

Service Request 83752 2012 W-2 Changes

Technical Specification

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Version History

Version #	Date	Revised By	Reason for Change
1.0	10/04/2012	Emma Sebastian	Initial Draft.
2.0	10/08/2012	Emma Sebastian	Revisions after kickoff: EIC removal, inclusion of Health Ins in all PPP6014 reports; PPP610; polished processing details.
3.0	10/09/2012	Emma Sebastian	A negative total Health Ins Cost (TXW2-EMP-HEALTH-INS) is not an exception. It is a warning. Fixed PPTAXEDB spec.
4.0	10/15/2012	Emma Sebastian	Added PPCTGTNE.
5.0	10/15/2012	Emma Sebastian	Unit testing considerations.
6.0	10/24/2012	Emma Sebastian	PPP600 and adding "HEALTH" to detail lines for PPPTAXW2R reports.
7.0	11/02/2012	Emma Sebastian	Corrections to PPP600; Corrected references to set indicator 'J'
8.0	11/6/2012	Emma Sebastian	Added code correction for military pay; finalized document
9.0	11/30/12	Emma Sebastian	Remove d "Add TXW2-EMP-HEALTH-INS to test for reportable amounts = 0" for non-generation of W-2 if there are no reportable earnings/deductions.
10.0	12/13/2012	Emma Sebastian	Revised from QA testing issue resolution: total health costs that are negative and therefore not printed on the W-2 are not included in the totals accumulation.

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1 Introduction

Every tax year, a service request(s) is submitted to support changes in Form W-2 and/or in other IRS and/or SSA requirements. For tax year 2012, following changes are being requested to support the W-2 processing at UC.

1.1.1 Service Request 83752

Service request 83752 requests for changes in the printed Form W-2 and in the SSA electronic file to satisfy current IRS and SSA requirements.

The main items that impact the 2012 W-2 processing are the following:

- The cost of employer-sponsored health insurance coverage must be reported on the W-2 for 2012 using Code DD. This amount includes:
 - Employer health insurance coverage cost (SR83411, Release 1999)
 - Employee health insurance costs
 - EAP and StayWell costs (SR83660, Release 2044)
- Health FSA unsubstantiated claims for 2010 must be included on the 2012 W-2, Box 14.
- Changes to the country codes for 2012 (SR83759).
- W-2 form change for the text for the tax year (label 2012).
- SSA file field specification changes

2 Background

The annual W-2 reporting process performs all functions related to the generation of employee W-2 forms, reporting to the Internal Revenue Service and reporting W-2 information for the campus.

The W-2 processing at UC produces of several output components:

- Electronic SSA File
- Online W-2 Interface File (OW2)
- Printed Form W-2
- W-2 Reports

The changes for the 2012 W-2 are detailed in the succeeding sections.

3 Overview of System Modifications

W-2 Processes

3.1.1 Electronic SSA File

The electronic SSA file specification has changed. Specific details are laid out in Section 6 of this document.

3.1.2 Online W-2 Interface File

- The online W-2 Interface file will need to include the aggregate cost of employer-sponsored health insurance coverage that will be printed as code DD in Box 12 of the W-2 form.
- The code to process the unsubstantiated HFSA amount is already in place via R1896. No further modifications needed.

3.1.3 Printed Form W-2

- The W-2 Print file will need to include the aggregate cost of employer-sponsored health insurance coverage that will be printed as code DD in Box 12 of the W-2 form.
- The code to process the unsubstantiated HFSA amount is already in place via R1896. No further modifications needed.
- The W-2 Formdefs and W-2 Pagedefs need to be updated to change the label from '2011' to '2012'.

3.1.4 W-2 Reports

Changes are needed to the following PPS reports: **PPP6007, 6008, 6009, 6011, 6014, 6017, 6019, 6020, 6021** and **6102** to add the cost of employer-sponsored health insurance. A field will be added to each report for the health insurance reporting. The field name will be **Health Ins**.

A new tab delimited electronic file for campuses will be created to show the breakdown of the employer-sponsored health insurance costs reported in Box 12 with code DD. (Please see [Attachment](#) for layout).

