



Guide

# Workers Data Collection

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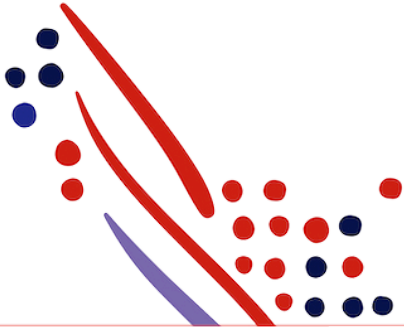
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### Data Dictionary

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# About this API

## Summary

The Worker Management Application Programming Interface (API) supports the management of workers in an organization. It can be used to obtain a list of all workers in an organization and to get information about work assignments.

A worker is defined as a person who performs duties and responsibilities for an organization. In that capacity, a worker fills one or more positions through a work assignment. For a given work assignment, a worker is related to the organization as an employee or contractor.

The Worker Management API Guide for Enterprise HR describes how your application can access and manage information about workers in the application. It helps you to determine which use case best meets your business needs. It also guides you through the implementation of each use case.

### What's New in this Guide?

Following new fields are added to GET hr/v2/workers/{AOID} API . Updated Data Dictionary and examples.

Alternate Name
Action Date
Action
Action Description
Reason Code
Reason Code Description
FLSA Overtime
Autolink Pay Group 2

## Supported Product Version and Customer Base

The Workers API is supported for all bundles within the Enterprise HR.

## Process Overview

The following table shows an illustration of how your data connector application would be used by a client.

	Actor	Task Description
1.	Client Practitioner	Triggers the API-based data exchange between your application and RUN Powered by ADP.
2.	Your application	Retrieves worker information details based on your needs.

## Before You Begin

ADP provides a comprehensive set of Worker APIs to stay in synch with Enterprise HR and do the following:

- Retrieve worker information
- Retrieve worker information change notifications

## About Basic Worker Demographic Information

If your application requires basic worker demographic information without Personally Identifiable Information (PII) and Sensitive Personal Information (SPI) data listed in the following tables, ADP provides APIs you can implement to access that information. Worker demographic information commonly requested includes the following:

- Name
- Address
- Communication profile
- Hire date
- Work status
- Work assignment information (such as job title, manager/reports to information, and custom fields)

## About Full Worker Information

If your application requires Personally Identifiable Information (PII) and Sensitive Personal Information (SPI) data, in addition to the information included in Basic Worker Demographic Information, then ADP provides a separate set of APIs you can leverage.

About Personally Identifiable Information

Field Name	Schema Location	Description
Birth Date	/workers/person/birthDate	Specifies the birth date of the person. Follows the ISO-8601:2000 format.
Government ID	/workers/person/governmentIDs	Provides a list of government identifiers, such as a national identity number or a Social Security Number (SSN).

About Sensitive Personal Information

Field Name	Schema Location	Description
Additional Remunerations	/workers/workAssignments/additionalRemunerations	Provides a list of pay compensations associated to a given work assignment. Additional remuneration includes all other forms of compensation beyond the base pay associated to a given work assignment.
Base Remuneration	/workers/workAssignments/baseRemuneration	Specifies base or primary pay, such as salary or wage, associated to a work assignment.

## Chapter 2

# Request information of employees with Worker API

## Use Case Description

This use case retrieves a single worker or a collection of workers with PII or SPI data.

## [WORKERS](#)

### API Usage

Method	URI	Description
GET	/hr/v2/workers	Requests the list of all available workers and all the employee details in an organization.
GET	/hr/v2/workers/{aoid}	Requests a specific worker.
GET	/hr/v2/workers/meta	Requests meta for workers.

### Application Scope

The canonical uniform resource identifier (URI) corresponding to the API needs to be added in the Consumer Application Registry (CAR) for the subscription following which a user can access this API and make successful API calls.

The following canonical needs to be added to your application scope to enable this use case:

**/hr/workerInformationManagement/workerManagement/workerProfileManagement/worker.read**

### Supported Actors

Request Parameter roleCode Value	Usage
Practitioner	Retrieves a list of all available worker information as a practitioner. A system user is considered a practitioner.

