Service Request SR83960
SR83960 - Remove Edit in PPS that Prevents Same Sex Spouses from Being Coded “S”

Technical Specification

July 25, 2013
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## Version History

<table>
<thead>
<tr>
<th>Version #</th>
<th>Date</th>
<th>Revised By</th>
<th>Reason for Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.0</td>
<td>July 15, 2013</td>
<td>Peter Parker</td>
<td></td>
</tr>
<tr>
<td>2.0</td>
<td>July 25, 2013</td>
<td>Peter Parker</td>
<td>Add instructions for changes to CTT table, data dictionary, and CICS HELP text.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Added more complete Implementation Coordination description.</td>
</tr>
</tbody>
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1 Introduction

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 familiar 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.

1.1.1 Service Request SR83960

Remove edit from the Dependent Relationship to Employee Code (Data Element EDB0635) in PPS that prevents same sex spouses from being coded “S” for spouse.

2 Background

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.

3 Overview of System Modifications

- Modify program PPEC704 to remove code that issues error messages 08534 and 12534 “SPOUSE OF THE SAME SEX AS EMPLOYEE NOT ALLOWED”.
- Remove messages 08534 and 12534 “SPOUSE OF THE SAME SEX AS EMPLOYEE NOT ALLOWED” from table PPPMSG.
- Revise CTT table description for Data element 0635 code values “D” and “K”.
- Revise CICS HELP screen description for Data element 0635 code values “D” and “K”.
- Revise PPS EDB Data Element Definition document for Data element 0635 description for Data element 0635 code values “D” and “K”.

4 Testing Considerations

QA testing should utilize CICS function EDEP to modify EDB0635 (DEPENDENT RELATIONSHIP TO EMPLOYEE) existing domestic partners with a value of “D” - Same Sex Spouse/Domestic Partner to a value of “S” – Spouse. These test cases should be processed by a batch compute to verify that no imputed income is attributed to the test cases.

5 Mainframe Design

5.1.1 Cobol Programs

5.1.1.1 PPEC704

PPEC704 performs consistency edits and maintenance on basic dependent transaction sets.
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WORKING-STORAGE

<Remove messages M08534 and M12534>

** 05 M08534 PIC 9(5) VALUE 08534.
** 05 M12534 PIC 9(5) VALUE 12534.

PROCEDURE DIVISION

<Remove code that issues messages M08534 and M12534>

4050-SEX-CODE-EDIT-SPOUSE-DP SECTION.
******************************************************************
** EDIT SEX CODE FOR SPOUSE OR DOMESTIC PARTNER ***
******************************************************************
IF EDEP-DEP-REL-TO-EMP (ENTRY-X) = 'S' OR 'D'
   CONTINUE
**
**        IF SEXCODE = EDEP-DEP-SEX-CODE (ENTRY-X)
**           ADD 1 TO KMTA-CTR
**           IF KRMI-REQUESTED-BY-08
**              MOVE M08534 TO KMTA-MSG-NUMBER (KMTA-CTR)
**           ELSE
**              MOVE M12534 TO KMTA-MSG-NUMBER (KMTA-CTR)
**           END-IF
**           PERFORM 4051-SEX-CODE-EDIT-MSG
**        END-IF
**

5.1.2 Control Table Updates

5.1.2.1 CTL Database

UPAY form UPAY554 should be used to delete messages 08534 AND 12534.

UPAY form UPAY814 should be used to change the description of two code values for data element 0635 as follows:

The descriptions of codes K and D in the Code Translation Table should be updated as follows:

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>D</td>
<td>Same Sex DP</td>
</tr>
<tr>
<td>K</td>
<td>Child/Grand of DP</td>
</tr>
</tbody>
</table>
5.1.2 CICS HELP text Updates

Change the text in PAY.BASE.HELPTEXT(EDB0635) and deploy changes to a development CICS region for verification.

Change to read as shown here:

```
EDB0635 DEPENDENT RELATIONSHIP TO EMP

P - Stepchild
W - Legal ward
G - Grandchild
D - Same Sex Domestic Partner
L - Opposite Sex Domestic Partner
K - Child/Grandchild of Same Sex Domestic Partner
A - Adult Dependent Relative
N - Non Tax dependent Overage Disabled Child

Command ===> F1=Help F2=EX^help F3=eXit F4=copy F6=move F7=BKwd F8=FWd F12=Cancel
```

Revised lines in PAY.BASE.HELPTEXT(EDB0635):

_@D¬  - Same Sex Domestic Partner

_@K¬  - Child/Grandchild of Same Sex Domestic Partner

5.1.3 PPS EDB Data Element Definition

Changes as shown here:

---

**System Number:** EDB0635

**User Access Name:** 0635-4

**Programming Name:** DEP_REL_TO_EMP IN PPPDEP

**Revision Date:** 11/15/2010

**Comments**
Name: **DEPENDENT RELATIONSHIP TO EMPLOYEE CODE**

Type: **ALPHANUMERIC**

**Length:** 1

**Format**

N/A

**General Description**

Code indicating the familial relationship of the dependent to the employee.

**Code Interpretation**

- **S** - Spouse
- **C** - Child (natural or adopted)
- **T** - Non Tax Dependent Child (natural or adopted)
- **O** - Other Child (e.g., foster child)
- **P** - Stepchild
- **W** - Legal ward
- **G** - Grandchild
- **D** - Same Sex Spouse/Domestic Partner
- **L** - Opposite Sex Domestic Partner
- **K** - Child/Grandchild of Same Sex Spouse/Domestic Partner
- **A** - Adult Dependent Relative
- **N** - Non Tax Dependent Overage Disabled Child

### 6 Unit Testing Requirements

Only CICS program PPWEDEP is required for unit testing. Verify the change to HELP text of DEB 0635 on the EDEP screen. Verify the changes to the CTT.

### 7 Implementation coordination.

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. Implementation of PPS changes should be coordinated with changes to AYSO and any other corporate applications and the UPAY850 form (Enrollment, Change, Cancellation, or Opt Out - Medical, Dental, Vision, Legal).

Implementation should also be coordinated with communication to campuses of new policy and procedure for changing existing employee’s EBD to establish the change of their domestic partner to spouse for married employees.