4 Design Considerations

4.1 Assumptions and Dependencies

- Service Request 83752 (2012 W-2 Changes) assumes that the following Service Requests are already implemented (or will be implemented alongside this service request).
 - SR83411 (R1999) - Capture Employer Provided Health Insurance Cost W-2 Reporting
 - SR83660 (R2044)- Inclusion of Employer-Paid StayWell Program and EAP on the Employee W-2 for 2012
 - SR83759 (To Be Released)- Update PPS Foreign Country Code Table for 2012
 - SR83758 (AYSO) - Modify AYSO Form W-2 for Tax Year 2012
- Service Request 83752 has a dependency on the completion of the following processes prior to the actual W-2 run:

- Health FSA unsubstantiated claims for 2010 processing (partly manual)
- EAP-Staywell processing

5 Testing Considerations

The test data needs to include employees with a mix of the various items that can appear on the W-2 and/or be reported to SSA..

Supplementary testing using the SSA software, Accuwage, is recommended. “It allows you to check W-2 (Wage and Tax Statement) and W-2c (W-2 correction) reports for correctness before you send them to Social Security”.

Additional information may be found at <http://www.socialsecurity.gov/employer/accuwage/index.html>

6 Mainframe Design

6.1 W-2 Process

6.1.1 Cobol Programs

6.1.1.1 PPTAXEDB

PPTAXEDB generates the extracts for W-2 and/or UI processing and selected control and error reports. It produces PPP6010, PPP6011 and PPP6012.

INPUT-OUTPUT

- Add new input file EAFILEI, length 70. Refer to R2044 output file for layout. The EAP-Staywell output file produced from R2044 will be the file associated with this new input file. **This output file need to be sorted by Employee_ID.**
- Add new output file HLTHCST.

WORKING-STORAGE

- Add new field to accumulate EAP amounts for an employee: PIC S9(5)V99 COMP-3 VALUE ZERO.
- Add a new field under W2-ACCUMULATORS after EDB-W2-UCRP: EDB-W2-HEALTH-INS PIC S9(11)V99 COMP-3 VALUE ZERO. Remove EIC field under this group.
- Consequently, create a XXX-HEALTH-INS field for each of the other 8 accumulator groups; where XXX = ADJUST-W2, EXTRACT-W2, EXCEPT-W2, EX-W2-NONEALN, EX-W2-EALN, REPORT-W2, RE-W2-NONEALN, ALIEN-W2. Remove EIC fields under these groups. Adjust occurs value accordingly/if necessary.
- Add new row title under W2-ROW-TITLES, below ‘UCRP’: ‘HEALTH-INS’ PIC X (13). Remove “EIC Payment” and adjust occurs value accordingly/if necessary.
- Add HLTH-XSET-GTN-SET-TABLE, modeled after UCRP-XSET-GTN-SET-TABLE. This is for set indicator = ‘H’ (See CTL table updates for GTN).

- Add EMPH-XSET-GTN-SET-TABLE, modeled after UCRP-XSET-GTN-SET-TABLE. This is for set indicator = 'J' (See CTL table updates for GTN).
- Add array of 12 flags to store EAP Y/N flags.
- Add SAVE-EAPST-EMPLOYEE-ID. This is to be used for reading the EAP-Staywell file.
- New HLTHCST file layout:

ITEM	FORMAT	LENGTH
Employee ID	Char	9
Employee Name	Char	26
Total Box 12 Code DD	Decimal (9(11)V99)	13
StayWell	Decimal (9(5)V99)	7
EAP	Decimal (9(5)V99)	7
GTN Number	Char	3
GTN Description	Char	15
Amount	Decimal (9(7)V99)	9
GTN Number	Char	3
GTN Description	Char	15
Amount	Decimal (9(7)V99)	9
GTN Number	Char	3
GTN Description	Char	15
Amount	Decimal (9(7)V99)	9
GTN Number	Char	3
GTN Description	Char	15
Amount	Decimal (9(7)V99)	9

-

PROCEDURE DIVISION

- Remove EIC processing.
- Create new paragraph 16400-BUILD-EMPLR-HLTH-GTN-TABLE modeled after 16300-BUILD-UCRP-GTN-TABLE, using KSET-SET-INDICATOR = 'H'.

Call this paragraph after 16300-BUILD-UCRP-GTN-TABLE.

- Create new paragraph 16500-BUILD-EMP-HLTH-GTN-TABLE modeled after 16300-BUILD-UCRP-GTN-TABLE, using KSET-SET-INDICATOR = 'J'.

Call this paragraph after 16400-BUILD-EMPLR-HLTH-GTN-TABLE.

