic Tax Extract.

This report is organized by employee name, tax code, and payroll frequency. Use it to validate your payroll data before submitting the extract file to your third-party tax filing supplier.

Note: You can also generate this report when you run the Third-Party Periodic Tax Filing Extract flow. For further info, see Third-Party Periodic Tax Filing Extract in the Help Center.

To generate this report:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group.
4. Search for and select **Third-Party Tax Filing Audit Report Detail**.

Before You Begin

Before generating this report:

1. Run the necessary prerequisites for the Archive Periodic Payroll Results flow, such as payroll and prepayments.
2. Successfully run the Archive Periodic Payroll Results flow.
3. Successfully run the Third-Party Periodic Tax Filing Extract flow.

Report Parameters

Periodic Extract Start Date

The start date of the reporting period. For example, enter 3/1/2018.

Note: The dates you select must coincide with at least one successful payroll extract process.

Periodic Extract End Date

The end date of the reporting period. For example, enter 3/15/2018.

Flow Name

If the extract dates you selected represent multiple extract flows, select the specific flow you want to report on.

Leave blank to generate results for all flows in the date period.

Tax Reporting Unit

The tax reporting unit (TRU) you want to report upon. If you leave it blank, the flow runs against all TRUs.

Employee Name

Select an employee you want to report on.

Leave blank to run for all employees.

Process Configuration Group

Process configuration group for logging and performance purposes.

Report Output

This pipe-delimited report is suitable for viewing in a spreadsheet application, such as Microsoft Excel. It includes the following.

| Column | What this is |
|-------------------------------|---|
| Flow Name | Flow name as specified when you ran the extract. |
| Tax Reporting Unit | TRU as specified when you ran the extract. |
| Form 1099-R Distribution Code | For retiree TRUs, the Form 1099-R Distribution Code you have assigned. |
| Effective Date | Effective date of the archived data. Unless you specify otherwise when you run the extract, this is the liability date. |
| Payroll Frequency | Frequency as set on the payroll definition. |
| Employee Number | Employee number of the person. |
| Employee Name | Name of the person. |
| Payroll Relationship Number | Person's payroll relationship number. |
| Gender | <p>Person's gender.</p> <p>Note: The actual extract doesn't use the Male count, so values in that file are always 0. The extract uses the Female column to report each tax type and the number of employees with wages subject to them. Each row represents a different tax and payroll frequency. For further info, see Troubleshoot the Third-Party Tax Filing Interface in the Help Center.</p> |
| Balance Category Order | Level of the tax, to assist you with data filtering. |
| Tax Code | Oracle Fusion Global Payroll tax code. |
| State | Applicable state of the tax. |
| County | Applicable county of the tax. |
| City | Applicable city of the tax. |

| Column | What this is |
|------------------------------|--|
| School District | Applicable school district of the tax. Not populated for jurisdictions subject to Pennsylvania Act 32. |
| Work PSD | Political subdivision (PSD) code for persons working in jurisdictions subject to Pennsylvania Act 32. |
| Residence PSD | PSD code for persons living in jurisdictions subject to Pennsylvania Act 32. |
| Tax Collection District Code | Tax Collection District Code of the person's work PSD. |
| Residence Geocode | Geocode of residence for people working or living in a jurisdiction subject to Pennsylvania Act 32. |
| Residence County | County of residence for people working or living in a jurisdiction subject to Pennsylvania Act 32. |
| Residence City | City of residence for people working or living in a jurisdiction subject to Pennsylvania Act 32. |
| Withheld | Amount withheld for this tax and jurisdiction. |
| Gross Wages | Person's gross wages for this jurisdiction and tax. |
| Subject Wages | Person's subject wages for this jurisdiction and tax. |
| Taxable Wages | Person's taxable wages for this jurisdiction and tax. |

Related Topics

- [Third-Party Tax Filing Interface for the US](#)
- [Troubleshoot the Third-Party Tax Filing Interface](#)
- [Archive Periodic Payroll Results for the US](#)
- [Run the Third-Party Tax Filing Interface for the US](#)
- [Third-Party Periodic Tax Filing Extract](#)

Third-Party Tax Filing Extract Tax Codes

The third-party tax filing extracts identify wage and tax data with tax codes. The Third-Party Tax Filing Interface uses these codes to communicate the necessary info to your third-party tax filing supplier.

A tax code is unique to Oracle Cloud and is a concatenation of:

- Tax name, such as:
 - **FIT**
 - **FLI**
 - **SIT**
 - **SS**
- State abbreviation, such as:
 - **IN**
 - **OH**
- Geocode county data, such as:
 - 059 for Orange County, Indiana
 - 043 for Erie County, Ohio
- Geocode city data, such as 2200 for Sandusky, Ohio
- Regional identifier, such as:
 - **CNTY**
 - **CITY**
 - **SCH**
 - **HT**
 - **MH**
- Tax type, such as:
 - **EE** for "employee tax"
 - **ER** for "employer tax"
- Other identifiers, such as **R** for "resident tax"

The third-party tax filing supplier uses these codes to map to their internal tax identifiers for reporting.

Here are some examples.

| Tax code | Jurisdiction | What it represents |
|----------|--------------|--|
| FIT | Federal | Federal income tax (FIT) |
| FUTA | Federal | Federal unemployment tax (FUTA) |
| GAFUTA | State | Georgia federal unemployment taxable wages |

| Tax code | Jurisdiction | What it represents |
|----------------------------------|----------------------|---|
| | | <p>Note: Used for current and former FUTA credit reduction states. Only taxable wages are passed. Used by ADP for state credit-reduction calculations. Refer to ADP documentation for further details.</p> |
| GASIT | State | Georgia state income tax (SIT) |
| GASUI | State | Georgia state unemployment (SUI) tax |
| IN117CNTY | County | Orange county, Indiana nonresident tax |
| IN117CNTYR | County | Orange county, Indiana resident tax |
| KY00005SCH | School | <p>Fayette county, Kentucky school district tax</p> <p>Note: In this case, 00005 represents the geocode for the Fayette county school district.</p> |
| KY015CNTYMH | County Other | Boone County, Kentucky Mental Health nonresident tax |
| KY037CNTYMSC | County Miscellaneous | Campbell County, Kentucky Senior Citizen nonresident tax |
| MEDICARE_EE | Federal | Employee Medicare tax |
| MEDICARE_EE_SUR | Federal | <p>Employee Medicare surcharge tax</p> <p>Note: ADP requires you pass this tax code on the quarterly tax file only.</p> |
| MEDICARE_ER | Federal | Employer Medicare tax |
| NJFLI_EE | State Family Leave | New Jersey Family Leave Insurance (FLI) employee tax |
| NY0052010CITYR NY0472010CITYR | City | New York City, New York resident taxes |

| Tax code | Jurisdiction | What it represents |
|--|--------------------|---|
| NY0612010CITYR NY0812010CITYR NY0852010CITYR | | <p>Note: For full-year residents in these tax codes, the extract always passes federal wage balances from FIT tax code for quarterly and yearly wage balances. For part-year residents, the city wage balances are passed.</p> |
| NY1193230CITY | City | Yonkers, New York nonresident tax <p>Note: For Yonkers, the extract always passes federal wage balances from the FIT tax code for quarterly and yearly wage balances.</p> |
| NY1193230CITYR | City | Yonkers, New York resident tax <p>Note: For Yonkers, the extract always passes federal wage balances from the FIT tax code for quarterly and yearly wage balances.</p> |
| NYFLI_EE | State Family Leave | New York FLI employee tax <p>Note: Not all third-party suppliers support the filing of this tax.</p> |
| OH0432200CITY | City | Sandusky, Ohio nonresident tax <p>Note: In this case, 043 represents the geocode for Erie county, and 2200 is the geocode for Sandusky. Nonresident tax codes apply to cities and counties only, excluding Pennsylvania Act 32 jurisdictions.</p> |
| OH0432200CITYR | City | Sandusky, Ohio resident tax <p>Note: In this case, 043 represents the geocode for Erie county, and 2200 is the geocode for Sandusky. Resident tax codes apply to cities and counties only, excluding Pennsylvania Act 32 jurisdictions.</p> |

| Tax code | Jurisdiction | What it represents |
|------------------------------------|----------------------------|---|
| OR0390180MSC_EE OR0390180MSC_ER | City Other | Eugene, Oregon Safety Tax for employee and employer Note: In this case, 039 represents the geocode for Lane county, and 0180 represents the geocode for Eugene. |
| ORMETRO_EE | State Other | Portland Oregon Metro Supportive Housing Services employee tax |
| ORTRANSIT_EE | State Other | Oregon Transportation employee tax |
| PA0193435HT | Local Services Tax | Butler county, Middlesex township, Pennsylvania local services tax (LST) Note: In this case, 019 represents the geocode for Butler county, and 3435 represents the geocode for Middlesex township. |
| PA0655656CITY | Pennsylvania Act 32 Locals | Jefferson county, Washington township, city, and school district tax Note: Pennsylvania Act 32 tax codes represent the worked jurisdiction of where the wages and taxes are remitted. The city and school info is combined and reported to the worked jurisdiction tax code. |
| SS_EE | Federal | Employee Social Security tax |
| SS_ER | Federal | Employer Social Security tax |
| STATE Name Missing | State | For scenarios where incorrect data prevents the state name from being derived, the audit report displays this as the tax code. Note: The output file truncates this to STATE Name Miss. You must correct the data before submitting your final file to your tax-filing supplier. For |

| Tax code | Jurisdiction | What it represents |
|-----------|----------------------|--|
| | | further info, see Troubleshoot the Third-Party Tax Filing Interface in the Help Center. |
| VTMISC_EE | State Other | Employee Vermont Child Care Contribution |
| VTMISC_ER | State Other | Employer Vermont Child Care Contribution |
| WAFLI_EE | State Family Leave | Washington FLI employee tax Note: This tax code includes both FLI and medical leave (MLI) employee contributions. |
| WALTC_EE | State Long Term Care | Washington Long Term Care (LTC) employee tax |
| WAMLI_ER | State Medical Leave | Washington MLI employer tax |

Related Topics

- [Third-Party Tax Filing Interface for the US](#)
- [Troubleshoot the Third-Party Tax Filing Interface](#)

Third-Party Tax Filing Interface for the US

You can use business-outsourcing solutions providers such as ADP to help you with a variety of functions.

- Form W-2 and 1099-R printing
- Filing of federal, state, and local taxes
- Performing quarter-end and year-end reporting for the US and its territories (Puerto Rico, Guam, and the US Virgin Islands)

If you're using such a third-party provider, use the Third-Party Tax Filing Interfaces. They extract all your relevant payroll data into an output file suitable for submission to your provider.

| The interface helps you with | This includes |
|------------------------------|--|
| Payroll actions | Reporting of these payroll actions: <ul style="list-style-type: none"> • Payroll runs • QuickPay processes |

| The interface helps you with | This includes |
|------------------------------|---|
| | <ul style="list-style-type: none"> • Balance adjustments For further info, see Oracle Cloud Human Capital Management for the United States: Balance Adjustments technical brief (1600728.1) on My Oracle Support. • Balance initializations For further info, see Oracle Cloud Human Capital Management for the United States: Balance Initialization technical brief (1912298.1) on My Oracle Support. • Reversals <p>Note: When you perform balance initializations and adjustments for cities and counties, make sure you also adjust the applicable resident and nonresident balances. These balances aren't applicable to Pennsylvania Act 32 jurisdictions.</p> <p>For employees working or living in a Pennsylvania Act 32 jurisdiction, you must also adjust or initialize additional local-level balances.</p> |
| Employee tax filing | <p>These reporting intervals:</p> <ul style="list-style-type: none"> • Monthly • Periodic • Quarterly |
| Retiree tax filing | <p>These reporting intervals:</p> <ul style="list-style-type: none"> • Periodic • Quarterly |

Run these flows by clicking **Payroll** from **My Client Groups** and then clicking **Submit a Flow**. For further info, see the following in the Help Center.

