Master Fix Id: CSS-TN-1214062594

Summary:
New legislation, effective Jan. 1, 2007, provides that the overtime should be itemized as corrections on the pay stub for the next regular pay period. Any correction in a subsequently issued pay stub must state the date of the pay period to which it relates [Cal. Lab. Cd. § 204(b)(2)], as amended by L. 2005, AB 2095.

Source Reference: http://www.leginfo.ca.gov/cgi-bin/calawquery?codesection=lab&codebody=

Full text of CA Labor Code section 204(b)
(b) (1) Notwithstanding any other provision of this section, all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period.

(2) An employer is in compliance with the requirements of subdivision (a) of Section 226 relating to total hours worked by the employee, if hours worked in excess of the normal work period during the current pay period are itemized as corrections on the pay stub for the next regular pay period. Any corrections set out in a subsequently issued pay stub shall state the inclusive dates of the pay period for which the employer is correcting its initial report of hours worked.

The employees' paycheck (PAY003) and advice (DDP003) will need to be modified to the following criteria:

1. All non-salaried employees who have pay earnings for the State of California.
2. All overtime earnings earned for current payroll to be paid during next pay period will need to be reflected as a correction for next pay period.
3. All earnings adjustments whose earnings end date is less than current pay period begin date.

Modify PAY003 (Paycheck print) and DDP003 (Advice print) to meet the following requirements for all non-salaried employees:

- If there are prior pay period earnings associated with current payroll for overtime and other earnings, modify paycheck/advice print programs to display these earnings as a separate line item.
- Modify paycheck/advice print programs display earnings code, earnings, earnings begin date and earnings end date for prior period California earnings.
- Modify paycheck/advice print programs display earnings code, earnings, pay begin date and pay end date for current payroll California earnings.
- Modify paycheck/advice print programs to print a cross foot message for California Prior Pay Period earnings which has reached the maximum of 13 earnings and has summarized additional current/prior earnings in to one amount with a description of “Other”.
- Modify paycheck/advice to ensure sort order allows for all current payroll earnings appear first, followed by any prior pay period earnings on the paycheck for all California hourly employees.

Databases: H831TSUM
Prerequisites: Successfully processed the modified PAY003.SQR and DDP003.SQR against these databases.
Application Dependencies: PAY003/DDP003 – Must run after a successful Pay Confirmations
Direct Deposit Setup
Payroll Process
PeopleTools: Project for Temporary Work Table
Data Dependencies: Payroll Data for California/Non California Employees

TN-1214062594-DEV-Unit Test_04.doc
March 22, 2007
Direct Deposit Data/Non California Employees

Direct Deposit Setup
1. Verify Banking information has been setup –
   Define Business Rules > Manage Human Resources (GBL) > Setup > Pay Group Table (Page: Calc Parameters)
   Define Business Rules > Manage Human Resources (GBL) > Setup > Source Bank (listed on Pay Group Table - Calc Parameters)
2. Verify Bank/Branch table has been setup with valid bank information. - Define Business Rules > Manage Human Resources (GBL) > Setup > Bank/Branch Table
3. Setup Employee Direct Deposit - Compensate Employees > Maintain Payroll Data (US) > Use > Direct Deposit

Payroll Process:
1. Create Paysheets - Compensate Employees > Manage Payroll Process (US) > Process > Paysheet Creation
2. Update Paysheets with both Current and Prior Pay Earnings - Compensate Employees > Manage Payroll Process (US) > Use > Payline
3. Calculate Payroll - Compensate Employees > Manage Payroll Process (US) > Process > Pay Calculation
4. Review and Correct Payroll Error Messages - Compensate Employees > Manage Payroll Process (US) > Inquire > Payroll Error Messages
5. Final Calculation – (same navigation as 4)
6. Confirm Payroll - Compensate Employees > Manage Payroll Process (US) > Process > Pay Confirmation
7. Print Pay Checks – PAY003.SQR - Compensate Employees > Manage Payroll Process (US) > Report 1 > Check Print
8. Print Advices – DDP003.SQR - Compensate Employees > Manage Payroll Process (US) > Report 1 > DDP Advice Print