- Create new paragraph 41400-COMPUTE-HEALTH-INS (to be performed after 41030-ACCUMULATE-UCRP-AMOUNT).

In this paragraph, we will do the following:

Initialize WS-HEALTH-INS for change in employee_id.

1. Compute the Employer Health Ins Cost from the GTNs (R1999)
 ** Accumulate the Total Employer Health Ins Cost amount from GTNs. Individual Negative amounts are not flagged. Only want an error message if the YTD amount to be reported in Box 12 is a negative amount.

Create new paragraph 41410-ACCUMULATE-EMPLOYER-HLTH-AMT modeled after 41030-ACCUMULATE-UCRP-AMOUNT.

- Use TXW2-EMP-HEALTH-INS as the accumulator field.
- Use the HLTH-XSET-GTN-SET-TABLE variables.
- No need for the check for individual negative amounts or net total negative amount.

2. Compute the Employee Health Ins Cost.
** Accumulate the Total Employee Health Ins Cost amount from GTNs. Individual Negative amounts are not flagged. Only want an error message if the YTD amount to be reported in Box 12 is a negative amount.

Create new paragraph 41420-ACCUMULATE-EMPLOYEE-HLTH-AMT modeled after 41030-ACCUMULATE-UCRP-AMOUNT.

- Use TXW2-EMP-HEALTH-INS as the accumulator field.
- Use the EMPH-XSET-GTN-SET-TABLE variables.
- No need for the check for individual negative amounts or net total negative amount.

3. Retrieve the Staywell amount from new input file ESFILEI.
Note: Input file may have duplicate records for an employee. Although this is the case, the Staywell amount would be the same in each record for the employee. Hence, the first Staywell amount would be satisfactory for retrieval. (See file read logic below).

Add the Staywell Amount to TXW2-EMP-HEALTH-INS.

4. Perform logic to calculate, if necessary, the EAP amount from new input file ESFILEI.
Note: Input file may have duplicate records for an employee.

Although it is not common, it is possible that an employee has worked in two sub-locations concurrently within the same campus. The twelve Y and N flags at the end of the file represent Jan thru Dec and whether or not an employee is covered for EAP each month.¹

The following steps provide the general processing logic for the EAP-Staywell file:²

- Read EAP-Staywell file and compare fetched EAP-Staywell employee-id with WS-EMPLOYEE-ID (from PPPPER).
- For the first record of a given employee, save all of the Y and N flags in a working storage array of 12 occurrences. Initialize EAP amount accumulator.
- Add EAP amount to EAP amount accumulator.
- Save the employee ID in a working storage field.
- Read the nth (n>1) record in the file. If the employee ID matches the saved employee ID, then, replace any N flags with Y flags that are in the same relative array position. Consequently, add the EAP amount (no of months³ * EAP rate) to the EAP amount accumulator.

¹ Contributed by R2044 programmer, Nadine Schumaker

² With contributions from Nadine Schumaker

³ Number of months = number of 'Y's in the record

If the Y flags in the nth record overlap with another Y flag in the relative array position, then use (no of months * average rate of the EAP rates) to add to EAP accumulator.

5. TXW2-EMP-HEALTH-INS should have the sum of (1) all pertinent amount for the GTNs from R1999, (2) employee health ins costs, (3) Staywell amount, (4) EAP amount accumulated.
 6. Add test on TXW2-EMP-HEALTH-INS. If TXW2-EMP-HEALTH-INS < 0, issue warning message 60146 on report for this employee (see 41030-ACCUMULATE-UCRP-AMOUNT checking for negative net amount).
 7. Populate fields and write file HLTHCST from Health Cost layout. If all reportable amounts are zero, do not write into file (because this implies the employee will not get a W-2).
- Change report IDs accordingly (e.g., STND-ID, RPT012-PROG-ID)
 - In 40000-W2-EXTRACT,
 - IF TXW2-EMP-HEALTH-INS > 0, add TXW2-EMP-HEALTH-INS to EDB-W2-HEALTH-INS.
 - IF TXW2-EMP-HEALTH-INS > 0, add TXW2-EMP-HEALTH-INS to XXX-HEALTH-INS; where XXX = ADJUST-W2, EXTRACT-W2, EXCEPT-W2, EX-W2-NONEALN, EX-W2-EALN, REPORT-W2, RE-W2-NONEALN, ALIEN-W2.
 - Move EXTRACT-W2-HEALTH-INS to TXW2-TLR-HEALTH-INS.