- Third-Party Quarterly Tax Filing Extract
- Third-Party Monthly Tax Filing Extract
- Third-Party Periodic Tax Filing Extract

Quarterly Reporting

This extract uses payroll data to file quarter-end and year-end returns and, optionally, to print employee W-2s. It also provides content that assists your provider in printing your retiree 1099-Rs.

| What you want to do | How you do it |
|-------------------------------|---|
| Extract employee payroll data | Use the Third-Party Quarterly Tax Filing Extract task to extract the payroll data to an output file. |
| Extract retiree payroll data | Use the Third-Party Quarterly Tax Filing Extract for Retirees task to extract the pension payroll data to an output file. |

These tasks include people with any payroll action for the entire year. Therefore, it always includes year-to-date balances, even if no transaction occurred in the quarter being reported. If you have tax reporting units (TRUs) with no active payroll data, you can exclude them from the extract. For further info, see Configuration Requirements for Third-Party Tax Filing on the Help Center.

To view the quarterly HCM extract definition:

1. From **My Client Groups**, click **Data Exchange**.
2. Click Extract Definitions.
3. Click **Show Filters**.
4. Select your US legislative data group (LDG).
5. Search for, and select an extract.
 - o US Third Party Quarterly Tax Extract
 - o US Third Party Quarterly Retiree Tax Extract

Monthly Reporting

This extract uses payroll data to file monthly state unemployment wages and taxes, including Pennsylvania Act 32 earned income tax data to support combined filing. Run the Third-Party Monthly Tax Filing Extract flow to extract the payroll data to an output file.

This form of reporting supports Illinois unemployment (SUI) and Pennsylvania Act 32 combined filing.

To view the monthly HCM extract definition:

1. From **My Client Groups**, click **Data Exchange**.
2. Click Extract Definitions.
3. Click **Show Filters**.
4. Select your US LDG.
5. Search for and select **US Third Party Monthly Tax Extract**.

Periodic Reporting

This extract uses payroll data captured by the Archive Periodic Payroll Results flow to report tax liabilities on an as-needed basis.

Note: The payroll data captured by an extract run isn't recaptured in subsequent runs, even if you attempt to extract the same time period. This is due to locks on the data imposed by the archive and the periodic tax extract. If you must recapture processed data, you must first perform a rollback. For further info, see Troubleshoot the Third-Party Tax Filing Interface in the Help Center.

This extract reports the tax data by:

- Tax reporting unit
- Liability date
- Payroll frequency
- Tax code

Note: The file it generates includes wage data for all taxes even if no liabilities exist for them.

Run the Third-Party Periodic Tax Filing Extract task to extract the payroll data to an output file. Use its audit reports to validate these results. You can also generate the Audit Report Detail standalone.

To view the periodic HCM extract definition:

1. From **My Client Groups**, click **Data Exchange**.
2. Click Extract Definitions.
3. Click **Show Filters**.
4. Select your US LDG.
5. Search for and select **US Third Party Periodic Tax Extract**.

Related Topics

- [Configuration Requirements for Third-Party Tax Filing](#)
- [Third-Party Tax Filing for Pennsylvania Act 32](#)
- [Troubleshoot the Third-Party Tax Filing Interface](#)
- [Run the Third-Party Tax Filing Interface for the US](#)

Third-Party Tax Filing for Pennsylvania Act 32

The periodic and quarterly tax filing extracts support the unique requirements related to Pennsylvania Act 32. The monthly tax filing extract supports Pennsylvania Act 32 combined filing requirements.

When running these extracts, consider the following.

- If you're registered as a combined filer for Pennsylvania Act 32 taxes, provide your Tax Collection District (TCD) combined-filing proxy.

Before providing a value for this field, review the Third-Party Tax Filing Interface technical brief on how to configure the **TCD Combined Proxy Filing** field.

For further info, see Configuration Requirements for Third-Party Tax Filing in the Help Center.

- The tax code identifier uses the work location's tax code, regardless of the jurisdiction where the taxes were withheld.

The extract derives the tax code identifier from the resident PSD code if:

- a. The employee lives in a Pennsylvania Act 32 jurisdiction.
- b. They work out-of-state with a work political subdivision (PSD) code of 880000.

The quarterly and monthly extracts populate the resident PSD code in the **PSD Code** field.

- When the employee works or lives in Pennsylvania Act 32 jurisdictions, the quarterly and monthly extracts pass the resident PSD code in **PSD Code**.

The quarterly and monthly extracts populate 880000 in **PSD Code** when:

- a. The employee works in a Pennsylvania Act 32 jurisdiction.
- b. They live out-of-state.

- Resident and nonresident tax codes don't apply to Pennsylvania Act 32 jurisdictions.
- The extracts combine the school district and city tax balances and report them with the city tax code.

- The extracts use different balances specifically for reporting Pennsylvania Act 32 jurisdiction data.
 - Local Gross
 - Local Reduced Subject Withholdable
 - Local Subject Not Withholdable
 - Local Withheld
- The monthly extract passes the employee's resident address.

Note: Philadelphia jurisdictions aren't subject to Pennsylvania Act 32 and don't follow these considerations.

Related Topics

- [Configuration Requirements for Third-Party Tax Filing](#)
- [Third-Party Tax Filing Interface for the US](#)
- [Troubleshoot the Third-Party Tax Filing Interface](#)
- [Run the Third-Party Tax Filing Interface for the US](#)

Troubleshoot the Third-Party Tax Filing Interface

You might experience issues generating extracts in the following areas.

- Common scenarios
- Periodic tax filing scenarios
- Monthly tax filing scenarios
- Quarterly tax filing scenarios

Common Scenarios

The Third-Party Tax-Filing Interface keeps no records of what files you send to your business-outsourcing solutions provider or when you send them. You must ensure the accuracy of the data you capture before uploading it to your provider. You must ensure that your HR and payroll data remains your source of truth.

You might experience the following issues, regardless of what extract you're running.

| If you're having this issue | Here's what you do |
|--|--|
| Changes to payroll data after extract generation | <p>In this case, you must make corrections to your payroll data, but you have already generated the extract file. If you haven't yet uploaded the file to your provider, you must:</p> <ol style="list-style-type: none"> 1. For monthly or quarterly tax filing, roll back the tax-filing extract flow. <p>For periodic tax filing, roll back the tax-filing extract and Archive Periodic Payroll Results flows.</p> <p>Note: This assumes that you haven't run any post processes that are dependent on the periodic archive, such as the payslip.</p> |

| If you're having this issue | Here's what you do |
|--|---|
| | <ol style="list-style-type: none"> 2. Correct your info. 3. For periodic tax filing, rerun the periodic archive flow. 4. Run the tax-filing extract flow. |
| Changes to payroll data after you upload | <p>After you have uploaded your tax-filing extract to your provider, you might have to work with them to resolve issues and correct any errors. You must also ensure all corrections are reflected in the HR and payroll data you're maintaining.</p> <p>To do this:</p> <ol style="list-style-type: none"> 1. Contact your provider to determine if any special actions are required. 2. Make whatever corrections to your data are required to resolve the errors. <p>To preserve your audit trail, don't roll back the flows.</p> <ol style="list-style-type: none"> 3. For periodic tax filing, rerun the Archive Periodic Payroll Results flow for the appropriate dates. 4. Run the tax-filing extract flow. <p>When running the quarterly extract, use the amendment parameters to help identify the kind of changes you're making.</p> <ol style="list-style-type: none"> 5. Submit the updated output file. |
| Performing balance adjustments | <p>When performing balance adjustments for cities and counties, you must use the resident and nonresident elements for the adjustments to be included on the tax extracts.</p> <p>Note: These balances aren't applicable to Pennsylvania Act 32 jurisdictions. You must adjust additional balances specifically for Pennsylvania Act 32 jurisdictions.</p> <p>For further info, see Oracle Cloud Human Capital Management for the United States: Balance Adjustments (1600728.1) on My Oracle Support.</p> <p>When performing balance adjustments for US territories, you must set a state context on the adjustment elements.</p> |
| Rejected extract output file | <p>If your supplier rejects the output file due to invalid formatting, check the file for blank rows. If blank rows exist, download and save the extract using a browser other than Internet Explorer 9.0.</p> |
| Extract is unable to derive a state name | <p>The Audit report displays STATE Name Missing for a state's entry, and the extract file displays STATE Name Miss.</p> <p>Incorrect data is preventing the tax filing extract from deriving the proper state name. Make the necessary adjustments to correct the data.</p> |
| Extract output is truncated | <p>The extract has a maximum output of 10,000 KB.</p> <p>If you find your output is being truncated, you can set a process configuration parameter to allow for larger file sizes:</p> <ol style="list-style-type: none"> 1. Add the BI_OUTPUT_SIZE lookup code to the PAY_ACTION_PARAMETER_TYPE lookup type. 2. Start the Payroll Process Configuration task, and add this parameter to the Default Group. <p>Set its value as the file size in bytes, such as 999999999.</p> <ol style="list-style-type: none"> 3. When you submit the quarterly extract, select a process configuration group that includes this parameter. <p>For further info, see Payroll Process Configuration Parameters in the Help Center.</p> |

| If you're having this issue | Here's what you do |
|-----------------------------|--------------------|
| | |

Periodic Tax Filing Scenarios

When running the periodic extract, you could experience the following scenarios.

| If you're having this issue | Here's what you do |
|--|--|
| <p>Incorrect values reported in Employee Count columns</p> | <p>The values of the Male and Female employee count columns in the Periodic extract file could appear incorrect.</p> <p>This is because the extract doesn't use the Male count, so values in this column are always 0.</p> <p>The extract uses the Female column to report each tax type and the number of employees with wages subject to them. Each row represents a different tax and payroll frequency.</p> <p>In the likely event of an employee being subject to multiple taxes, that employee would be counted multiple times in this column, once for each subject tax. Therefore, you should expect the sum of all values in this column to exceed your total number of employees.</p> <p>Note: ADP automatically disregards any tax counts that aren't needed for your tax filings.</p> |
| <p>Periodic extract deriving monthly count of employees with overtime wages</p> | <p>For states that require counts for employees with exempt overtime wages, the periodic extract file derives this value by TRU and effective date. It doesn't consider the payroll frequency.</p> <p>This is a running total of employees with exempt overtime wages based on the month of the liability date. It counts an employee once per month, regardless of how many times they had exempt overtime wages.</p> |
| <p>Year-to-date withheld amounts missing from the extract</p> | <p>The periodic extract file doesn't pass any year-to-date withheld amounts. In cases where they're needed, such as applications for Missouri tax credit, you must submit them directly to the appropriate tax authority.</p> |
| <p>Inconsistent values between Detail Audit report and Periodic Audit report</p> | <p>The Periodic Audit Report and Detail Audit Report capture values for taxable wages differently.</p> <p>The Detail Audit Report uses data from the Archive Periodic Payroll Results flow. It includes taxable wage values for taxes that are subject to a limit. For taxes that aren't subject to a limit, the report shows nothing for the taxable wage values. The periodic archive doesn't archive this data because there is no balance value.</p> <p>However, the Periodic Audit Report does include taxable wage values for taxes that aren't subject to a limit. The extract process defaults the taxable wages from the subject wages for taxes that aren't subject to a limit.</p> <p>For further info, see Third-Party Periodic Tax Filing Extract on the Help Center.</p> |

Monthly Tax Filing Scenario

When running the monthly extract, you might experience the following scenario.

| If you're having this issue | Here's what you do |
|--|--|
| Year-to-date withheld amounts missing from the extract | The monthly tax file doesn't include any year-to-date totals for Pennsylvania Act 32 earned income tax (EIT) data for an employee if there was no activity for that jurisdiction in the current month. |

Quarterly Tax Filing Scenarios

When running the quarterly extract, you might experience the following scenarios.