### Request Header Parameters

Parameter Name	Required (Y/N)	Usage	Sample
Accept	Y	To reveal masked data.	application/json;masked=false

### Sensitive Information Unmasking

To establish compliance with data security best-practices, our Worker V2 API only returns the month and day of the **Birth Date** and the last four numbers of the **SSN**, unless you specify you want to see the values unmasked in your Hypertext Transfer Protocol (HTTP) request. To see these values unmasked, simply add the following header to your HTTP request:

**Accept: application/json;masked=false**

### Supported OData Query Options

This use case supports Query String Options as defined by Open Data Protocol (OData). For more information about OData, see the [Introduction to ADP API Open Data Protocol](#).

Query String Option	Description	Example
\$top	Requests the number of items in the queried collection to be included in the result.	/hr/v2/workes?\$top=100
\$skip	Specifies the number of items in the queried collection to be skipped and not included in the result.	/hr/v2/workers?\$top=100&\$skip=100

<b>\$select</b>	Selects a subset of properties to include in the response.	/hr/v2/workers? \$select=workers/person/legalName,workers/person/legalAddress
<b>\$filter</b>	Filters a collection of resources addressed by a request Uniform Resource Locator (URL). Only items for which the expression evaluates to true are included in the response. It also include other filters like Greater-than(gt), Equal-to(eq), Less-than(lt), Greater-than(gt).	/hr/v2/workers? \$filter=workers/workerID/idValue eq 'xxxx'

### Filtering capabilities on GET Workers V2 collections

Schema	Field Name	API URI Example
workers/associateOID	<b>Associate OID</b>	/hr/v2/workers?\$filter=workers/associateOID eq 'xxxxxxxx'
workers/workerID/idValue	<b>Worker ID</b>	/hr/v2/workers?\$filter=workers/workerID/idValue eq 'xxxx'
workers/workAssignments/reportsTo/associateOID	<b>ReportsToID</b>	/hr/v2/workers?\$filter=workers/workAssignments/reportsTo/associateOID eq 'xxxxxx'
workers/workerStatus/statusCode/codeValue effectiveDate	<b>Effective Date</b>	/hr/v2/workers? \$filter=workers/workerStatus/statusCode/codeValue effectiveDate eq '2016-04-28' OR /hr/v2/workers? \$filter=workers/workerStatus/statusCode/codeValue effectiveDate gt '2016-04-28' OR /hr/v2/workers? \$filter=workers/workerStatus/statusCode/codeValue effectiveDate lt '2016-04-28'
workers/workerStatus/statusCode/codeValue	<b>Employment Status (i.e. Active, Inactive, etc.)</b>	/hr/v2/workers?\$filter=workers/workerStatus/statusCode/codeValue%20eq%20'xxxxxx'
workers/workAssignments/payrollGroupCode	<b>Paygroup</b>	/hr/v2/workers?\$filter=workers/workAssignments/payrollGroupCode eq 'xxx'
workers/workAssignments/payrollFileNumber	<b>File Number</b>	/hr/v2/workers?\$filter=workers/workAssignments/payrollFileNumber eq 'xxxxxx'
workers/workAssignments/jobCode/codeValue	<b>Job Code</b>	/hr/v2/workers? \$filter=workers/workAssignments/jobCode/codeValue%20eq%20'xxxxxx'
workers/workAssignments/homeOrganizationalUnits/nameCode/codeValue	<b>Cost Number</b>	/hr/v2/workers? \$filter=workers/workAssignments/homeOrganizationalUnits/nameCode/codeValue eq 'xxxxxx'
workers/workAssignments/assignedOrganizationalUnits/nameCode/codeValue	<b>Department ID</b>	/hr/v2/workers? \$filter=workers/workAssignments/assignedOrganizationalUnits/nameCode/codeValue eq 'xxxxxx'