6.1.1.2 PPTAXW2

PPTAXW2 manages the W-2 reporting. It produces the following reports: PPP6013, PPP6014, PPP6015, and PPP6016. It will be modified as follows:

WORKING-STORAGE

- New HEALTH-INS fields will be added in the 4 accumulator groups, modeled after UCRP and added after the UCRP fields. Remove EIC fields from these groups. Adjust occurs value accordingly/if necessary.
- Add new row title under W2-ROW-TITLES, below 'UCRP': 'HEALTH-INS' PIC X(13) and adjust occurs value accordingly/if necessary. Remove line for 'EIC PAYMENT'

PROCEDURE DIVISION

- Change report ID versions accordingly.
- New HEALTH-INS fields will be added in the code modeled after the UCRP fields.
- In 83400-W2T-AMOUNT-ROW, check that the right row-nbrs appear on the report. Exclude the following row numbers only:
 - 3,4,6,7,9,10,11,12,16,19,20,22,23,24,29(add),33(add),34,35,36
 - Remove 30, 37
- Remove EIC lines from reports.
- In 84800-W2T-EMPLOYEE-FINAL-TOTAL, move W2T-FINAL-HEALTH-INS to REPORT-W2-HEALTH-INS.
- In 82400-W2T-EMPLOYEE-GROUP-TOTAL, move W2T-GROUP-HEALTH-INS to REPORT-W2-HEALTH-INS.

6.1.1.3 PPTAXW2F

PPTAXW2F produces the W-2 forms and fiche file. It will be modified as follows:

WORKING-STORAGE

- In W2L-LNE16, create a new set of variables for Health Ins in place of the 17-byte filler (where Hire-Act fields used to be – this should coincide in Box 12 of the W-2).
- Create new Health Ins variables for TOTAL- and TTLOW2-, patterned after the UCRP variables.

PROCEDURE DIVISION

- In 21600-FORMAT-W2-LASER, add code for Health Ins:
 - If TXW2-EMP-HEALTH-INS > 0, Literal = 'DD; Amount = TXW2-EMP-HEALTH-INS. Otherwise, space out literal and amount. (This will support the requirement to print the DD amount only if it is > 0).
- If TXW2-EMP-HEALTH-INS > 0, add code to accumulate for TOTAL-HEALTH-INS and TTLOW2-HEALTH-INS modeled after TOTAL-UCRP and TTLOW2-UCRP.

6.1.1.4 PPTAXW2O

PPTAXW2O creates the new OW2 file that is used by AYSO as the data source for generation of the online W-2 forms. It will be modified as follows:

WORKING-STORAGE

- Create new Health Ins variable under T-RECORD-ACCUMULATORS, patterned after the UCRP variable.
- Remove EIC field.

PROCEDURE DIVISION

- In 13000-BUILD-DR-RECORD, under Box 12 processing (Find 'BOX 12 PROCESSING'), add code for Health Ins:
 - If TXW2-EMP-HEALTH-INS > 0, Box 12 Code = 'DD'; Amount = TXW2-EMP-HEALTH-INS; WS-IXBX12 + 1. (See Hire-Act code).
- If TXW2-EMP-HEALTH-INS > 0, add code for T-TOTAL-HEALTH-INS modeled after T-TOTAL-UCRP.

6.1.1.5 PPTAXW2R

PPTAXW2R produces the W-2 reports. It produces the following reports: PPP6007, PPP6008, PPP6009, PPP6017, PPP6019, and PPP6021. It will be modified as follows:

WORKING-STORAGE

- **HEALTH-INS:** Update RPT-HDR-PROGRAM-ID accordingly.
- Create CONF-HDG13 (see commented out heading 13 for Hire-Act) for "HEALTH INS". Also revise CONF-HDG12 to have 'HFSA INC/'.