| If you're having this issue | Here's what you do |
|--|---|
| Audit Report returns zero values for taxable wages | <p>The Audit Report includes taxable wage values for taxes that are subject to a limit. If there are no taxable wages, the quarterly tax filing extract handles the passing of subject wages in the taxable wages field.</p> <p>For further info, see Third-Party Quarterly Tax Filing Extract on the Help Center.</p> |
| Extract excludes New Mexico Workers' Compensation assessment | <p>By default, the quarterly employee tax extract file passes a value of N for the Workers' Compensation assessment indicator. The quarterly employee tax extract file passes a value of Y for this assessment indicator on the NM SIT and NM SUI records if:</p> <ol style="list-style-type: none"> 1. The Workers Compensation Withheld balance has a nonzero value for the "Relationship Tax Unit, State Quarter to Date" dimension. 2. The employee is active as of the last day of the quarter you're reporting. <p>Note: Oracle HCM Cloud doesn't support Workers' Compensation taxes.</p> |
| Extract excludes Workers' Compensation class code and rate | The quarterly extract doesn't support the passing of this data for any state or territory. |
| Extract excludes data for terminated employees | <p>The quarterly extract doesn't include a terminated employee's data when the final close date on their payroll relationship record is before their last pay date.</p> <p>Before you run the extract, make sure you have set the final close date for the terminated employee to be after their last pay date.</p> |
| Extract excludes payroll data for contingent workers | <p>You can't process payroll for contingent workers, such as independent contractors. The Third-Party Tax Filing Interface doesn't pass their payroll data in the extract.</p> <p>In cases where ADP requires a value to be passed, such as Independent Contractor Indicator, the extract defaults the field to N.</p> |
| Extract excludes sole proprietor identification | <p>You can't identify a person as a sole proprietor. The Third-Party Tax Filing Interface doesn't include this identification in the extract.</p> <p>In cases where ADP requires a value to be passed for sole proprietors, the extract defaults the field to N.</p> |
| Extract excludes employer-paid portion of employee taxes | The quarterly extract doesn't support the passing of Washington Family Leave and Washington Long Term Care employer-paid amounts on behalf of employees. |

| If you're having this issue | Here's what you do |
|--|--|
| Extract reports incorrect hours for the State Worked Hours balance | <p>The only method for reporting state worked hours is to use balances. Perform the necessary configurations using balances before your first payroll runs for the year.</p> <p>For further info, see the following.</p> <ul style="list-style-type: none">• Hours Worked for State Unemployment Insurance Reporting technical brief (2729519.1) on My Oracle Support• Calculate Hours Worked from Balances for the US in the Help Center |

Related Topics

- [Third-Party Tax Filing for Pennsylvania Act 32](#)
- [Third-Party Tax Filing Interface for the US](#)
- [Calculate Hours Worked from Balances for the US](#)
- [Oracle Cloud Human Capital Management for the United States: Balance Adjustments](#)
- [Oracle Cloud Human Capital Management for the United States: Hours Worked for State Unemployment Insurance Reporting](#)
- [Payroll Process Configuration Parameters](#)
- [Run the Third-Party Tax Filing Interface for the US](#)
- [Third-Party Periodic Tax Filing Extract](#)
- [Third-Party Quarterly Tax Filing Extract](#)

Third-Party Ceridian Integration

Ceridian Extract for Oracle Cloud Payroll

Ceridian has partnered with Oracle to develop a set of Oracle Cloud Payroll integrations for US customers.

The Ceridian Extract for Oracle Cloud Payroll allows clients to use Ceridian for:

- Tax filing
- W-2 filing and printing
- Involuntary deduction payments (wage attachment disbursements)
- New hire reporting
- Multiple worksite reporting
- Check printing

Note: All Ceridian services other than check printing require use of the Ceridian tax-filing service. You can use the Ceridian check print service as a stand-alone integration.

This extract transforms output files from Oracle-delivered payroll processes (Payslip and Third-Party Tax Extract XML files). The transformation from the Oracle XML to Ceridian XML format is done with XSL templates. Ceridian delivers the XSL templates as BI Publisher Reports.

These are the Oracle XML source files used for the different Ceridian services.

| Ceridian service | Generate Payslip | Third-Party Quarterly Tax Filing Extract |
|-------------------------------|------------------|--|
| Tax Filing | Yes | Yes |
| W-2 Filing & Printing | No | Yes |
| Wage Attachment Disbursements | Yes | No |
| Check Printing | Yes | No |
| Multi Worksite Reporting | Yes | Yes |
| New Hire Reporting | Yes | No |

Note: Some of these solutions require use of the USOnlinePayslip.xml file. This file contains comprehensive employee payroll info. You must ensure any agreements you have with Ceridian include a requirement to keep your employee's info confidential.

Ceridian provides all the components needed to create the Ceridian XML files. No Oracle Cloud development or XSL template coding is required.

Related Topics

- [Create and Transmit Ceridian XML Files](#)
- [Install and Configure the Ceridian Extract for Oracle Cloud Payroll](#)

Install and Configure the Ceridian Extract for Oracle Cloud Payroll

Ceridian provides an installation package and instructions for enabling the Ceridian Third-Party Tax Filing Extract for Oracle Cloud Payroll.

The installation package includes:

- Oracle Transactional Business Intelligence (OTBI) Catalog archive file

Contains the BI Publisher Reports, XSL templates, and Data Models used to transform Oracle XML files to Ceridian XML files. The Catalog is unarchived to a Ceridian folder within the Shared\Custom folder on the OTBI server.

- Oracle Cloud HCM Data Loader (HDL) file

Contains configuration data used by the Ceridian Extract. The configuration data is stored in Ceridian User-Defined Tables in Oracle Cloud.

For further info, see Ceridian Extract for Oracle Cloud Payroll User's Guide.

How you configure the HCM extract delivery options

Follow Ceridian's instructions on setting the HCM Extract delivery options for the Oracle Payslip and Third-Party Quarterly Tax Extract.

For further info, see Ceridian Extract for Oracle Cloud Payroll User's Guide.

How you configure the tax reporting units

You must configure your tax reporting units (TRUs) to map to Ceridian client keys. Work with Ceridian to determine the appropriate client key for each TRU.

To enter the client key:

1. Start the Manage Legal Reporting Unit HCM Information task.
2. Select **Federal**.
3. In the **Third-Party Interfaces** section, enter the client key in **Client Identifier**.

For further info, see Configure Tax Reporting Units for the US in the Help Center.

How you maintain the extract

Ceridian delivers updates as legislative requirements change or the Oracle Cloud Payroll or Ceridian applications are enhanced. These updates can include:

- Individual XSL templates
- Oracle Transactional Business Intelligence (OTBI) Catalog archive files
- HCM Data Loader (HDL) files

Updated XSL templates and Catalog archive files are uploaded to the OTBI server. HDL files are uploaded in the Oracle Cloud application.

The HCM Extract delivery options and TRU client identifier typically don't need to be updated as part of the extract maintenance.

Ceridian provides Release and Patch Notes with details on updates and instructions for applying the updates.

Related Topics

- [Ceridian Extract for Oracle Cloud Payroll](#)
- [Create and Transmit Ceridian XML Files](#)

Create and Transmit Ceridian XML Files

After you have installed and configured the Ceridian Extract, Ceridian XML files are created when you run these Oracle payroll processes.

- Generate Payslip

Creates a Ceridian XML file for data for Ceridian's tax-filing, Wage attachment disbursement, and new hire reporting services. It creates a separate Ceridian XML file for Ceridian's check print service.

- US Third-Party Quarterly Tax Extract

Creates a Ceridian Quarterly XML file for Ceridian's tax-filing and multiple worksite reporting services. The extract also creates a Ceridian Annual XML file for Ceridian's tax-filing, W-2 filing, and W-2 print services.

You can transmit these XML files to Ceridian automatically or manually.

- You can use the FTP capability of the OTBI Server to send the files directly to Ceridian. You can also use the OTBI Server to send the Ceridian XML files to the Oracle Integration Cloud or to another internal file transfer application.
- You can manually download the Ceridian XML files from either Oracle Cloud or the OTBI server. In the Oracle Cloud application, the Ceridian XML files are available in the **Output and Log Files** section of the Payroll Flow results page. On the OTBI server, the Ceridian XML files are available through **Report Job History**.

Related Topics

- [Ceridian Extract for Oracle Cloud Payroll](#)
- [Install and Configure the Ceridian Extract for Oracle Cloud Payroll](#)

VETS Report

Examples of Employer Configuration for VETS Reporting

Here's how to set up the different types of reporting location and proxy structures and which settings you would use.

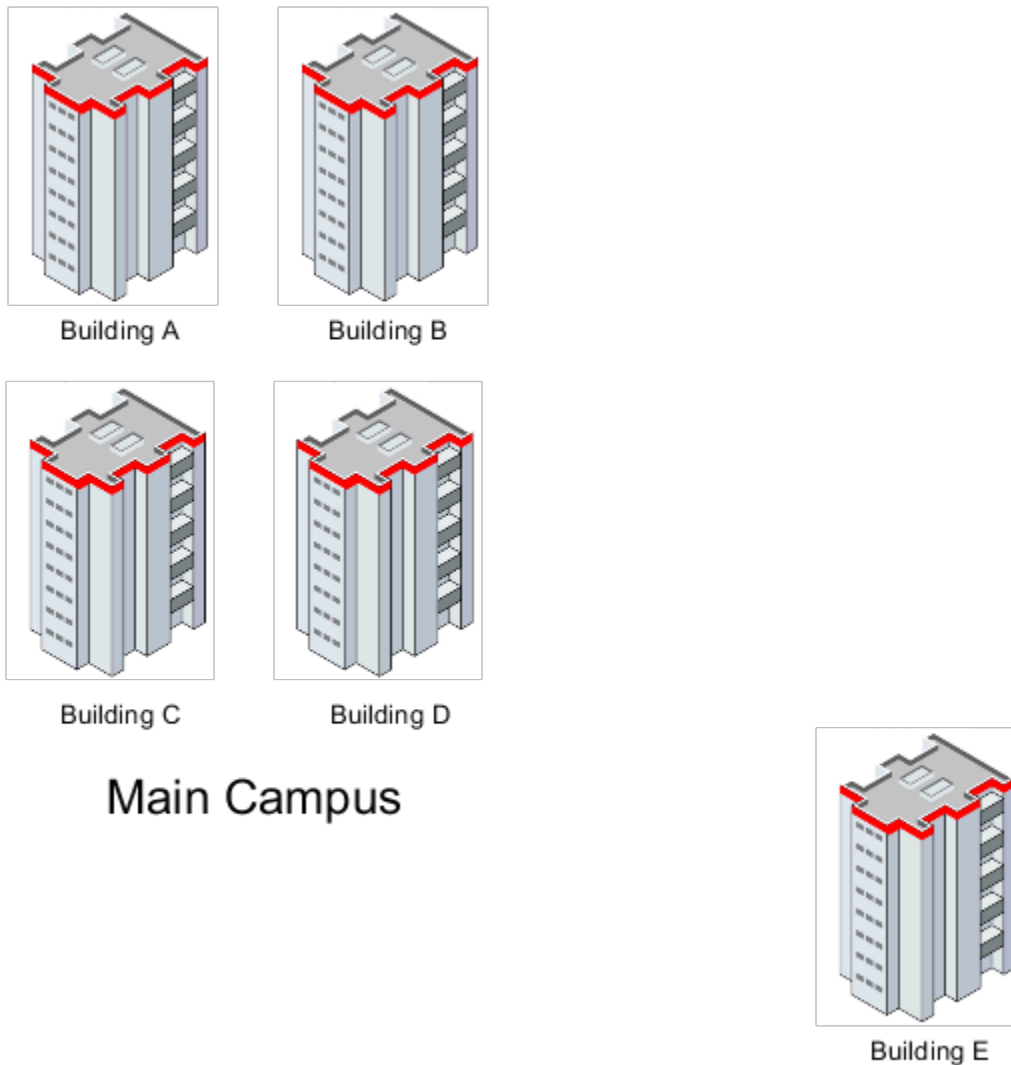
These examples cover:

- Configuring Multiple Locations to Report as a Single Entity
- Defining Different Headquarters Establishments
- Defining Different Names for Reports
- Configuring Multiple Employers to Consolidate their Headcounts
- Generating a Single VETS-4212 File for a Single Establishment Employer
- Generating a Single VETS-4212 File for Multiple Establishment Employers
- Generating Multiple VETS-4212 Files for Multiple Establishment Employers

Configure Multiple Locations to Report as a Single Entity

Your organization includes a campus of four separate buildings (A, B, C, and D) with a fifth building (E) some blocks away. Despite having different addresses, you consider all five locations to be part of the same entity. You want them to appear on your VETS-4212 report together.