workers/workAssignments/homeWorkLocation/nameCode/codeValue	<b>Reporting Location</b>	/hr/v2/workers? \$filter=workers/workAssignments/homeWorkLocation/nameCode/codeValue eq 'xxxxx'
workers/workAssignments/assignedWorkLocations/nameCode/codeValue	<b>Job Location</b>	/hr/v2/workers? \$filter=workers/workAssignments/assignedWorkLocations/nameCode/codeValue eq 'xxxxx'
workers/workerDates/originalHireDate	<b>Employment Hire Date</b>	/hr/v2/workers?\$filter=workers/workerDates/originalHireDate eq '2016-04-28' or /hr/v2/workers?\$filter=workers/workerDates/originalHireDate ge '2016-04-28' or /hr/v2/workers?\$filter=workers/workerDates/originalHireDate le '2016-04-28'
workers/workerDates/rehireDate	<b>Employment Rehire Date</b>	/hr/v2/workers?\$filter=workers/workerDates/rehireDate eq '2020-06-29' /hr/v2/workers?\$filter=workers/workerDates/rehireDate lt '2020-06-29' /hr/v2/workers?\$filter=workers/workerDates/rehireDate gt '2020-06-29'
workers/workerDates/terminationDate	<b>Employment Termination Date</b>	/hr/v2/workers?\$filter=workers/workerDates/terminationDate eq '2020-06-22' /hr/v2/workers?\$filter=workers/workerDates/terminationDate lt '2020-06-22' /hr/v2/workers?\$filter=workers/workerDates/terminationDate gt '2020-06-22' /hr/v2/workers?\$filter=workers/workerDates/terminationDate le '2020-06-22' /hr/v2/workers?\$filter=workers/workerDates/terminationDate ge '2020-06-22'
workers/person/legalName/formattedName	<b>Former Name</b>	/hr/v2/workers?\$filter=workers/person/legalName/formattedName eq 'xxxxx'
workers/person/legalName/familyName1	<b>Last Name</b>	/hr/v2/workers?\$filter=workers/person/legalName/familyName1 eq 'xxxxx'
workers/person/legalName/givenName	<b>First Name</b>	/hr/v2/workers?\$filter=workers/person/legalName/givenName eq 'xxxxx'
workers/person/preferredName/formattedName	<b>Preferred/Chosen Name</b>	/hr/v2/workers?\$filter=workers/person/preferredName/formattedName eq 'xxxxxxx'
workers/person/preferredName/familyName1	<b>Preferred/Chosen Last Name</b>	/hr/v2/workers?\$filter=workers/person/preferredName/familyName1 eq 'xxxxxxx'
workers/person/preferredName/givenName	<b>Preferred/Chosen First Name</b>	/hr/v2/workers?\$filter=workers/person/preferredName/givenName eq 'xxxxxxx'

### Sequence of Interactions

The following are the sequence of interactions to retrieve worker information for a collection of workers:

1. Your consumer application makes a request for an initial collection of workers to the ADP API endpoint.
2. The ADP API endpoint responds to your consumer application with a collection of workers.
3. Your consumer application makes a request for a subsequent collection of workers to the ADP API endpoint.
4. The ADP API endpoint responds to your consumer application with a collection of workers.

Your consumer application repeats steps 3 and 4 until a 204 No Content HTTP response status code is returned.

## Responses

You may encounter exceptions outside your common success scenarios. You must account for these exceptions during your initial development.

For more information, see [API Common Exceptions and Tips for Handling](#).

Response Code	Condition	messageTxt	Tips to Handle
200 OK	Retrieves all the available workers the requester is authorized to view.	NA	
200 OK	Retrieves single worker's details.	NA	
200 OK	Retrieves partial masked data (SSN and DOB).	NA	
200 OK	Retrieves Unmasked data (SSN and DOB).	NA	To retrieve the unmasked data in the API response, include the header <b>Accept:application/json;masked=false</b> in the headers of the API Request call.
200 OK	Retrieves the top five employees.	NA	
200 OK	Retrieves the worker response using the <b>top</b> and <b>skip</b> parameters.	NA	When the end of the page is reached using <b>top</b> and <b>skip</b> , the Workers response gives a 200 status code with an empty body.
200 OK	Retrieves the employee details based on the select query. For example: <code>/hr/v2/workers?\$select=workers/person/legalName,workers/person/legalAddress</code>	NA	
200 OK	Retrieves the employee details based on the filter query. For example: <code>hr/v2/workers?\$filter=workerID/idValue eq '21'</code>	NA	
400 Bad Request	Incorrect query parameters in the request.	"userMessage": {"messageTxt": "Expression expected at position 0 in '/workers/AssociateOID eq 'G4O73G9Z62SL2NFM'. '"}"	User to provide valid query parameters in the request.
400 Not Found	Invalid Associate Object ID (AOID) in the request.	"userMessage": {"messageTxt": "The specified resource does not exist or you do not have access to it."}	User to provide the valid AOID in the request.