- Create W2-CNFRM-DETL-LNE10 (see commented out detail line for Hire-Act) for Health Ins details. Note: Detail line text will contain "(HEALTH)" upon printing.
- Create W2-EXCP-HDG13 (see commented out heading 13 for Hire-Act) for "HEALTH INS". Also revise W2-EXCP-HDG12 to have 'HFSA INC/'. Exception details for Health Ins will be in WRK10 (existing).
- Create W2-EDIT-HDG13 for "HEALTH INS". Also revise W2-EDIT-HDG12 to have 'HFSA INC/'.
- Create WRK10-EDT modeled after WRK9-EDT.
- Create W2-SSTIP-HDG13 (see commented out heading 13 for Hire-Act) for "HEALTH INS". Also revise W2-SSTIP-HDG12 to have 'HFSA INC/'.
- Create WRK10-SSTIP modeled after WRK9-SSTIP.
- Create W2-NQPLS-HDG12 (see commented out heading 13 for Hire-Act) for "HEALTH INS".
- Create WRK9-NQPLS (see commented out detail line for Hire-Act) for Health Ins details. Note: Detail line text will contain "(HEALTH)" upon printing.
- Create W2-ALIEN-HDG13 (see commented out heading 13 for Hire-Act) for "HEALTH INS". Also revise W2-ALIEN-HDG12 to have 'HFSA INC/'.
- Create W2-ALIEN-DETL-LNE10 (see commented out detail line for Hire-Act) for Health Ins details. Note: Detail line text will contain "(HEALTH)" upon printing.
- Create OTS-HDG13 (see commented out heading 13 for Hire-Act) for "HEALTH INS". Also revise - OTS-HDG12 to have 'HFSA INC/'.
- Create W2-OTSTA-DETL-LNE10 (see commented out detail line for Hire-Act) for Health Ins details. Note: Detail line text will contain "(HEALTH)" upon printing.
- Under Totals Description TOT-DESCRPT, create entry for "HEALTH INS" and adjust the occurs value accordingly/if necessary.
- Create summary totals for HEALTH-INS modeled after UCRP under CONF-SUMMARY-TOTALS, OUTS-SUMMARY-TOTALS, EXCP-SUMMARY-TOTALS, and ALIEN-SUMMARY-TOTALS.

EIC:

- Remove 'EIC' from CONF-HDG6, W2-EXCP-HDG6, W2-EDIT-HDG6, W2-SSTIP-HDG6, W2-NQPLS-HDG6, W2-ALIEN-HDG6, OTS-HDG6, leaving only "LIFE/".
- All W2C-LN4-EIC fields will be replaced by W2C-LN4-EXCL-MVE (effectively moving the variable for EXCL MOVE one line up). Do the same for: W2A-LN4-EIC-INC, W2O-LN4-EIC-INC

PROCEDURE DIVISION

HEALTH-INS:

- In 10000-PPTAXW2R-EMPLOYEE-CALL, under PPP6021 reporting, add test for TXW2-EMP-HEALTH-INS.
- In 10100-WRITE-CONF-RPT, initialize W2-CNFRM-DETL-LNE10.
 - If TXW2-EMP-HEALTH-INS > 0, Add code to print W2-CNFRM-DETL-LNE10, modeled after the Hire-Act code. Note: Detail line text will contain "(HEALTH)" upon printing.
 - If TXW2-EMP-EXCEPTION, If TXW2-EMP-HEALTH-INS > 0, add line for W2-CNFRM-DETL-LNE10.
 - If EDIT-MSG-CNT > ZERO, If TXW2-EMP-HEALTH-INS > 0, add line for W2-CNFRM-DETL-LNE10.
 - IF TXW2-EMP-TIP-INCOME NOT = 0, If TXW2-EMP-HEALTH-INS > 0, add line for W2-CNFRM-DETL-LNE10.
 - Initialize WRK9-NQPLS
 - If TXW2-EMP-HEALTH-INS > 0, Add TXW2-EMP-HEALTH-INS to C-HEALTH-INS (1)
- In 10200-WRITE-CONF-HDRS, add printing of CONF-HDG13.
- In 10310-ADD-REPORTABLE-TOTALS, If TXW2-EMP-HEALTH-INS > 0, add TXW2-EMP-HEALTH-INS to C-HEALTH-INS (J)