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Project: Created Temporary Work Table used to Sort California Earnings.
Version 7.02 Project: PRJ1214062594_702_TN - PeopleSoft Version did not have field COMP_RATECD.
Version 7.02 does not have field COMP_RATECD available.
Version 7.51, 8.01, and 8.31: PRJ1214062594_TN.
CREATE TABLE PS_WRK_PYERN_FRC (PROCESS_INSTANCE DECIMAL(10) NOT NULL, 
EARN_TYPE CHAR(1) NOT NULL, 
ERNCD CHAR(3) NOT NULL, 
EARN_BEGIN_DT DATE NOT NULL, 
EARN_END_DT DATE NOT NULL, 
COMP_RATECD CHAR(6) NOT NULL, 
HOURLY_RT DECIMAL(10, 6) NOT NULL, 
DESCR CHAR(30) NOT NULL, 
EARN_HRS DECIMAL(6, 2) NOT NULL, 
EARN_AMT DECIMAL(10, 2) NOT NULL)

California Employees: 
Oracle SQL Statement used to select potential California Wage Earning Employees: 
SELECT 
A.EMPLID, 
A.EMPL_RCD, 
A.EFFDT, 
A.EMPL_TYPE, 
A.DEPTID, 
A.LOCATION, 
A.TAX_LOCATION_CD, 
A.REG_TEMP, 
A.FULL_PART_TIME, 
A.COMPANY, 
A.PAYGROUP, 
A.STD_HOURS, 
A.COMPRATE, 
A.BUSINESS_UNIT, 
B.STATE, 
B.RESIDENT, 
B.UI_JURISDICTION 
FROM PS_JOB A, 
PS_STATE_TAX_DATA B 
WHERE A.EMPLID = B.EMPLID 
AND B.COMPANY = A.COMPANY 
AND A.EFFDT = 
(SELECT MAX(A_ED.EFFDT) FROM PS_JOB A_ED 
WHERE A.EMPLID = A_ED.EMPLID 
AND A.EMPL_RCD = A_ED.EMPL_RCD 
AND A_ED.EFFDT <= SYSDATE) 
AND A.EFFSEQ = 
(SELECT MAX(A_ES.EFFSEQ) FROM PS_JOB A_ES 
WHERE A.EMPLID = A_ES.EMPLID 
AND A.EMPL_RCD = A_ES.EMPL_RCD 
AND A.EFFDT = A_ES.EFFDT) 
AND B.EFFDT = 
(SELECT MAX(B_ED.EFFDT) FROM PS_STATE_TAX_DATA B_ED 
WHERE B.EMPLID = B_ED.EMPLID
AND B.COMPANY = B_ED.COMPANY
AND B_ED.EFFDT <= SYSDATE)
AND A.EMPL_STATUS = 'A'
AND A.COMPANY = 'GBT'
AND A.PAYGROUP = 'KU2'
/* AND B.STATE = 'CA'*/
ORDER BY B.STATE,
A.EMPL_TYPE,
A.EMPLID