This figure shows the main campus and a nearby building that's also part of the same campus.



To do this, you must configure an HR reporting proxy.

1. In the Locations task for the primary location, set **HR Reporting Location** to **Yes**.
2. For the other four locations on campus, set that value to **No** and select the primary location from the **HR Reporting Proxy** list.

This creates a report with a single record for the campus that summarizes the details of all five locations in one record.

Note: This configuration also affects EEO reporting.

Define Different Headquarters Establishments

Your organization has separate headquarters in Salt Lake City and San Francisco, and you want to create a report for each location. In Oracle Fusion Human Capital Management, you can define only one location as the headquarters for each legal employer.

This figure shows the different headquarters.



San Francisco



Salt Lake City

To create a report for each location, you must define each headquarters as a legal employer and identify them as parent companies:

1. Using the Legal Entities task, create separate legal employers for your San Francisco and Salt Lake City organizations.
2. Use the Locations task to identify the location of each organization as a reporting location.
3. In the Manage Legal Entity HCM Information task for each legal employer.
 - a. Set **Establishment Employer Type** to **Multiple**.
 - b. Identify each as a **Parent Legal Employer**. This setting means the legal employers aren't grouped for reporting purposes.
 - c. Use **Parent Company** to specify the location of each legal employer's headquarters. The MHQ (headquarters) record in the report is populated with data for the reporting location that has been marked as a headquarters establishment.
4. Optionally, use **Reporting Name** in the Locations task to identify the name to be used in this report for the reporting location.

You must run the VETS 4212 Report process separately for each legal employer.

Note: This configuration also affects EEO reporting.

Define Different Names for Reports

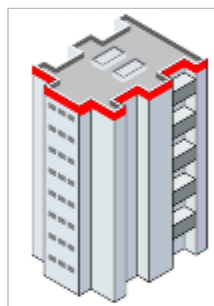
Here's several methods you can use to define the names of companies and locations used in US HR reports:

- To identify the parent company of the legal employer, use the Manage Legal Entity HCM Information task. This value automatically applies to all subordinate TRUs and identifies the headquarters.
- To identify the parent company of the tax reporting unit (TRU), use the Manage Legal Reporting Unit HCM Information task. This value overrides any value set at the legal employer level. If there isn't a value in this field, then the **TRU FEIN** name is used as the parent company name.
- To identify the headquarters for a TRU separately from the parent company value, use **Headquarters Establishment**. Set this value in **EEO and VETS Reporting Rules** on the Manage Legal Reporting Unit HCM Information task. It displays the list of locations you have identified as HR reporting locations.
- To set an HR reporting location, use the Locations task.
- To identify a hiring location for a TRU, use **Reporting Name**. Use **VETS Reporting Rules** on the Manage Legal Entity HCM Information task.

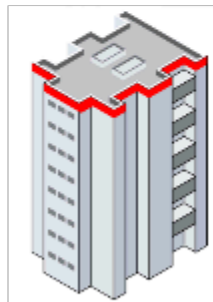
Configure Multiple Employers to Consolidate Their Headcounts

Your organization has three legal employers, California, Texas, and New York. You want to group them such that the VETS 4212 report consolidates their headcounts into a single report. In this example, the California legal employer is the parent and the other two locations are children.

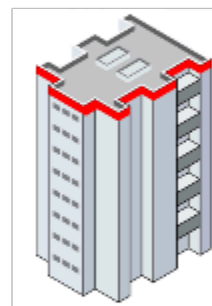
This figure shows three legal employer locations.



California



Texas



New York

To group legal employers, you must configure one legal employer as the parent legal employer first and configure the other legal employers as children:

1. Define each location as a separate legal employer using the Legal Entities task.
2. Use the Locations task to identify the location of each establishment as a reporting location.
3. Identify California as the headquarters establishment in **EEO and VETS Reporting Rules** on the Manage Legal Reporting Unit HCM Information task.

4. In the Manage Legal Entity HCM Information task for each legal employer:
 - a. Set **Establishment Employer Type** to **Multiple**.
 - b. Identify California as a **Parent Legal Employer** by choosing **Yes**.
 - c. For Texas and New York, set **Parent Legal Employer** to **No** and use **Proxy Legal Employer** to identify California as their parent.

Note: This configuration also affects EEO reporting.

Generate a Single VETS-4212 File for a Single Establishment Employer

To configure a business for single establishment VETS reporting:

1. Use the Locations task to identify the location of the establishment as a reporting location.
2. Set up this reporting location as a separate legal employer using the Legal Entities task.
3. In the Manage Legal Entity HCM Information task, set **Establishment Employer Type** to **Single**.
4. Set the location to be a **Parent Legal Employer** by choosing **Yes**.

Running the VETS-4212 report generates a report that has a single entry.

Generate a Single VETS-4212 File for Multiple Establishment Employers

Your organization has a presence in three states, California, Texas, and New York. You want them combined into a single report with New York as the headquarters. Your organization has one legal employer, and each location is a TRU.

To configure the New York headquarters:

1. Define New York as a legal employer using the Legal Entities task.
2. Set up New York as a reporting location using **United States EEO and Veteran Reporting Information** on the Locations task.
3. Identify New York as the headquarters establishment in **EEO and VETS Reporting Rules** of the Manage Legal Reporting Unit HCM Information task.
4. In the Manage Legal Entity HCM Information task:
 - a. Set **Establishment Employer Type** to **Multiple**.
 - b. Set New York as a **Parent Legal Employer** by choosing **Yes**.
 - c. Select New York as the **Headquarters Establishment**.

To configure the California and Texas TRUs:

1. Set up California and Texas as reporting locations using **United States EEO and Veteran Reporting Information** on the Locations task.
2. Set up California and Texas using the Manage Legal Reporting Unit HCM Information task.
 - a. Set the **Establishment Employer Type** to **Multiple**.
 - b. Select New York as the **Headquarters Establishment**.

When you run the VETS-4212 report, it lists New York first. New York is followed by separate records for locations employing 50 or more persons, and then separate records for locations employing fewer than 50 persons.

Note: This configuration also affects EEO reporting.

Generate Multiple VETS-4212 Files for Multiple Establishment Employers

To configure a business with more than one location to create a separate VETS report for each location:

1. Set up each location as a reporting location using **United States EEO and Veteran Reporting Information** on the Locations task.
2. Define each location as a separate legal employer using the Legal Entities task.
3. Identify one location as the headquarters establishment in **EEO and VETS Reporting Rules** on the Manage Legal Reporting Unit HCM Information task.
4. In the Manage Legal Entity HCM Information task for each legal employer.
 - a. Set **Establishment Employer Type** to **Multiple**.
 - b. Set each as a **Parent Legal Employer** by choosing **Yes**.

Note: This configuration also affects EEO reporting.

Related Topics

- [How can I identify my headquarters for VETS and EEO reporting?](#)
- [How can I report multiple VETS establishments when they have the same unit number?](#)
- [How can I set my organization's establishment type for VETS reporting?](#)
- [Veterans' Employment and Training Service Reporting](#)
- [Run VETS-4212 Establishment Electronic Report](#)

How can I identify my hiring location for VETS reporting?

To identify the hiring location for a legal employer, use **Reporting Name** in the **Federal** section on the **Legal Employer** tab of the Manage Legal Reporting Unit HCM Information task.

The value you enter appears as the Name of Hiring Location on Field 16 of the VETS-4212 report.

Related Topics

- [Employer Configuration for VETS Reporting: Examples](#)
- [How can I report multiple VETS establishments when they have the same unit number](#)
- [How can I set my organization's establishment type for VETS reporting](#)
- [Veterans' Employment and Training Service Reporting](#)

How can I report multiple VETS establishments when they have the same unit number?

Use the Locations task from your implementation project to establish an HR reporting relationship between the locations.

Define locations as an HR reporting establishment or associated with an HR reporting establishment. Use the fields in **United States EEO and Veteran Reporting Information**.

How can I set my organization's establishment type for VETS reporting?

Oracle Fusion Human Capital Management for the US provides support for both single and multiple-establishment VETS-4212 reporting.

Use the Manage Legal Entity HCM Information task to set the establishment type for your legal employers.

1. In **Legal Employer**, click **Federal**.
2. In **EEO and VETS Reporting Information**, set the establishment employer type.

How can I set the location of work at home employees for VETS reporting?

Oracle Fusion Human Capital Management for the US uses the location set at the assignment level for work-at-home employees.

Use the Locations task to set the location.

Veterans' Employment and Training Service Reporting

The US Department of Labor's Veterans' Employment and Training Service (VETS) requires federal contractors and subcontractors to report on the veterans in their employment.

The flow creates an output file suitable for electronic filing. To generate this report:

1. From **My Client Groups**, click **Payroll**.
2. Select your US legislative data group (LDG).
3. Search for and select **VETS-4212 Establishment Electronic Report**.

Eligibility and Schedule

If you're a nonexempt federal contractor or subcontractor, with contracts of \$100,000 or more, you must generate and submit this report. The report is due annually between August 1 and September 30.

Reporting Locations and Reporting Proxies

HR reports such as VETS-4212 and EEO-1 use **HR Reporting Location** to group HR locations. Each location represents the physical plant, office, job site, or work center that the employees are assigned to. You identify each location by the location address.

Use a proxy to group reporting locations if you want the headcount of multiple physical locations to be included in a single report entry.

In the Locations task, set the following values in the **United States EEO and Veteran Reporting Information** section.

| Field name | What this is for |
|-----------------------|--|
| HR Reporting Location | Set to Yes to use this location as a reporting location for US HR reporting. |
| HR Reporting Proxy | If you set HR Reporting Location to No , use this field to select the locations' reporting proxy. The list provides the HR reporting location names. The location's headcount is included in the selected proxy location's report. |

Headquarters Establishment, Reporting Name, and Parent Company Name

You can define a variety of HR-related identifiers to aid you in properly configuring your organization for US HR reporting.

| Field name | What this is for |
|----------------------------|--|
| Headquarters Establishment | Identifies the headquarters location of your tax reporting unit (TRU). Select the headquarters from the list of HR reporting locations. You set this value in EEO and VETS Reporting Rules on the Manage Legal Reporting Unit HCM Information task. |
| Reporting Name | Identifies a TRU's reporting location for VETS-4212 reporting. The value you enter appears as the Name of Hiring Location on Field 16 of the VETS-4212 report. Set this value in VETS Reporting Rules on the Manage Legal Entity HCM Information task. |
| Parent Company | The EEO and VETS reports use this field to identify the legal employer of the parent company. To identify the legal employer of the parent company, use the Manage Legal Entity HCM Information task. This value automatically applies to all subordinate TRUs. To identify the parent company of the TRU, use the Manage Legal Reporting Unit HCM Information task. This value overrides any value you set at the legal employer level. If there isn't a value in this field, then the report uses the TRU's federal EIN name as the parent company name. |

Single and Multiple Establishments

The VETS-4212 Report categorizes your organization's employment info based on the number of reporting locations you have.

| Field name | What this is for |
|------------------------|--|
| Single Establishment | An organization that has employees working at only one location is considered a single establishment and is required to file as a single establishment employer. You can configure your organization so that multiple physical locations close to each other can be considered a single establishment. For example, when you have multiple buildings on a single campus. To do this, use the Locations task to configure an HR reporting proxy. |
| Multiple Establishment | If an organization has employees working in multiple reporting locations, you must file as a multiple establishment. |

| Field name | What this is for |
|------------|------------------|
| | |

Define a legal employer as a single or multiple establishment through **Establishment Employer Type**. Use the Manage Legal Entity HCM Information task to set this at the legal employer level. The value you set applies to all subordinate TRUs. You can override this value for individual TRUs through the same field on the Manage Legal Reporting Unit HCM Information task.