- In 10330-ADD-EXCEPTION-TOTALS, If TXW2-EMP-HEALTH-INS > 0, add TXW2-EMP-HEALTH-INS to C-HEALTH-INS (J)
- In 10600-WRITE-EXCP-HDRS, add printing of W2-EXCP-HDG13.
- In 10400-WRITE-EXCP-RPT, add printing of WRK10-W2-EXCP-LNE.
 - If TXW2-EMP-HEALTH-INS > 0, add TXW2-EMP-HEALTH-INS to E-HEALTH-INS (J)
- In 10800-WRITE-ALIEN-RPT, initialize W2-ALIEN-DETL-LNE10.
 - if TXW2-EMP-HEALTH-INS > 0, move TXW2-EMP-HEALTH-INS to W2-ALIEN-DETL-LNE10; otherwise space out the line.
 - Add printing of W2-ALIEN-DETL-LNE10.
 - If TXW2-EMP-HEALTH-INS > 0, Add TXW2-EMP-HEALTH-INS to A-HEALTH-INS (1) A-HEALTH-INS (J)
- In 10900-WRITE-ALIEN-HDRS, add printing for W2-ALIEN-HDG13.
- In 12100-WRITE-EDIT-HDRS, add printing of W2-EDIT-HDG13. Note: Detail line text will contain “(HEALTH)” upon printing.
- In 13000-WRITE-OUTSTATE-RPT, if TXW2-EMP-HEALTH-INS > 0, add TXW2-EMP-HEALTH-INS to O-HEALTH-INS (1)
- In 13100-WRITE-OUTSTATE-RPT, add printing of W2-OTSTA-DETL-LNE10. Note: Detail line text will contain “(HEALTH)” upon printing.
- In 13200-WRITE-OTST-HDRS, add printing of OTS-HDG13.
- In 13310-ADD-REPORTABLE-TOTALS, If TXW2-EMP-HEALTH-INS > 0, add TXW2-EMP-HEALTH-INS to O-HEALTH-INS (J)
- In 13330-ADD-EXCEPTION-TOTALS, If TXW2-EMP-HEALTH-INS > 0, add TXW2-EMP-HEALTH-INS to O-HEALTH-INS (J)
- In 14200-WRITE-SSTIP-HDRS, add printing of W2-SSTIP-HDG13.
- In 15200-WRITE-NQPLS-HDRS, add printing of W2-NQPLS-HDG12.
- In 15000-WRITE-NQPLS-RPT, add printing of WRK9-NQPLS (see old code for Hire act). Detail line text will contain “(HEALTH)” upon printing.
- In 31120-WRITE-CONF-TOTAL-LINES, move C-HEALTH-INS to corresponding W2-SUM-AMT(n).
- In 31125-WRITE-CONF-TOTAL2-LINES, add code modeled after C-UCRP for HEALTH-INS.
- In 31170-WRITE-OUTS-TOTAL-LINES, move O-HEALTH-INS to corresponding W2-SUM-AMT(n)
- In 31220-WRITE-EXCP-TOTAL-LINES, move E-HEALTH-INS to corresponding W2-SUM-AMT(n)
- In 31320-WRITE-ALIEN-TOTAL-LINES, move A-HEALTH-INS to corresponding W2-SUM-AMT(n)
- In 32000-MOVE-TOTALS, move *-HEALTH-INS, where * = (A,C,E,O) to appropriate W2R fields.

EIC:

- Remove references to W2C-LN4-EIC-INC, W2A-LN4-EIC-INC, W2O-LN4-EIC-INC.
- Skip/remove all the printing of line containing DESC-TOT (9). This effectively skips the printing of the line containing ‘E.I.C PAYMENT’. Example (remove grayed lines):

```
MOVE 2 TO TOTALS-LINE-CTR .  
MOVE DESC-TOT (9) TO W2-SUM-DESC .  
MOVE C-EIC-PYMT (1) TO W2-SUM-AMT1 .  
MOVE C-EIC-PYMT (2) TO W2-SUM-AMT2 .  
MOVE C-EIC-PYMT (3) TO W2-SUM-AMT3 .  
PERFORM 31140-W2-CONFIRM-PRINT-TOTALS .  
MOVE 1 TO TOTALS-LINE-CTR .
```

6.1.1.6 PPTAXW2T

PPTAXW2T produces the Federal W-2 reporting file. It will be modified as follows:

WORKING-STORAGE

- Create T-TOTAL-HEALTH-INS modeled after T-TOTAL-UCRP.
- Remove EIC fields.

PROCEDURE DIVISION

- In 13000-BUILD-W-RECORD, add code for Health Ins:
 - IF TXW2-EMP-HEALTH-INS > 0, RW-EMPLOYEE-EMPLR-HLTH = TXW2-EMP-HEALTH-INS
 - IF TXW2-EMP-HEALTH-INS > 0, Add TXW2-EMP-HEALTH-INS to T-TOTAL-HEALTH-INS
 - Comment out the move of zeroes to RW-EMPLOYEE-MILITARY-PAY so that the copy member value clause is the default value (spaces).
- In 94000-BUILD-T-RECORD, add code for Health Ins:
 - RT-EMPLOYEE-EMPLR-HLTH = T-TOTAL-HEALTH-INS
 - Comment out the following line: "MOVE ZERO TO RT-MILITARY-PAY" so that the copy member value clause is the default value (spaces).
- Remove all references to EIC fields.