## Chapter 3

# Worker Demographics

Use Case: Retrieving Basic Worker Demographic Information

## Before You Begin

Commonly requested worker demographic information includes the following:

- Name
- Address
- Communication profile
- Hire date
- Work status
- Work assignment information, such as the following:
  - Job title
  - Manager/reports to information
  - Custom fields

## Use Case Description

This use case retrieves a single worker or a collection of workers without PII or SPI data.

## API Usage

Link to API Explorer: [Worker Demographics](#)

Method	URI	Description
GET	/hr/v2/worker-demographics	Requests the list of all available worker demographics that the requester is authorized to view.
GET	/hr/v2/worker-demographics/{associateOID}	Returns a worker demographic.
GET	/hr/v2/worker-demographics/meta	Returns a meta-response for worker demographics. For example, you can find details on the properties available for a query using <b>\$filter</b> .

## Application Scope

The following canonical need to be added to your application scope to enable this use case:

`/hr/workerInformationManagement/workerManagement/workerProfileManagement/workerDemographic.read`

## Supported Actors

Request Parameter roleCode Value	Usage
Practitioner	Retrieves a list of all available worker demographics as a practitioner. A system user is considered a practitioner.

## Request Header Parameters

There are no request header parameters.

## Supported OData Query Options

This use case supports Query String Options as defined by Open Data Protocol (OData). For more information about OData, see the [Introduction to ADP API Open Data Protocol \(OData\)](#).

Query String Option	Description	Example
\$top	Requests the number of items in the queried collection to be included in the result.	/hr/v2/worker-demographics?\$top=100
\$skip	Specifies the number of items in the queried collection to be skipped and not included in the result.	/hr/v2/worker-demographics?\$top=100&\$skip=100
\$select	Selects a subset of properties to include in the response.	/hr/v2/worker-demographics?\$select=workers/person/legalName,workers/person/legalAddress
\$filter	Filters a collection of resources addressed by a request Uniform Resource Locator (URL). Only items for which the expression evaluates to true are included in the response.	/hr/v2/worker-demographics?\$filter=workers/workAssignments/reportsTo/positionID eq '93V000061'

## Sequence of Interactions

The following are the sequence of interactions to retrieve worker demographic information for a collection of workers:

1. Your consumer application makes a request for an initial collection of workers to the ADP API endpoint.
2. The ADP API endpoint responds to your consumer application with a collection of workers.
3. Your consumer application makes a request for a subsequent collection of workers to the ADP API endpoint.
4. The ADP API endpoint responds to your consumer application with a collection of workers.

Your consumer application repeats steps 3 and 4 until a 204 No Content HTTP response status code is returned.

## Data Dictionary

See [Appendix A: Data Dictionary](#) for data retrieval.

All listed fields, except the ones containing PII and SPI data, are supported for this use case.

## Responses

You may encounter exceptions outside your common success scenarios. You must account for these exceptions during your initial development.

For more information, see [API Common Exceptions and Tips for Handling](#).

Response Code	Condition	messageTxt	GitHub Sample Request Payload
200 OK	Returns a successful all available worker demographics.	NA	NA
200 OK	Returns a successful worker demographic.	NA	NA
200 OK	Returns meta information for worker demographics.	NA	NA
204 No Content	When pagination reaches to the end of the page.	empty body	NA

### Chapter 4

## Data Dictionary

### Summary

The Data Dictionary provides the schema resource to application user interface field mapping. Resources listed in the following table can be accessed through workers.