Parent and Child Legal Employers

Parent legal employers represent themselves and all assigned child legal employers in the US HR reports. The EEO-1 and VETS-4212 report processes use **Parent Legal Employer** and **Proxy Legal Employer** to group legal employers for reporting. Group legal employers if you want to include the child legal employer's headcount in the parent legal employer's report.

| Field name | What this is for |
|-----------------------|---|
| Parent Legal Employer | Set to Yes to designate the legal employer is a parent. When set to No , the legal employer is a child and must be assigned a parent proxy. |
| Proxy Legal Employer | If you set Parent Legal Employer to No , this field automatically populates with a list of parent legal employers. Select a parent legal employer from the list. The legal employer's headcount is included in the selected parent legal employer's report. |

Define a legal employer as a parent or child through the Manage Legal Entity HCM Information task. If you identify more than one legal employer as a parent legal employer, you must generate a separate VETS-4212 and EEO-1 report for each one.

Related Topics

- [Examples of Employer Configuration for VETS Reporting](#)
- [Define Legal Entities for the US](#)
- [Configure Tax Reporting Units for the US](#)
- [Run VETS-4212 Establishment Electronic Report](#)

Summary of VETS-4212 Establishment Electronic Report

Federal contractors and subcontractors with contracts in the amount of \$100,000 or more must submit the VETS-4212 report to the Department of Labor's Veterans' Employment and Training Service (VETS).

This process produces an output file suitable for submission.

Frequently Asked Questions

The following table lists frequently asked questions about this report.

| Question | Answer |
|---|---|
| How do I find this report? | <ol style="list-style-type: none"> 1. In My Client Groups, click Payroll. 2. Click Select a Flow. 3. Select your US legislative data group. 4. Search for and select VETS-4212 Establishment Electronic Report. |
| Who uses this report? | <p>Human Resource Analyst</p> <p>Human Resource Manager</p> <p>Human Resource Specialist</p> <p>Human Resources VP</p> |
| When do I use this report? | Eligible employers must file this report between August 1 and September 30 of each year. |
| How do I share this report? | <ul style="list-style-type: none"> • Add to briefing book • Schedule an agent to run the report |
| What tool do I use to edit this report? | Oracle Business Intelligence Publisher |

Related Topics

- [How You Create and Edit Reports](#)
- [VETS-4212 Establishment Electronic Report](#)

VETS-4212 Establishment Electronic Report

Use this flow to generate VETS-4212 reports.

If you're a nonexempt federal contractor or subcontractor, with contracts of \$100,000 USD or more, you must generate and submit this report. The report is due annually between August 1 and September 30.

To run this flow:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group (LDG).
4. Search for and select **VETS-4212 Establishment Electronic Report**.

Before You Begin

Before you can generate reports, you define the following.

1. Use the Locations task to set required info.
 - a. Use **United States EEO and Veteran Reporting Information** in the Locations task to define your HR reporting locations.

A valid ZIP Code is required for proper reporting.

Note: The VETS-4212 Establishment Electronic Report flow uses the values you set in **Maximum** and **Minimum Number of Employees** in the Location task for employee counts. If you leave these fields blank, the flow derives the employee counts based on the reporting period start and end dates.

- b. Use **United States Veteran Reporting Information** in the Locations task to define your veteran reporting info.

For further info, see Locations for the US in the Help Center.

2. Use the Jobs task to associate each job with an EEO-1 category.

For further info, see Jobs for the US in the Help Center.

3. Use the Legal Entity HCM Information task to define required info.
 - a. Use **VETS Reporting Rules** to identify the parent company and type of reporting organization.
For further info, see Define Legal Entities for the US in the Help Center.
 - b. Use **EEO and VETS Reporting Information** to define the employment categories and establishment employer type.
 - c. Use **United States Reporting Entity Data** to identify the parent legal employers.
 - d. Use **EEO and VETS Assignment Category** to exclude certain employee types from the report, such as part-time temporary.

4. Use the Legal Reporting Unit HCM Information task to define required info.

- a. Enter the VETS reporting info for your tax reporting unit (TRU).

For further info, see Overview of Legal Reporting Unit Configuration for the US in the Help Center.

- b. Use **EEO and VETS Reporting Rules** to define the employment categories.

This region also permits you to override the establishment employer type at the TRU level if needed and to identify the headquarters for each TRU.

- c. Use **VETS Reporting Information** to define the company number and parent company name.

This region also permits you to define the type of organization each TRU.

5. Use the Manage Legal Reporting Unit Registrations task to verify the federal employer identification number (EIN) is set up for United States Federal tax.

6. Make sure your employee definitions have the required info.

- a. Assign the appropriate veterans' data to employees.

When hiring a new employee, you record their veteran data on the Hire an Employee: Person Information page in **Legislative Information**.

- b. Select from either **Veteran Self-Identification Status** or the individual categories using the check boxes.

If you select both the **Self-identification Status** and **Individual Veteran** categories, the report process counts the employee twice in the protected veteran category.

- c. Assign the appropriate job to employees.

When hiring a new employee, you record their job on the Hire an Employee: Employment Information page in the Job region.

To be eligible for VETS reporting, an employee must have these settings.

- Must be of type Employee and an active employee as of report end date or a new employee hired between report start and end dates
- Attached to an active location
- Have employment category defined
- Be a veteran and have their veteran status info defined through either the Person or Hire New Employee tasks
- Have one of the following job categories (as of the report end date):
 - Executive or senior level officials and managers
 - First or middle level officials and managers
 - Professionals
 - Technicians
 - Sales workers
 - Administrative support workers
 - Craft workers
 - Operatives
 - Laborers and helpers
 - Service workers
- Have an active assignment during the report period start and end dates, even if only for 1 day
In the case of multiple assignments, the report uses the primary assignment.

Report Parameters

Provide the following parameters.

Payroll Flow

Enter a unique name.

Legal Employer

Select a legal employer from the list to report all employees attached to it.

Establishment Employer Type

Select **Multiple** if you have multiple establishments. Otherwise, select **Single**.

Start Date

Specify the starting point of the reporting date range.

The default is 12 months before the end date. The minimum range is 12 months.

End Date

Represents the end of the reporting date range. Can be any date between 01 July and 30 September of the current year.

Payroll Period Start Date

Represents the start of the payroll period that has the same end date as the reporting range. This helps the report identify the active employees.

Title of Certifying Official

The default is the HR representative title you defined on the TRU's contact info.

Name of Certifying Official

Default is the HR Representative name defined on the TRU's contact info. Use this field to override the default setting.

Phone Number

Default is the HR Representative's phone defined on the TRU's contact info. Use this field to override the default setting.

Email of Certifying Official

Default is the HR Representative email defined on the TRU's contact info. Use this field to override the default setting.

Run and View the VETS-4212 Report

Run the Report

To run the VETS-4212 report:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US LDG.
4. Search for and select **VETS-4212 Establishment Electronic Report**.
5. Click **Next**.
6. Enter the parameters as described above.
7. Click **Next**.
8. In the Enter Flow Interaction task, click **Next**.
9. In the Schedule task, select **As soon as possible**.
10. Click **Next**.
11. Click **Submit**.
12. In the confirmation window, click **OK and View Checklist**.

The report process generates the following output files with separate report job name numbers.

| Report | Description |
|-----------------------|---|
| VETS4212 eText Report | The VETS-4212 electronic file, suitable for submission. |

| Report | Description |
|-------------------------------|---|
| VETS4212 Audit Report | Audit information in PDF format. Use this report to verify what data is printed in the eText report. |
| VETS-4212 Audit Detail Report | Detailed audit information in text format, suitable for viewing in a spreadsheet. |
| VETS4212 Exception Report | Contains any errors detected during report generation. Review this file, resolve any issues it detects, and rerun the report process. |

View the Reports

To view the output files of the VETS-4212 report:

1. Start Reports and Analytics.
2. Click **All Folders** and then **Shared Folders**.
3. Click **Human Capital Management, Workforce Management, Person Management, US**, and then **VETS**.
4. Click **Actions** for the VETS-4212 Electronic Report and then **Report History**.
5. Search for the report you want to view.

Be sure to set the owner as the user ID of the person who originally ran the report process. Alternately, leave it blank to return results for all users.

6. Click the number of the report results you want to view in **Report Job Name**.

The report process generates four output files, listed in **Output & Delivery**.

- o VETS4212 eText Report
- o VETS4212 Audit Report
- o VETS4212 Exception Report
- o VETS-4212AuditDetail_Report

7. Select the exception report to view any errors.

If there are any issues reported on this report, your electronic file might be blank.

Related Topics

- [Examples of Employer Configuration for VETS Reporting](#)
- [How can I identify my hiring location for VETS reporting](#)
- [How can I report multiple VETS establishments when they have the same unit number](#)
- [Veterans' Employment and Training Service Reporting](#)

Core Payroll

Calculate Prepayments

When you submit a payroll flow, the Calculate Prepayments process starts automatically when you review and verify the Gross-to-Net Report.

This flow:

1. Calculates the distribution of payroll payments based on your employees' payment methods.
2. Uses the payroll run results to calculate the gross-to-net payment.
3. Locks the payroll run results to prevent changes and ensures data integrity.

Tip: To roll back run results, first roll back the Calculate Prepayments task.

This process runs automatically when you run a payroll flow. If your payroll flow doesn't include this process, you must run it manually.

To run this flow:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your legislative data group.
4. Search for and select **Calculate Prepayments**.

Before You Start

During payroll processing, you must have successfully generated and verified the Gross-to-Net Report.

Process Parameters

Payroll

By default, this process runs against all payroll definitions in the selected consolidation group. To limit the run to a single payroll, select it here.

Process Start and End Date

Enter a date range that captures the effective dates of the payroll run.

Consolidation Group

To run the report against the members of a consolidation group, select it here.

Organization Payment Method

By default, this process runs against all organization payment methods (OPMs). To limit the run to a single OPM, select it here.

Payment Source

Select a payment source to restrict the process results. Leave blank to process all.

Process Configuration Group

Use this field to verify deduction balances for persons belonging to a specific payroll relationship group.

Note: Use the Object Groups task to define a payroll relationship group before you can use it here.

Generate Check Payments

Use the Generate Check Payments task to generate checks for all your employees and third parties who have a check payment method and a net payment greater than zero.

Use the delivered flow either as an:

- Individual flow to generate check payments after the payroll calculations and payment distribution tasks are complete, or
- Within a flow pattern to run automatically after the calculate payroll and payment distribution tasks are complete. For example, the Generate Check Payments task is included in the Expedited Payroll Processing flow pattern. The flow runs automatically after the Archive Periodic Payroll Results task archives the expedited payroll results for further processing.

Use the Manage Payroll Flow Patterns task to search for and view the details of the Generate Check Payments flow.

Use the Submit a Payroll Flow task to submit the Generate Check Payments flow.

You can also use the Refine Extracts task to access this flow.

The Generate Check Payments task is generally run after the Calculate Payroll, Calculate Prepayments, and Archive Periodic Payroll Results tasks are complete. After the payroll calculations are complete, run the Calculate Prepayments process to distribute the net payments based on the employee's personal payment method. The Archive Periodic Payroll Results task archives the payroll results for further processing. The Generate Check Payments task generates checks for the archived payroll results that have a payment type of Check.