SQL Server SQL Statement used to select potential California Wage Earning Employees:
SELECT
A.EMPLID,
A.EMPL_RCD,
(CONVERT(CHAR(10),A.EFFDT,121)),
A.EMPL_TYPE,
A.DEPTID,
A.LOCATION,
A.TAX_LOCATION_CD,
A.REG_TEMP,
A.FULL_PART_TIME,
A.COMPANY,
A.PAYGROUP,
A.SHOURLS,
A.COMP_RATE,
A.BUSINESS_UNIT,
B.STATE,
B.RESIDENT,
B.UI_JURISDICTION
FROM PS_JOB A,
PS_STATE_TAX_DATA B
WHERE A.EMPLID = B.EMPLID
AND B.COMPANY = A.COMPANY
AND A.EFFDT = (SELECT MAX(A_ED.EFFDT)
FROM PS_JOB A_ED
WHERE A.EMPLID = A_ED.EMPLID
AND A.EMPL_RCD = A_ED.EMPL_RCD
AND A_ED.EFFDT <= SUBSTRING(CONVERT(CHAR(GETDATE(),121), 1, 10))
AND A.EFFSEQ = (SELECT MAX(A_ES.EFFSEQ)
FROM PS_JOB A_ES
WHERE A.EMPLID = A_ES.EMPLID
AND A.EMPL_RCD = A_ES.EMPL_RCD
AND A_ES.EFFDT = A_ED.EFFDT)
AND B.EFFDT = (SELECT MAX(B_ED.EFFDT)
FROM PS_STATE_TAX_DATA B_ED
WHERE B.EMPLID = B_ED.EMPLID
AND B.COMPANY = B_ED.COMPANY
AND B_ED.EFFDT <= SUBSTRING(CONVERT(CHAR(GETDATE(),121), 1, 10))
AND A.EMPL_STATUS = 'A'
AND A.COMPANY = 'GBT'
AND A.PAYGROUP = 'KU2'
/* AND B.STATE = 'CA'*/
ORDER BY A.EMPL_TYPE,
Db2 SQL Statement used to select potential California Wage Earning Employees:

```
SELECT
A.EMPLID,
A.EMPL_RCD,
A.EFFDT,
A.EMPL_TYPE,
A.DEPTID,
A.LOCATION,
A.TAX_LOCATION_CD,
A.REQ_TEMP,
A.FULL_PART_TIME,
A.COMPANY,
A.PAYGROUP,
A.STD_HOURS,
A.COMPRATE,
A.BUSINESS_UNIT,
B.STATE,
B.RESIDENT,
B.UT_JURISDICTION
FROM PS_JOB A,
PS_STATE_TAX_DATA B
WHERE A.EMPLID = B.EMPLID
AND B.COMPANY = A.COMPANY
AND A.EFFDT =
(SELECT MAX(A_ED.EFFDT) FROM PS_JOB A_ED
WHERE A.EMPLID = A_ED.EMPLID
AND A.EMPL_RCD = A_ED.EMPL_RCD
AND A_ED.EFFDT <= (CURRENT DATE))
AND A.EFFSEQ =
(SELECT MAX(A_ES.EFFSEQ) FROM PS_JOB A_ES
WHERE A.EMPLID = A_ES.EMPLID
AND A.EMPL_RCD = A_ES.EMPL_RCD
AND A.EFFDT = A_ES.EFFDT)
AND B.EFFDT =
(SELECT MAX(B_ED.EFFDT) FROM PS_STATE_TAX_DATA B_ED
WHERE B.EMPLID = B_ED.EMPLID
AND B.COMPANY = B_ED.COMPANY
AND B_ED.EFFDT <= (CURRENT DATE))
AND A.EMPL_STATUS = 'A'
AND A.COMPANY = 'GBT'
AND A.PAYGROUP = 'KU2'
ORDER BY A.EMPL_TYPE,
A.EMPLID
```

Steps performed to Resolve Issue:
Modified the PAY003.SQR and PAY003.SQR with the following code changes relatively across all clients impacted:
begin-procedure Find-CA-Earns
begin loop
1. New procedure used to determine if there are any employees who have California Earnings.
end loop
end-procedure