### People > Personnel Actions > Change Job/Position Information > Change Job/Position

#### People > Personal Information > Change Employee Demographics > Personal Information

Schema Location	Field Name	Remarks
/workers/associateOID	Employee OID	
/workers/workerID/idValue	Employee ID	
/workers/person/governmentIDs/idValue	Social Security Number	
/workers/person/governmentIDs/idValue	Social Insurance #	
/workers/person/legalName/givenName	First Name	
/workers/person/legalName/middleName	Middle Name	
/workers/person/legalName/familyName1	Last Name	

/workers/person/legalName/formattedName	Name	
/workers/person/legalName/nickName	Alternate Name	
/workers/person/legalName/preferredSalutations/salutationCode/longName	Name Prefix	
/workers/person/legalName/generationAffixCode/longName	Name Suffix	
/workers/person/legalName/titleAffixCodes/affixCode/longName	Formal Title	
/workers/person/legalAddress/lineOne	Address (Line 1)	
/workers/person/legalAddress/lineTwo	Address (Line 2)	
/workers/person/legalAddress/lineThree	Address (Line 3)	
/workers/person/legalAddress/cityName	City	
/workers/person/legalAddress/countrySubdivisionLevel1/codeValue	State	
/workers/person/legalAddress/countrySubdivisionLevel1/longName	Description	
/workers/person/legalAddress/countrySubdivisionLevel1/subdivisionType	State or Province	
/workers/person/legalAddress/countryCode	ISO Standard Country Code	
/workers/person/legalAddress/postalCode	Postal/Zip	
/workers/person/legalAddress/countrySubdivisionLevel2/longName	County	
/workers/person/legalAddress/countrySubdivisionLevel2/subdivisionType	Description	
/workers/person/communication/landlines/nameCode/codeValue	Phone Number Type	
/workers/person/communication/landlines/nameCode/longName	Description	
/workers/person/communication/landlines/countryDialing	Int'l Direct Dial Country Code	
/workers/person/communication/landlines/formattedNumber	Telephone	
/workers/person/communication/landlines/itemID	Phone Number Type	
/workers/person/communication/mobiles/nameCode/codeValue	Phone Number Type	

/workers/person/communication/mobiles/nameCode/longName	Description	
/workers/person/communication/mobiles/countryDialing	Int'l Direct Dial Country Code	
/workers/person/communication/mobiles/formattedNumber	Telephone	
/workers/person/communication/mobiles/itemID	Phone Number Type	
/workers/person/communication/emails/emailUri	Electronic Mail Address 2	
/workers/person/communication/faxes/nameCode/codeValue	Phone Number Type	
/workers/person/communication/faxes/nameCode/longName	Description	
/workers/person/communication/faxes/countryDialing	Int'l Direct Dial Country Code	
/workers/person/communication/faxes/formattedNumber	Telephone	
/workers/person/communication/faxes/itemID	Phone Number Type	
/workers/person/communication/pagers/nameCode/codeValue	Phone Number Type	
/workers/person/communication/pagers/nameCode/longName	Description	
/workers/person/communication/pagers/countryDialing	Int'l Direct Dial Country Code	
/workers/person/communication/pagers/extension	Phone Extension/Pager PIN	
/workers/person/communication/pagers/formattedNumber	Telephone	
/workers/person/communication/pagers/itemID	Phone Number Type	
/workers/person/birthDate	Birthdate	
/workers/person/deathDate	Date of Death	
/workers/person/genderCode/codeValue	Gender for Ins/Compliance	
/workers/person/genderCode/longName	Gender for Ins/Compliance	
/workers/person/genderSelfIdentityCode/codeValue	Gender	
/workers/person/genderSelfIdentityCode/shortName	Gender	