Flow Tasks and Task Sequence

You can copy and edit the flow to include additional tasks. For example, you can include a Verify Payments task to verify the generated check payments, or a Void Payments task to void payments made wrongly.

Use the Task Sequence tab to view the sequence of the tasks within the flow. You can review the task sequence and reorder, add or delete tasks, as required.

Flow Parameters

Flow parameters supply the information you require to run the flow and successfully complete the tasks within the flow pattern.

Before you submit the Generate Check Payments flow, review and edit the flow parameters to ensure that the correct values are used to generate the checks according to the requirements.

Here's the details of parameters you can define for the Generate Check Payments flow.

| Parameter | Description | Parameter Basis | Basis Value | Usage | Display Format |
|-----------------------------|---|-----------------|--|------------------|--|
| Consolidation Group | Defines a grouping of different payrolls for reporting purposes. If you don't select a value, the application uses the default consolidation group assigned to the payroll. | Bind to Flow | Consolidation Group | Input Parameter | Smart lists of values |
| End Check Number | The last check number for processing. | Bind to Flow | End Check Number | Input Parameter | Number |
| Organization Payment Method | Determines the payment source for this flow. Select a value that has a payment type of Check. | Bind to Flow | Organization Payment Method | Input Parameter | Smart lists of values |
| Overriding Payment Date | Determines the payment due date for the checks. | Bind to Flow | Overriding Payment Date | Input Parameter | Date |
| Payment Source | Determines the payer bank account info so that the correct check template is used to generate the check payments. | Bind to Flow | Payment Source | Input Parameter | Smart list of values |
| Payment Type | Mode of payment associated with the Organization Payment Method and Payment Source values you select. | Post SQL Bind | | Input Parameter | An SQL statement is used to derive the value. The value isn't displayed on the page. |
| Payroll | Name of the payroll run for which the checks are generated. | Bind to Flow | Payroll | Input Parameter | Smart list of values |
| Payroll Process | Action ID that's generated when you submit the Generate Check Payments flow. | Context Binding | Action ID. Derives the value of the parameter from the context of the current flow instance. | Output Parameter | |
| Process Configuration Group | Defines the rules for payroll processes, such as passwords or number of threads. If you don't select a value, the application uses the default | Bind to Flow | Process Configuration Group | Input Parameter | Smart list of values |

| Parameter | Description | Parameter Basis | Basis Value | Usage | Display Format |
|--------------------|---|-----------------|---|-----------------|----------------|
| | consolidation group assigned to the payroll. | | | | |
| Process Start Date | All Payroll or QuickPay runs with an effective date greater than this date are considered for this flow instance. | Bind to Flow | Process Start Date | Input Parameter | Date |
| Process End Date | Last effective date of the payroll processes. The process considers all Payroll or QuickPay runs with an effective date before this date. | Bind to Flow | Process End Date | Input Parameter | Date |
| Request | Request ID of the current flow instance. | Context Binding | Derives the value of the parameter from the context of the current flow instance. | Input Parameter | |
| Sort Procedure | | Constant Bind | Default | | |
| Start Check Number | | Bind to Flow | Start Check Number | Input Parameter | Number |

Additional Flow Details

Before you submit the Generate Check Payments flow, define the following.

| Field label | Description |
|---------------|---|
| Task Owner | Assign an owner for the task on Edit Task Details: Owner and Checklist . The owner can initiate the task, monitor the status, roll back or retry the task, and also review errors and messages the task generates. |
| Duration | Enter a due date and offset value in Duration on Edit Task Details: Duration and Notifications . |
| Notifications | <p>Select a Flow Task Start Notification option in the notification region of Edit Task Details: Duration and Notifications. You can select a notification to:</p> <ul style="list-style-type: none"> Send error and warning messages. Inform the task owner when a task starts or ends. <p>The receipt of notifications depends on the duration dates and their offsets.</p> |

Generating Payroll Reports in Microsoft Excel Format

You can configure the following payroll reports to generate a Microsoft Excel output:

- Payroll Balance Report
- Payroll Activity Report
- Payroll Register
- Statutory Deduction Register
- Deduction Report
- Payment Register
- Gross-to-Net Report
- Third-Party Payment Register

To generate an Excel output:

1. In the Data Exchange work area, select the **Manage Extract Definitions** task.
2. Search for and select the extract definition name for the payroll report to edit, as listed in this table.

| Report Name | Extract Definition Name |
|------------------------------|-------------------------------------|
| Payroll Balance Report | Payroll Run Result Report |
| Payroll Activity Report | Payroll Activity Report |
| Payroll Register Report | Global Payroll Register |
| Statutory Deduction Register | Statutory Deduction Register |
| Deduction Report | Deduction Report |
| Payment Register Report | Global Payment Register |
| Gross-to-Net Report | Gross-to-Net Summary Archive |
| Third-Party Payment Register | Global Third-Party Payment Register |

3. Open the report and click the **Deliver** icon.
4. Click **Add** to create a new row to point to the new template for the Excel output.
5. Enter a **Start Date** and **End Date**.
6. Enter the **Delivery Option Name** and the **Output Name**.
7. Select **Excel 2007** in the Output Type field.

8. Enter the **Report** and **Template Name**. Ensure the XDO file name you enter here matches the name of your template, as shown below.

| Report Name | Excel Template Name |
|------------------------------|--------------------------------------|
| Payroll Balance Report | Payroll Balance Report Results |
| Payroll Activity Report | Payroll Activity Report Results |
| Payroll Register Report | Payroll Register Results |
| Statutory Deduction Register | Statutory Deduction Register Results |
| Deduction Report | Deduction Report Results |
| Payment Register Report | Payment Register Results |
| Gross-to-Net Report | Gross-to-Net Report Results |
| Third-Party Payment Register | Third-Party Payment Register Results |

9. Select the **Delivery Type**. For example, Documents of Record or Fax.
10. Optionally, to override the default layout (PDF file), select the predefined delivery option of Excel output in the Overriding Delivery Mode field. This would result in only generating the Excel file.

Otherwise, keep the default value to generate both the Excel and PDF files.

11. Click **Save**.
12. For the Payment Register, you must perform the following additional steps to add the report category details.
- In the Additional Details section, click **Add**.
 - In the Output Name field, click **Search**.
 - In the Search field, enter **Extract Delivery Mode**, and then click **Search**.
 - Select **Payment Register Results**, and then click **OK**.
 - Click **Save**.
13. Click **Submit**.

Related Topics

- [Payroll Payment and Cost Distribution Reports](#)
- [Payroll Calculation and Balancing Reports](#)

Payment Register Report

Use this report for the verification, reconciliation, and audit of payment distributions.

Note: This report doesn't include payments made to third parties. Such payments are listed on the Third-Party Payment Register.

You can generate the report manually or as a part of the payroll process.

To run this report:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your legislative data group (LDG).
4. Search for and select **Payment Register Report**.

Before You Start

You must have successfully completed archival of your periodic payroll data. This usually occurs during your payroll flow. For further info, see Archive Periodic Payroll Results in the Help Center.

Report Parameters

Scope

Control the results of the report by specifying its scope.

| What you set | What it does |
|--------------|---|
| Summary | Provides a summary of the total amounts paid by payment category, payment type, status, and payment method. |
| Detail | In addition to the Summary report, it includes the complete details for each employee. Use this to validate payments for each employee, including the payment amount, bank, and check info. |

Process Start Date

Use this field to specify the first effective date of the payroll process to include in the report. The report includes all processes with an effective date on or after this date.

Process End Date

Use this field to specify the last effective date of the payroll process to include in the report. For payroll runs, this is its payroll run date. The report includes all processes with an effective date on or before this date.

Payroll

Use this field to limit the results to a single payroll definition.

Leave blank to report all of them.

Payment Process

Use this field to limit the results to a specific payroll or QuickPay run.

Leave blank to report all of them.

Consolidation Group

Use this field to limit the results to a consolidation group.

Leave blank to report all of them.

Payroll Statutory Unit

Use this field to limit the results to a specific payroll statutory unit (PSU).

Leave blank to report all of them.

Tax Reporting Unit

Use this field to limit the results to a specific tax reporting unit (TRU).

Leave blank to report all of them.

Payroll Relationship Group

Use this field to verify deduction balances for persons belonging to a specific payroll relationship group.

Person

Use this field to limit the results to a single person.

Payment Type

Use this field to limit the results to a specific payment type.

Leave blank to report all of them.

Payment Method

Use this field to limit the results to a specific payment type.

Leave blank to report all of them.

Location

Use this field to limit the results to a specific location.

Payment Status

Select the status you want to report on.

| What you select | What it means |
|--------------------------------|---|
| Canceled and can't be reissued | You have marked the payment as Void, rolled back the prepayment process, and reversed the calculation of the payroll run results. |
| Paid | You processed and issued the payment without error. |
| Paid externally | You processed the payment was processed but generated it externally. This includes hand-written checks for terminated employees. |

| What you select | What it means |
|-----------------|--|
| Unpaid | You processed the payment was processed, but it was incomplete or experienced errors during payment. |
| Void | You marked the payment as Void, but it's eligible for reissue. This includes replacing a lost payroll check. |

Note: You can configure these statuses in the PAY_STATUS lookup. For further info, see Payment Statuses in the Help Center.

Leave blank to report all of them.

Process Configuration Group

Use this field to verify deduction balances for persons belonging to a specific payroll relationship group.

Note: Use the Object Groups task to define a payroll relationship group before you can use it here.

Report Category

If you have defined a report category for delivery of output in multiple formats, select it here.

For further info, see Delivery Options for Extract-Based Payroll Reports in the Help Center.

Run Mode

Use to control whether the report retains or discards the transient data it creates when producing the output file.

Select the **Debug** option only to investigate an issue with the report output or when instructed by Oracle Support.

The **Normal** option discards the temporary transient data.

Report Results

The report provides details of the selected payment status for matching persons, filtered by the specified time frame and other parameters.

| Report name | What it contains |
|-------------|--|
| Summary | Provides sections on: <ul style="list-style-type: none"> Report parameters and sort order Summary of payments |
| Detail | Provides sections on: <ul style="list-style-type: none"> Report parameters and sort order Summary of payments Details of payments |

| Report name | What it contains |
|-------------|---|
| | Use this validate payments for each employee, including the payment amount, bank, and check info. |

Related Topics

- [Archive Periodic Payroll Results](#)
- [Delivery Options for Extract-Based Payroll Reports](#)
- [Payment Statuses](#)

Payroll Register Reports

Use the Payroll Register Report, Payroll Register Report for the Latest Process, or the Periodic Payroll Register Report to review the reported earnings, taxes, deductions, and employer liabilities archived in the periodic archive process.

The report has both a summary and detail mode.

Verify total payment amounts per balance category and compare payment values to previous periods.

To run this report, use **Submit a Flow** under **Payroll** in **My Client Groups** on the Home page.

Use any of these tasks to run the Payroll Register Report and view latest process year-to-date and periodic balances.

| Report Task Name | Purpose |
|--|---|
| Run Payroll Register Report | Use this task to run the legacy report. |
| Run Payroll Register Report for the Latest Process | Use this task to extract the year-to-date (YTD) payroll balances for large volumes of data. The report runs much faster than the legacy report and includes year-to-date totals from the last process run for a person prior to the specified end date, such as the last process run for each TRU. The results are the same as running the legacy report with the Latest Process YTD Total Only parameter set to Yes . |
| Run Periodic Payroll Register Report | Use this task to extract the periodic payroll balances for large volumes of data. The report runs much faster than the legacy report. The results are the same as running the legacy report with the Latest Process YTD Total Only parameter set to No . |

Before You Begin

Run this report after you run the payroll archive process.

You must have successfully completed archival of your periodic payroll data. This usually occurs during your payroll flow. For further info, see Archive Periodic Payroll Results in the Help Center.

