BEATRICE CARDONA
WEN TANG

Re: Release: 2083
Service Requests: 83960
Error Reports: None
Programs: PPEC704
Copy Members: None
Include Members: None
DDL Members: None
Bind Members: None
CICS Maps: None
CICS Help: EDB0635
Forms: None
Table Updates: Code Translation Table, System Messages Table
Urgency: Urgent (see Timing of Installation below)

This release addresses the following Service Request:

Service Request 83960

Service Request 83960 provides the following background information:

“The recent U.S. Supreme Court decision in U.S. v. Windsor, which struck down section 3 of the Defense of Marriage Act (DOMA), will require employers to treat same sex married couples the same as opposite sex married couples in the provision and taxation of benefits, among other things. Currently there is an edit in PPS which prevents Data Element EDB0635, which indicates the familial relationship of the dependent to the employee, from being “S” when the spouse is of the same sex. Currently only code “D” (Domestic Partner) is accepted.”

Service Request 83960 asks to remove the edit from Data Element EDB0635 so that same sex married couples can be entered as “S” on the Dependent Relationship to Employee Code (EDB0635). Currently only Code “D” is accepted. Note that same sex domestic partners who are not married will continue to have imputed income on the value of health care benefits, and should remain coded as “D.” Some modifications to CICS Help, Data Dictionary, and the Code Translation Table (CTT) are also needed.

See previous releases 1239, 1188, and 1193.

A separate business process will need to be developed to identify those employees who have legal same sex marriages. This identification, which may include a form to be completed by such employees that self-identifies their marriage status, will need to be properly completed before campuses can update the EDB. A process to identify specific dependent relationships of children currently coded as “K” may also be needed. Regarding all employee and administrative self-service applications and workflows (OE, ROE, New Hire, Current Enrollments, Carrier Access, Retirement tools), Benefits Information Systems is in the process of performing analysis and preparing requirements documents. For OE/ROE, any necessary changes will be rolled into those annual updates.
**Programs**

PPEC704

This program which performs consistency edits and maintenance on basic dependent transaction sets was changed to remove the edit that prevented Same Sex Spouses from Being Coded “S”.

**Table Updates**

Code Translation Table
Cardlib CTTPROD contains the revised descriptions for code values “D” and “K” for Data Element 0635.

System Messages Table
Two messages were deleted from the System Messages table. The transactions are provided in cardlib MSGPROD.

**CICS Help**

CICS Help texts for the following were updated and loaded into the CICS Help file. The appropriate CICS Help is displayed in function EDEP for the Dependent Relationship field when the PF1 key is pressed:

EDB 0635 (Dependent Relationship to Employee)

**Installation Instructions**

**COBOL Program Preparation**

At UCOP, all COBOL programs pass through the DB2 pre-compiler, whether or not the program contains embedded SQL, to resolve INCLUDE references. Your site may have different requirements.

"DUAL" programs must be compiled twice and linked into batch and online libraries ("LOADLIB" and "OLOADLIB" respectively). "CICS" programs must be CICS pre-compiled and compiled once and linked into OLOADLIB. "BATCH" programs must be compiled once and linked into the batch LOADLIB only.

Install, compile, and link the following program:

<table>
<thead>
<tr>
<th>PROGRAM</th>
<th>DB2?</th>
<th>Compile Type</th>
<th>Package Bind?</th>
<th>Done?</th>
</tr>
</thead>
<tbody>
<tr>
<td>PPEC704</td>
<td>Yes</td>
<td>Dual</td>
<td>No</td>
<td></td>
</tr>
</tbody>
</table>

**Control Table Updates**

Execute PPP004 to update the following DB2 CTL tables with release transactions.

- System Messages Table (08) – Use the transactions in CARDLIB (MSGPROD)
- Code Translation table (38) - Use the transactions in CARDLIB (CTTPROD)

**CICS HELP**

Import new CICS field level help.

Import from PAYDIST.R2083.HELPDDSE (Refer to sample JCL in PAYDIST.R2083.JCL(LOADDDSE)).

**Test Plan**

This test plan addresses the test runs and cases constructed to verify the correct installation of this release.
1. **Employee Data Base (EDB) Initial Load (LOADEDB)**

   **Description:**
   This job loads the DB2 EDB database.

   **Verification:**
   Ensure that the DB2 EDB has been successfully restored by verifying normal completion of the job and ensuring that all tables have been successfully loaded into the data base.

2. **Control Table (CTL) Initial Load (LOADCTL)**

   **Description:**
   This job loads the DB2 CTL database.

   **Verification:**
   Ensure that the DB2 CTL has been successfully restored by verifying normal completion of the job and ensuring that all tables have been successfully loaded into the data base.

3. **Run Control Table Update for System Messages Table and Code Translation table (RUN004)**

   **Description**
   This job runs the PPP004 control table update program. Use the transactions provided in CARDLIB (MSGPROD) and (CTTPROD).

   **Verification**
   Verify that the job completed successfully

4. **Test CICS screen**

   **Description**
   4.1 On the CICS EDEP screen, update employee 000050041 who currently has “D” for Dependent Relationship. Update this field (highlighted in the screenshot below) with ‘S’, then press PF5 to update.

   ![Screenshot of CICS EDEP screen](image-url)

   PPEDEP0-E1595   EDB Entry/Update  08/01/13 11:18:57
   07/30/13 15:06:10  Dependent Data  Userid:  PAYSXS
   ID: 000050041 Name: SHARALIKE,SHARON  Emp Stat:  A  Pri Pay: MO
   Page 1 of 1

<table>
<thead>
<tr>
<th>Dependent Name</th>
<th>Deenrol Birth</th>
<th>Coverage Effective/End Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>SHRALIKE, MARY</td>
<td>010149 010108 070105 010102 010104</td>
<td>Same Sex DP F</td>
</tr>
</tbody>
</table>

   4.2 When the update key (F5) is pressed, the update should be successfully processed.

   4.3 To test the change to CICS help, place the cursor on the field mentioned above and press the help key F1. Press F8 to go to the second help page and verify that the descriptions for code D and K are as follows.
**Timing of Installation**

The timing of this release is **Urgent**.

As usual, campuses are encouraged to install this release in as timely a fashion as possible.

Functional questions should be addressed to John Barrett at (510) 287 0903 or email John.Barrett@ucop.edu.

If there are any technical questions, please send electronic mail to Sreelekha.Sen@ucop.edu, or call 510-987-9814.

Sreelekha Sen