/workers/person/genderSelfIdentityCode/longName	Gender	
/workers/person/preferredGenderPronounCode/codeValue	Emp Pronouns	
/workers/person/preferredGenderPronounCode/shortName	Emp Pronouns	
/workers/person/preferredGenderPronounCode/longName	Emp Pronouns	
/workers/person/transgenderIdentificationCode/codeValue	Gender Identity	
/workers/person/lgbqIdentificationCode/codeValue	Sexual Orientation	
/workers/person/maritalStatusCode/codeValue	Marital Status	
/workers/person/maritalStatusCode/longName	Marital Status	
/workers/person/maritalStatusCode/effectiveDate	Marital Status Date	
/workers/person/tobaccoUserIndicator	Smoker	
/workers/person/disabilityIdentificationDeclinedIndicator	Disability Ident Declined Ind	
/workers/person/disabledIndicator	Disabled	
/workers/person/studentIndicator	Full-Time Student	
/workers/person/immigrationDocuments/documentID	Visa #	
/workers/person/immigrationDocuments/typeCode/codeValue	Visa Type	
/workers/person/immigrationDocuments/typeCode/longName	Visa Type	
/workers/person/immigrationDocuments/expirationDate	Visa Expiration Date	
/workers/person/passports/documentID	Passport #	
/workers/person/passports/countryCode	Passport Country ISO	
/workers/person/passports/expirationDate	Passport Expiration Date	
/workers/person/preferredName/givenName	Preferred/Chosen First Name	
/workers/person/preferredName/middleName	Preferred/Chosen Middle Name	

/workers/person/preferredName/familyName1	Preferred/Chosen Last Name	
/workers/person/preferredName/formattedName	Preferred/Chosen Name	
/workers/person/formerNames/formattedName	Former Name	
/workers/person/otherPersonalAddresses/lineOne	Address - Other (Line 1)	
/workers/person/otherPersonalAddresses/lineTwo	Address - Other (Line 2)	
/workers/person/otherPersonalAddresses/lineThree	Address - Other (Line 3)	
/workers/person/otherPersonalAddresses/cityName	City - Other	
/workers/person/otherPersonalAddresses/countrySubdivisionLevel1/codeValue	State - Other	
/workers/person/otherPersonalAddresses/countrySubdivisionLevel1/longName	Description	
/workers/person/otherPersonalAddresses/countrySubdivisionLevel1/subdivisionType	State or Province Other	
/workers/person/otherPersonalAddresses/countryCode	Country Other ISO	
/workers/person/otherPersonalAddresses/postalCode	Postal/Zip - Other	
/workers/person/raceCode/codeValue	Race/Ethnicity	
/workers/person/raceCode/longName	Race/Ethnicity	
/workers/person/citizenshipCountryCodes/codeValue	Citizenship Country ISO	
/workers/person/citizenshipCountryCodes/codeValue	Citizenship Country2 ISO	
/workers/person/citizenshipCountryCodes/codeValue	Citizen Country3 ISO	
/workers/person/highestEducationLevelCode/codeValue	Highest Education Level	
/workers/person/highestEducationLevelCode/longName	Highest Education Level	
/workers/person/militaryStatusCode/codeValue	Military Status	
/workers/person/militaryStatusCode/longName	Military Status	
/workers/person/militaryDischargeDate	Military Discharge Date	

/workers/person/militaryClassificationCodes/codeValue	Military Status Vets 4212	
/workers/person/militaryClassificationCodes/longName	Military Status Vets 4212	
/workers/workerDates/originalHireDate	Original Hire Date	
/workers/workerDates/rehireDate	Rehire Date	
/workers/workerDates/adjustedServiceDate	Service Date	
/workers/workerDates/acquisitionDate	Acquisition Date	
/workers/workerDates/retirementDate	Retire Date	
/workers/workerDates/terminationDate	Termination Date	
/workers/workerStatus/statusCode/codeValue	Employee Status	
/workers/workerStatus/statusCode/longName	Employee Status	
/workers/businessCommunication/landlines/nameCode/codeValue	Phone Number Type	
/workers/businessCommunication/landlines/nameCode/longName	Description	
/workers/businessCommunication/landlines/countryDialing	Int'l Direct Dial Country Code	
/workers/businessCommunication/landlines/extension	Phone Extension/Pager PIN	
/workers/businessCommunication/landlines/formattedNumber	Telephone	
/workers/businessCommunication/landlines/itemID	Phone Number Type	
/workers/businessCommunication/mobiles/nameCode/codeValue	Phone Number Type	
/workers/businessCommunication/mobiles/nameCode/longName	Description	
/workers/businessCommunication/mobiles/countryDialing	Int'l Direct Dial Country Code	
/workers/businessCommunication/mobiles/formattedNumber	Telephone	
/workers/businessCommunication/mobiles/itemID	Phone Number Type	
/workers/businessCommunication/emails/emailUri	Electronic Mail Address	