Report Parameters

The parameter values determine which records to include in the report. Most parameters are self-explanatory, while the following have special meaning in the context of this report.

Scope

Select the scope of this report. Select **Detail** to generate a report that includes details of deductions listed for each employee. Otherwise, select **Summary**.

Process Start and End Date

Select the range of dates that capture the reporting period.

Payroll

To run this report for a single payroll, select the required payroll name. If you leave the field blank, the report runs for all payrolls.

Consolidation Group

Use this field to run the report against a consolidation group. A consolidation group defines a grouping of different payrolls for reporting purposes. For example, you can use this field to run this report for a subset of payrolls. You can select a value only if you have a predefined consolidation group. If you leave the field blank, the report runs for all the consolidation groups.

Payroll Statutory Unit

Select a value to report on the balances of employees in a specific payroll statutory unit (PSU). If you leave the field blank, the report runs for all PSUs.

Tax Reporting Unit

Select a value to report on the balances of employees in a specific tax reporting unit (TRU). If you leave the field blank, the report runs for all the TRUs.

Person

Use this field to limit the report results to a single person. If you leave the field blank, the report runs for all people included in the selected payroll run.

Payroll Relationship Group

Use this field to verify deduction balances for persons belonging to a specific payroll relationship group. You can specify a value only if you have a predefined payroll relationship group. If you leave the field blank, the report runs for all the defined payroll relationship groups.

Person Page Break

Select **Yes** to display the report output in a separate page for each person. This field isn't available for the Summary report.

Process Configuration Group

Use this field to run the report for a specific process configuration group, instead of the default one. A process configuration group is used to set rules for payroll processes, such as enabling logging or setting the number of threads. You can select a value only if you have a predefined process configuration group.

Note: Use the Payroll Process Configuration task to define a Process Configuration Group, before you can use it here.

Latest Process YTD Total Only

If you select **No**, the report lists current (run) balances based on the **Balances Reported** value against every process the report parameters include. For example, assume there are three payroll calculations run between the start and end dates of the report. The report lists the statutory deduction balances in three sets, one for each process.

If you select **Yes**, the report includes year-to-date totals from only the last process run before the specified end date, such as the last process run for each TRU or PSU. However, it's recommended to run the Statutory Deduction Register for the latest process instead.

Balances Reported

Use this field to run this report for payment balances, nonpayment balances, or both, as given here.

- Payment Only: Includes balances included in the payments process.
- Nonpayment Only: Includes balances that aren't included in the payments process.

If you leave the field blank, the report includes all balances.

Report Category

A report category is a group of delivery options. Select a value to determine the set of delivery options for this report submission. You can define your own delivery option and include it in the report category. For example, you can define a report category to use a combination of both PDF and Excel delivery options for a single submission of the report.

For further info, see Delivery Options for Extract-Based Payroll Reports in the Help Center.

Run Mode

Use this parameter to decide if the report must retain or discard the transient data it creates during the report execution. If the default value is **Normal**, the temporary transient data produced during report execution is discarded.

Select **Debug** only to investigate an issue with the report output or when instructed by Oracle Support.

The **Normal** option discards the temporary data.

Report Results

This process generates either a Summary or Detail output report, depending on the Scope you select.

Summary

Use the summary report to verify total payment amounts per balance category for a payroll period for a PSU or TRU. The summary report provides a list of balances by:

- Balance Category
- PSU and TRU
- Balance Name
- References

- Current Amount

The PDF output has these summary sections with subtotals in each section as given here:

- Balance Categories Summary
- Balances Summary with subtotals for each balance category
- Balances by PSU and TRU Summary with subtotals for each balance category within each PSU

Detail Report

In addition to the summary balances shown by the Summary report, the detail report also includes the following employee-level deductions info:

- Balance Category
- Balance Name
- Total Deduction Amount

The PDF output has these summary sections with subtotals in each section as given here:

- Balances and Balance Categories Summary with subtotals for each balance category.
- Balances Summary for each balance category.
- Balances by PSU and TRU Summary with subtotals for each balance category within each PSU.
- Balance Details for a Person with subtotals for each balance and balance category. This section also includes:
 - Payroll relationship number
 - Run type
 - Payroll period
 - Calculation breakdown ID
 - Year-to-date deduction amount

The detail report is sorted in the order of PSU, TRU, person name, payroll, pay period, balance category, and balance.

Related Topics

- [Archive Periodic Payroll Results](#)
- [Delivery Options for Extract-Based Payroll Reports](#)
- [Display All Hours in Payroll Reports](#)
- [Report Payment and Nonpayment Balances](#)
- [Latest Process Year-to-Date and Periodic Balances Reporting](#)

Recalculate Payroll for Retroactive Changes

Retroactive pay is the recalculation of prior payroll results because of changes that occurred after you ran the original calculation. To process retroactive pay, run the Recalculate Payroll for Retroactive Changes process.

When a retroactive notification identifies a retroactive event for an employee, such as a change in salary, this process:

1. Performs a payroll calculation using the updated details for the employee.

2. Recalculates any employee with retroactive event notifications but only if they are part of the original payroll run set of employees.
3. Compares the results of the new payroll calculation against the results of the original payroll calculations, and creates retroactive entries for any differences.
4. Changes the status of processed notifications from Awaiting Processing to Processed.

This process never overwrites historical payroll data. Instead, it creates one or more retroactive entries to receive the process results.

For further info, see [How Retroactive Pay Is Calculated](#) in the Help Center.

Note: Only elements that you have configured to include a retroactive event group can have retroactive element entries.

When verifying your payroll readiness, use this process to create retroactive element entries based on retroactive events. Run it immediately before starting a payroll run. If you run it after the Calculate Payroll process, it holds the retroactive adjustments until the next payroll period.

You can run this process automatically as part of your payroll flow, or you can run it manually.

To run this process, enter the following applicable parameters:

1. Click **Submit a Flow**.
2. Select your legislative data group.
3. Select **Recalculate Payroll for Retroactive Changes**.

Before You Start

Be sure to run the Retroactive Notification Report. This report identifies the retroactive changes you need to process. For further info, see [Retroactive Notification Report](#) in the Help Center.

Note: Retroactive element entries are no different from the entries in the original payroll. They are both processed in the payroll runs and display on the UI in the same manner.

Process Parameters

Process Date

Enter the effective date of the payroll run. This date controls the start date of all retroactive entries created by the Retropay process.

For example, before running your monthly payroll for July 2021, submit retropay with a Process Date of 31-JUL-21. This creates all retroactive entries with a start date of 01-JUL-21, and the July payroll run processes them.

Note: The date of the retroactive entries is the start date of the payroll period in which the retroactive process date falls.

If the process date of your payroll falls in the next payroll period, enter a retropay process date that falls within the current payroll period.

For example, your August payroll is paid on 05-SEPT-21. Submit retropay with a process date of 31-AUG-21 to ensure it creates retroactive with a start date of 01-AUG-21 and can be processed in the August payroll run.

Payroll

Select the payroll definition you want to run against.

Overriding Entry Create Date

Use this to control the start date of retroactive entries when you have more complex payroll period requirements.

For example, your semimonthly payroll is paid in arrears, such as:

- Period ending 15-JAN is paid on 05-FEB
- Period ending 31-JAN is paid on 20-FEB
- Period ending 15-FEB is paid on 05-MAR

Before running the semimonthly payroll for period ending 15-FEB-21, you can submit retropay with these dates:

- Retro Process Date: 20-FEB-21

Note: The Retropay process date can't be earlier than the process date of the payroll run for period ending 31-JAN.

- Overriding Entry Creation Date: 15-FEB-21

Note: Entries are date effective.

Process Configuration Group

Enter a process configuration group. Otherwise the process uses the default group.

Payroll Relationship Group

Enter a payroll relationship group to limit the employees included in the retroactive process. Otherwise all employees are reprocessed.

Process Results

The retroactive process:

1. Compares the run results of the original payroll run and the run results of the retroactive payroll run.
2. It looks for matching run result records across the two processes.
3. It creates one of the following:
 - Retroactive run results
 - Retroactive element entries based on these conditions.
 - i. Matching run results exist in both the original run and the retroactive run creates a retroactive pay run result.
 - ii. Run result available in the original run but not in the retroactive run creates a retroactive pay run result.
 - iii. Run result in not available in the original run but a new run result exists in the retroactive run creates a retroactive pay element entry.

Note: You might need to create some entries manually to offset entries.

Related Topics

- [How can I create offset entries instead of deleting retroactive entries and notifications?](#)
- [How Retroactive Pay Is Calculated](#)
- [Retroactive Notification Report](#)

Statutory Deduction Register Reports

Use the Statutory Deduction Register, Statutory Deduction Register for the Latest Process, or the Periodic Statutory Deduction Register to assist employers in remitting their payroll statutory tax remittances to the various government or statutory agencies.

Use it with the statement of earnings (SOE) and other payroll reports for diagnostic purposes to verify the amounts deducted and submitted for each payroll statutory unit (PSU).

Use this report with these reports to reconcile tax calculations.

- Gross-to-Net Report
- Payroll Register Report

To generate the report, submit the Run Statutory Deduction Report Register on the Submit a Flow page. Use **Submit a Flow** in **Payroll** in **My Client Groups** on your Home page.

Use any of these tasks to run the Statutory Deduction Register and view latest process year-to-date and periodic balances.

| Report Task Name | Purpose |
|---|---|
| Run Statutory Deduction Register | Use this task to run the legacy report. |
| Run Statutory Deduction Register for the Latest Process | Use this task to extract the year-to-date (YTD) payroll balances for large volumes of data. The report runs much faster than the legacy report and includes year-to-date totals from the last process run for a person prior to the specified end date, such as the last process run for each TRU. The results are the same as running the legacy report with the Latest Process YTD Total Only parameter set to Yes . |
| Run Periodic Statutory Deduction Register | Use this task to extract the periodic payroll balances for large volumes of data. The report runs much faster than the legacy report. The results are the same as running the legacy report with the Latest Process YTD Total Only parameter set to No . |

Before You Begin

Run this report after completing the Calculate Payroll or any other task that impacts payroll balances.

Report Parameters

The parameter values determine which records to include in the report. Most parameters are self-explanatory, while the following have special meaning in the context of this report.

Scope

Select the scope of this report. Select **Detail** to generate a report that includes details of deductions listed for each employee. Otherwise, select **Summary**.

Process Start Date and End Date

Select the range of dates that capture the reporting period.

Payroll

To run this report for a single payroll, select the required payroll name. If you leave the field blank, the report runs for all payrolls.

Consolidation Group

Use this field to run the report against a consolidation group. A consolidation group defines a grouping of different payrolls for reporting purposes. For example, you can use this field to run this report for a subset of payrolls. You can select a value only if you have a predefined consolidation group. If you leave the field blank, the report runs for all the consolidation groups.

Payroll Statutory Unit

Select a value to report on the balances of employees in a specific PSU. If you leave the field blank, the report runs for all PSUs.

Tax Reporting Unit

Select a value to report on the balances of employees in a specific tax reporting unit (TRU). If you leave the field blank, the report runs for all the TRUs.

Balance Category

Use this field to run this report for one of these balance categories.

- Employee Tax Deductions
- Employer Liabilities
- Employer Taxes
- Involuntary Deductions

If you leave the field blank, the report runs for all of the above balance categories.

Payroll Relationship Group

Use this field to verify deduction balances for persons belonging to a specific payroll relationship group. You can specify a value only if you have a predefined payroll relationship group. If you leave the field blank, the report runs for all the defined payroll relationship groups.

Person

Use this field to limit the report results to a single person. If you leave the field blank, the report runs for all people included in the selected payroll run.

Hide Records with Zero Values

Select **Yes** to skip records with null or 0 values.

Location

Use this field to view the deduction results for employees who have at least one assignment for the selected location. The balance values might not necessarily correspond to the location parameter only. It's also dependent on the dimensions and the other associated contexts.