6.1.1.7 PPP610

PPP610 updates selected fields on the W2 extract file. It produces report PPP6102. It will be modified as follows:

WORKING-STORAGE

- Under W2-ROW-TITLES, create "HEALTH INS" after "UCRP". Remove "EIC PAYMENT".
- Create EXTRACT-W2-HEALTH-INS modeled after EXTRACT-W2-UCRP. Remove EIC fields. Adjust occurs accordingly/if necessary.

PROCEDURE DIVISION

- Update STND-PROG-ID and DB2MSG-PGM-ID.
- In 31700-ACCUM-W2-TOTALS, IF TXW2-EMP-HEALTH-INS > 0, add TXW2-EMP-HEALTH-INS to EXTRACT-W2-HEALTH-INS.

6.1.1.8 PPP600

PPP600 is the base payroll system tax-reporting driver module responsible for Data Extract, UI Reporting, and W2 Reporting.

PROCEDURE DIVISION

- If call to PPTAXEDB results in error because of an empty EAP-STAYWELL file, display error message 60147 (see CTL updates) in report PPP6001.

6.1.1.9 PPCTGTNE

PPCTGTNE edits the transactions that will update the PPPGTN (Gross-To-Net) table. It will be modified to allow a values of 'H' and 'J' for Set Indicator.

PROCEDURE DIVISION

- Add NOT = 'H' AND to the test of GTN-SET-INDICATOR
- Add NOT = 'J' AND to the test of GTN-SET-INDICATOR

6.1.2 Copy Members

6.1.2.1 CPLNKW2F

CPLNKW2F defines a linkage area for PPTAXW2F. It will be modified as follows:

- Add *-HEALTH-INS PIC S9(11)V99 COMP-3 after *-UCRP.

6.1.2.2 CPLNKW2O

CPLNKW2O defines a linkage area for PPTAXW2O. It will be modified as follows:

- Add *-HEALTH-INS PIC S9(11)V99 COMP-3 after *-UCRP.

6.1.2.3 CPLNKW2R

CPLNKW2R defines a linkage area for PPTAXW2R. It will be modified as follows:

- Add *-HEALTH-INS PIC S9(11)V99 COMP-3 after *-UCRP.
- Remove EIC fields.

6.1.2.4 CPLNKW2T

CPLNKW2T defines a linkage area for PPTAXW2T.

- Add Health Ins fields for W2T-FINAL and W2T-GROUP.
- Remove EIC fields.

6.1.2.5 CPWSTXTO

CPWSTXTO defines the record layouts for W2 data to be sent to UCOP for online W2s. It will be modified as follows:

- Add Health Ins variable for the TR-RECORD (Trailer record) modeled after TR-UCRP. Adjust filler.

6.1.2.6 CPWSTXTP

CPWSTXTP defines the record layouts for tax reporting files sent to the state and federal government. It will be modified as follows:

- Rename RT-EMPLR-HLTH to RT-EMPLOYEE-EMPLR-HLTH.
- Change the definition of RT-MILITARY-PAY to X(15) values spaces.
- Change the definition of RW-EMPLOYEE-MILITARY-PAY to X(11) values spaces.

6.1.2.7 CPWSTXW2

CPWSTXW2 defines the record layout for the W2 extract file. It will be modified as follows:

- Add TXW2-EMP-HEALTH-INS PIC S9(07)V99 COMP-3 after TXW2-EMP-UCRP. Reduce FILLER (at the end of TXW2-EMP-DATA) accordingly
- Add TXW2-TLR-HEALTH-INS PIC S9(11)V99 COMP-3 after TXW2-TLR-UCRP. Reduce FILLER (at the end of TXW2-TLR-DATA) accordingly.