begin-procedure Find-Min-Max-Earn-Dts
begin loop
2. These are the dates shown on the paycheck when "Other" earns are comprised of all prior period earnings.
end loop
end-procedure
begin-select
  E.HOURLY_DT
  E.REG_HOURLY_EARN
  E.TW_RID
  E.TW_HOURLY_EARN
  E.CMP_HOURLY_EARN
  E.CMP_HOURLY_RID
  E.CMP_HOURLY_DT
  E.CMP_HOURLY_EARN
  E.CMP_HOURLY_REG
  E.CMP_HOURLY_DT
  E.CMP_HOURLY_EARN
  E.EARN_REG
  E.EARN_DT
  E.EARN_TYPE
  E.EARN beginning_dt
  E.EARN_end_dt
  E.EARN_PREFIX
  E.EARN_SUFFIX
  E.EARN_NAME
begin-select
  E.HOURLY_DT
  E.REG_HOURLY_EARN
  E.TW_RID
  E.TW_HOURLY_EARN
  E.CMP_HOURLY_EARN
  E.CMP_HOURLY_RID
  E.CMP_HOURLY_DT
  E.CMP_HOURLY_EARN
  E.CMP_HOURLY_REG
  E.CMP_HOURLY_DT
  E.CMP_HOURLY_EARN
  E.EARN_REG
  E.EARN_DT
  E.EARN_TYPE
  E.EARN_beginning_dt
  E.EARN_end_dt
  E.EARN_PREFIX
  E.EARN_SUFFIX
  E.EARN_NAME

begin-procedure Get-Earnings-Detail
  1. If Hourly Employee has California earnings processes all earnings that are not defined by FLSA processing rules and orders the earnings by Earnings Begin and End Dates.
  2. Added Earnings Begin Dt and Earnings End Dt to select statement to process California prior payroll earnings.
  3. If hourly California Employee has prior period California Earnings, populates earnings date variables with Earnings Begin Dt and Earnings End Dt.
  4. If hourly California Employee does not have prior period California Earnings populates earnings date variables with Pay Begin Dt and Pay End Dt.
  5. For all other state earnings and Salaried California employee, populates earnings date variables with a null value.
  6. Sets Earn Begin Date and Earn End Dt to null to ensure current employee value processing.
  7. If Employee does not have California earnings or is a Salaried California employee, the earnings process defaults to current processing and the paycheck format.
  8. Prepare California Earnings array to be sorted by earnings begin dt, earnings type, emcd, and hourly rate.
begin-procedure Reset-Variables

1. Added Earnings Begin and Earnings End date to reset array variables used to process California Wages earned for current payroll processing.
2. Reset Print Other Msg Variable used to determine whether to print cross foot message for hourly California Employee's Prior Pay Period earnings which has reached the maximum of 13 earnings and has summarized additional prior earnings in to one amount with a description of "Other".
3. Resets Earn Begin Dt and Earn End Dr to null.
4. Refers to a procedure used to clear temporary work table used to sort California Employees earnings.
begin-procedure Update-ETDArray-Current-Earnings

1. Added Earns Begin and Earns End date to update earnings array variables used to process hourly California Wages earned for current payroll processing.

2. Added logic to process Hourly California wages when "Other" is a summation of both current and prior pay period earnings. The $LastEarnEnd is now default to Pay Period End Date instead of Earnings End Dt.

begin-procedure Read-ETDArray

1. Added Earns Begin and Earns End date to read earnings array variables used to process California Wages earned for current payroll processing.
begin-procedure Delete-Wrk_Pyrm_Prc
1. Procedure used to clear temporary work table used to sort California Employees earnings.

begin-procedure Process-Earnings
1. Procedure used to get Earnings from array to be sorted by Earnings Type. i.e. Regular Hourly, Regular Salary, Regular Overtime and other earnings.
begin-procedure Process-Earns-Wrk

1. Sets Default values for Earnings Begin Dt, Earnings End Dt and comp rate code which may be null. Cannot insert null values in to temporary work table.
2. Procedure used to determine if California Earnings has been processed previously for an hourly employee.
3. If California earnings exist for an earnings code, will add amounts and hours and update values.
4. If California earnings do not exist will insert new earnings.

begin-procedure Insert-Earns-Wrk

1. Inserts California Earnings in to Temporary table used to sort earnings.

begin-procedure Update-Earns-Wrk
1. Updates California earnings for an existing earnings code.

begin-procedure Process-Curr-Earns-Array
1. Selects earnings array California Earnings from temporary work table by earnings begin dt, earnings type, empId, and hourly rate. Puts Earnings in to array based upon whether the earnings code has an hourly rate, hours earned or earnings amount.