If you leave the field blank, the report runs for all the locations.

Latest Process YTD Total Only

If you select **No**, the report lists the current run balances, based on what you select for **Balances Reported**. The report checks every process that's included by the report parameters. For example, if you ran three payroll calculations between the start and end dates of the report, the report lists the statutory deduction balances in three sets, one for each process.

If you select **Yes**, the report includes year-to-date totals from only the last process run before the end date. This can include the last process run for each TRU or PSU. However, for performance reasons, consider running this report for only the latest process.

Balances Reported

Select one of these values.

- **Payment Only:** Includes balances included in the payments process.
- **Nonpayment Only:** Includes balances that aren't included in the payments process.
- If you leave the field blank, the report includes all balances.

Process Configuration Groups

Use this field to run the report for a specific process configuration group, instead of the default one. Use process configuration groups to set rules for payroll processes, such as enabling logging or setting the number of threads. You can select a value only if you have a predefined process configuration group.

Note: Use the Payroll Process Configuration task to define a Process Configuration Group, before you can use it here.

Report Category

A report category is a group of delivery options. Select a value to determine the set of delivery options for this report submission. You can define your own delivery option and include it in the report category. For example, you can define a report category to use a combination of both PDF and Excel delivery options for a single submission of the report.

For further info, see [Delivery Options for Extract-Based Payroll Reports](#) in the Help Center.

Run Mode

Use this parameter to decide if the report must retain or discard the transient data it creates during the report execution.

The default value is **Normal**. This discards the temporary data produced by the report.

Select **Debug** only to investigate an issue with the report output or when instructed by Oracle Support.

Report Results

This process generates either a Summary or Detail output report, depending on the scope you select.

Summary

The summary report provides a list of deductions by:

- Balance category
- PSU and TRU
- Balance name
- References

For each combination of the above, the report shows the balance for the base amount and the deduction amount. The base balance is the basis on which the statutory deduction is calculated. The summary report doesn't break down the balances by employee.

The PDF output has these summary sections with subtotals in each section as given here:

- Balances and Balance Categories Summary with subtotals for each balance category.
- Balances and Balance Categories by PSU and TRU Summary with subtotals for each balance category within each PSU and TRU.
- Balances by Payroll and Process Type Summary with subtotals for each balance category within each PSU and TRU for each payroll process.

The Microsoft Excel output displays the current base amount and the deduction amount for each balance, but it has no subtotals or higher-level summary sections. You can download the Excel and add Pivot tables to create your own groupings and subtotals as required. For example, you can find the balance amounts for each balance category within each PSU by payroll process.

Detail Report

In addition to the summary balances shown by the Summary report, the detail report also breaks down the balances by person.

The PDF output has these summary sections with subtotals in each section as given here:

- Balances and Balance Categories Summary with subtotals for each balance category
- Balances and Balance Categories by PSU and TRU Summary
Includes subtotals for each balance category within each PSU and TRU.
- Balances by Person Summary
- Balance Details for a Person
This section also includes:
 - Subtotals for each balance and balance category within each payroll process
 - Year-to-date amounts for base and deduction balances

The Microsoft Excel output displays the current and year-to-date amounts for the base and the deduction balances, but it has no subtotals or higher-level summary sections. You can download the Excel and add Pivot tables to create your own groupings and subtotals as required.

Related Topics

- [Delivery Options for Extract-Based Payroll Reports](#)
- [Latest Process Year-to-Date and Periodic Balances Reporting](#)
- [Year-to-Date Balances in Reports](#)
- [Report Payment and Nonpayment Balances](#)

Transfer to Subledger Accounting

Oracle Fusion Subledger Accounting takes your cost distributions from the payroll process and uses it to generate journal entries for financial transactions.

Use this process to:

1. Prepare transactions for accounting for the costing results and journal entries.
2. Create transaction numbers for each person's costing results.
3. Transfer these transactions to Oracle Fusion Subledger Accounting.

For further info, see [How to Review Journal Entries](#) in the Help Center.

Run this process:

- After you have verified your cost distributions during payroll processing
- After you have detected and corrected errors in your costing results and need to resubmit the transactions

To run this process:

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your legislative data group and **Transfer to Subledger Accounting**.

Before You Begin

Successfully complete a payroll run, including costing, and verify your cost distributions.

Process Parameters

Process Start Date

Start date of the payroll run.

Process End Date

End date of the payroll run.

Payroll

Name of the payroll you ran.

Consolidation Group

Use this field to run the process against a consolidation group. If you don't select a value, the report uses the default consolidation group assigned to the payroll.

Process Results

This process creates journal entries for each costing result generated by the payroll calculation and payment processes. They create two transaction numbers, one for the payroll calculation costing results and one for the payment costing results.

Review the Payroll Costing Report for details on what was transferred to Oracle Fusion General Ledger. For further info, see Payroll Costing Report in the Help Center.

Related Topics

- [Review Journal Entries](#)
- [Payroll Processes that Generate Costing Results](#)

Update Invalid Bank Account Details

Use the Process Bank Corrections File flow to update invalid bank account details. An employee can have an incorrect account number or an invalid branch number due to closure of a bank or merger of a bank.

You don't need to end date the personal payment method. You only need to update the existing personal payment method with the correct bank details. The process to update bank account details include the following tasks:

1. Create the Object Group HCM Data Loader DAT files and transform the info returned by the bank into the .dat file format.

The bank returns a file containing details of the new bank routing numbers. Load the info contained in the Object Group HCM Data Loader DAT files on to the Oracle Web Center Content server.

For further info, see HCM Data Loader Guide on the Help Center.

2. Update the personal payment method (PPM) using the Process Bank Corrections File flow.

The flow automatically updates the PPM when there's a value in one of these fields.

- Replacement Branch Number
- Replacement Account Number
- Replacement Account Type

If any of these fields is null, the process end dates the PPM.

The process uses the payment reference number to identify the PPM linked to the bank account you have identified as incorrect.

Create and Upload the Object Group HCM Data Loader DAT Files

Create and use these HCM Data Loader .dat files to process the bank information by the HCM Data Loader.

- ObjectGroup.dat file to create the object group
- ObjectGroupStore.dat file to load the bank information returned by the bank

When you load the ObjectGroupStore.dat file into the Oracle Web Center Content server, it generates a UCM ID. The Process Bank Corrections File flow uses this ID to retrieve and use the bank info necessary for the flow.

Use the Process Bank Corrections File Flow

Perform these steps to reissue check payments:

1. Start the Process Bank Corrections File flow.
2. Click **Next**, and enter these values.

| Field label | Description |
|-----------------------------|---|
| Process Date | The process applies this date to each process in the flow. This is the end date of the PPM is ended and the payment is voided. |
| UCM Content ID | The ID generated when the bank information file is loaded on to the Oracle Web Center Content server. The Process Bank Corrections File flow uses the UCM ID to retrieve and use the bank information necessary for the flow. |
| Process Configuration Group | Used to set a group of processing parameters, primarily related to logging and performance. If a process configuration group isn't provided, the application uses the parameters in the default group. |

3. Click **Next** twice and select an option for the Flow Submission Schedule. You can select **As Soon As Possible** to run the task immediately.
4. Click **Next** and review the details.
5. Click **Submit**.

The Update Personal Payment Methods task within the flow updates the PPM based on the value of these fields.

- Replacement Branch Number
- Replacement Account Number
- Replacement Account Type

FAQs

How are work-at-home employees reported in the Multiple Worksite Report?

The Multiple Worksite Report (MWR) attempts to organize workers designated as work-at-home in the same state as their residence tax state.

This ensures they're reported in the same state as their state unemployment insurance state. While you can report employees to any location defined on their Reporting Information card, if this location doesn't match their residence state, the MWR flags it as a warning. To avoid this, you can create a default location for the state and select it in **Reporting Location for Work-at-Home Employees** on the employee's Reporting Information card. One location per state is used for all designated work-at-home employees.

If no location is specified on the reporting card, the work-at-home employee is reported at location 999999. The Multiple Worksite Electronic Report flow performs a check to ensure the work location state and resident tax state match for work-at-home employees.

Related Topics

- [Examples of Troubleshooting the Multiple Worksite Report](#)
- [Multiple Worksite Report](#)

How can I change the tax reporting unit for an assignment?

Use the Calculation Cards task to change the tax reporting unit (TRU) association on an employee's Tax Withholding card.

Select **Associations** under **Component Groups**. Select the TRU for which the assignment currently exists or create an assignment.

This ends the record for the assignment associated with the previous TRU and creates a new record for the new TRU.

Related Topics

- [Tax Withholding Card](#)

How can I get my Pennsylvania Residency Certificate?

You can view your Pennsylvania Residency Certificate form from your **Me** page.

1. From your **Me** page, click **Pay**.
2. Click **Tax Withholding**.
3. Select the Pennsylvania row, and click **Edit**.

The form opens for the employee to update their Resident and Work PSD codes and school districts.

4. From here, you can update your resident and work PSD codes.
5. Once updated, scroll to the bottom of the form and click **I Agree**.

If you don't see this menu option, contact your administrator.

Related Topics

- [How can I access my personal info quickly?](#)
- [View and Update Pay Information for the US](#)
- [View and Update Personal Information for the US](#)

How can I get my W-2?

You can view an online copy of your Form W-2 from your **Me** page.

1. From your **Me** page, click **Pay**.
2. Click **Tax Withholding**.
3. Select **View End-of-Year Tax Form**.

If you're unable to access these options, contact your administrator.

Related Topics

- [View and Update Pay Info for the US](#)

How can I override the EEO-1 report sort order?

No, the sort order can't be overridden.

The reports use this sort order.

1. Company Name
2. Status Code
3. Unit Number

Related Topics

- [EEO-1 Establishment Electronic Report](#)

How can I get my W-4?

To view a copy of your Form W-4, open your Me page and click Pay and then Tax Withholding. If you don't have access to the Tax Withholding page, contact your administrator.

To edit the existing federal and state entries, click the pencil icon. Enter the start date of the change, and then enter your applicable changes. Once complete, select **I Agree** and then click **Save**.

From this page, you can also view or hide prior tax withholding information and download a PDF of your W-4.

Related Topics

- [View and Update Pay Information for the US](#)

How can I update worker veteran status?

From **My Client Groups**, click **Person**.

1. Search for and select the person.

2. In **Person Information**, click **Edit** next to **Gender and Marital Status** and then **Update**.
3. In **Update Gender and Marital Status**, set an effective start date and click **OK**.
4. Click **View More Details**.
5. Make your changes to their veteran status, and click **OK**.

How do I make my year-end tax form print elections?

If your employer has granted permission for you to enter your own print options for the year-end tax forms, such as Forms W-2 and W-2c, you can do this through your Portrait Gallery.

From your **Me** page, select **Personal Information** and then select **Document Delivery Preferences** from the task menu. This displays a table that shows the options for online and paper preferences. For the appropriate form, click **Edit** and make your changes.

For US territorial tax forms, they follow the preferences you set for their mainland equivalents.

How do I set the Certified Disabled filing status on my Hawaii W-4?

You can't directly select this filing status when defining your Hawaii W-4.

Please submit the appropriate paperwork to your HR or Payroll representative. Once it is approved, they will apply the Certified Disabled filing status to your W-4, and you will begin seeing the State Income Tax exemption.

How do I update my W-4?

By default, your Form W-4 is set to Single or Married filing separately.

If your employer allows manual updates to your W-4, you can change your settings by selecting **Me** and then **Pay**. Select **Tax Withholding**, and then select either the state or federal form. Either click the edit icon and make your changes, or click **Add** to update withholding details and save.

Select **View Prior Tax Withholding** to view or hide prior tax withholding information. You can also download a PDF of your W-4 information.

If you don't have access to this task, contact your administrator.

Related Topics

- [Tax Withholding Card](#)