6.1.2.8 CPWSXTRC

CPWSXTRC defines tax reporting constants. No modification for the base version of this copybook is required. However, campuses must be alerted that the following fields are now REQUIRED fields and must be assigned appropriate values:

- XTRC-SUBMITER-NAME
- XTRC-SUBMITER-ADDRESS-1
- XTRC-SUBMITER-ADDRESS-2
- XTRC-SUBMITER-CITY
- XTRC-SUBMITER-STATE
- XTRC-SUBMITER-ZIP
- XTRC-CONTACT-EMAIL

6.1.3 Control Table Updates

6.1.3.1 CTL Database

6.1.3.1.1 GTN – Gross To Net

- Add 'H' as a set indicator for the following **Employer Health Ins Cost GTNs**:

GTN_NUMBER	GTN_DESCRIPTION
049	KAISER NORTH
052	KAISER SOUTH
064	HLTH NET CON
145	FHP HLTH CON
303	ATHM PLUS CT
305	ATHM PPO CT
309	CM(BC) CONT
311	CIGNA CON
313	HNET EPO CON
316	WHA CONTRIB
321	KAISER UMB
330	KAISER MDATL
337	HN B&G-CONT
359	BC LU - CONT
626	PSBP MDHMOCN
628	PSBP MDPPOCN

Set indicator is column 66. Please refer to [UPAY 545](#) for layout.

Important Note: Campuses should determine if the base GTN's are different from theirs and make the necessary adjustments.

- Add 'J' as a set indicator for the following **Employee Health Ins Cost GTNs:**

GTN_NUMBER	GTN_DESCRIPTION
047	KAISER NORTH
048	KAISER SOUTH
062	HLTH NET HMO
144	FHP HTH CARE
302	ATHM BC PLUS
304	ATHM BC PPO
308	CORE MED(BC)
310	CIGNA
312	HLTH NET EPO
315	WEST HTH ADV
320	KAISER UMB
329	KAISER MDATL
336	HN B&G HMO
358	BC LUMENOS
625	PSBP MED HMO
627	PSBP MED PPO

Set indicator is column 66. Please refer to [UPAY 545](#) for layout.

Important Note: Campuses should determine if the base GTN's are different from theirs and make the necessary adjustments.

6.1.3.1.2 MSG – System Messages Table

Add new message entry:

- 60146 – TAX EXTRACT: EMPLOYEE HAS NET NEGATIVE HEALTH INS COST (ref = 1, severity = 2, batch = 3, online = 0)
- 60147 - **TAX EXTRACT: EAP-STAYWELL FILE IS MISSING OR EMPTY, PROCESSING TERMINATED** (ref = 1, severity = 5, batch = 9, online = 0)

6.1.4 JCL Changes

6.1.4.1 PPP600

In jobs executing PPP600, add input file EAFILEI. This is dummy for non-W2 processing but should use the annual output dataset from R2044 for W2-processing.

Examples:

1. (JCL/PROC using PPP600 for W-2 Processing)

```
//EAFILEI DD DSN=&PREFIX..ESFILEO,DISP=OLD (Output file produced in R2044)
//HLTHCST DD DSN=&PREFIX..HLTHCST,DISP=OLD (predefined as (RECFM=FB,LRECL=170,BLKSIZE= 27880))
```

2. (JCL/PROC using PPP600 for NON-W-2 Processing)

```
//EAFILEI DD DUMMY
//HLTHCST DD DUMMY
```

7 Unit Testing Requirements

- Run PPP004 to update GTN and MSG tables
- Select employees with Health Ins GTNs (from PPPDBL where GTNs listed in CTL updates section have GTN_AMT > 0 and GTN_IND = 'Y').
- Select employees with HFSA > 0 (from PPPPCM where YTD_HCRA_UNCLAIM > 0)
- Test for Total Health Ins Cost for (a) >0, (b) = 0, (c) <0.
- Test for non-existent EAP/STAYWELL file
- Test Online-W2 file: if contents in Box 12 > 5 items, OW2 will have a second row for the same employee for the remaining items in Box 12 (e.g. item 6, 7...)
- Test SSA file through Accuwage.
- Test for employee with foreign address in South Sudan (Country code = 'OD'), Curaco (Country Code = 'UC'), Timore-Leste (Country Code = 'TT') and ensure they are not flagged as invalid. Use these test cases for Accuwage as well.

- Verify OW2 file via fileaid.

8 Attachments

File Layout – Breakdown of Box 12 Code DD

Employee ID	
Employee Name	Format
Total Box 12 Code DD	
StayWell	
EAP	
GTN Number	
GTN Description	
Amount	
GTN number	
GTN Description	
Amount	
GTN Number	
GTN Description	
Amount	
GTN number	
GTN Description	
Amount	