/workers/businessCommunication/faxes/nameCode/codeValue	Phone Number Type	
/workers/businessCommunication/faxes/nameCode/longName	Description	
/workers/businessCommunication/faxes/countryDialing	Int'l Direct Dial Country Code	
/workers/businessCommunication/faxes/formattedNumber	Telephone	
/workers/businessCommunication/faxes/itemID	Phone Number Type	
/workers/businessCommunication/pagers/nameCode/codeValue	Phone Number Type	
/workers/businessCommunication/pagers/nameCode/longName	Description	
/workers/businessCommunication/pagers/countryDialing	Int'l Direct Dial Country Code	
/workers/businessCommunication/pagers/extension	Phone Extension/Pager PIN	
/workers/businessCommunication/pagers/formattedNumber	Telephone	
/workers/businessCommunication/pagers/itemID	Phone Number Type	
/workers/workAssignments/primaryIndicator	Primary Job	
/workers/workAssignments/hireDate	Hire Date	
/workers/workAssignments/seniorityDate	Company Seniority Date	
/workers/workAssignments/assignmentStatus/statusCode/codeValue	Employee Status	
/workers/workAssignments/assignmentStatus/statusCode/longName	Employee Status	
/workers/workAssignments/assignmentStatus/reasonCode/codeValue	Reason Code	
/workers/workAssignments/assignmentStatus/reasonCode/longName	Description	
/workers/workAssignments/assignmentStatus/effectiveDate	Effective Date	
/workers/workAssignments/workerTypeCode/codeValue	Employee Classification	
/workers/workAssignments/workerTypeCode/longName	Employee Classification	
/workers/workAssignments/assignmentTermCode/codeValue	Regular/Temporary	

/workers/workAssignments/assignmentTermCode/longName	Regular/Temporary	
/workers/workAssignments/workLevelCode/codeValue	Full/Part Time	
/workers/workAssignments/workLevelCode/longName	Full/Part Time	
/workers/workAssignments/officerTypeCode/codeValue	Officer Code	
/workers/workAssignments/officerTypeCode/longName	Officer Code	
/workers/workAssignments/managementPositionIndicator	Manager Yes/No	
/workers/workAssignments/legalEntityID	Company	
/workers/workAssignments/stockOwnerIndicator	Owns 5% (or More) of Company	
/workers/workAssignments/jobCode/codeValue	Job Code	
/workers/workAssignments/jobCode/longName	Description	
/workers/workAssignments/jobTitle	Business Title	
/workers/workAssignments/occupationalClassifications/classificationCode/codeValue	Workers' Compensation Code	
/workers/workAssignments/occupationalClassifications/classificationCode/longName	Description	
/workers/workAssignments/occupationalClassifications/classificationCode/codeValue	EEO Exclusion	
/workers/workAssignments/occupationalClassifications/classificationCode/longName	EEO Exclusion	
/workers/workAssignments/wageLawCoverage/coverageCode/codeValue	FLSA Status	
/workers/workAssignments/wageLawCoverage/coverageCode/longName	FLSA Status	
/workers/workAssignments/positionID	Position Number	
/workers/workAssignments/positionTitle	Description	
/workers/workAssignments/laborUnion/laborUnionCode/codeValue	Union Code	
/workers/workAssignments/laborUnion/laborUnionCode/longName	Description	
/workers/workAssignments/laborUnion/seniorityDate	Union Seniority Date	

/workers/workAssignments/bargainingUnit/bargainingUnitCode/codeValue	Bargaining Unit	
/workers/workAssignments/bargainingUnit/bargainingUnitCode/longName	Description	
/workers/workAssignments/bargainingUnit/seniorityDate	Bargaining Unit Seniority Date	
/workers/workAssignments/workShiftCode/codeValue	Shift	
/workers/workAssignments/workShiftCode/longName	Description	
/workers/workAssignments/standardHours/hoursQuantity	Standard Hours	
/workers/workAssignments/fullTimeEquivalenceRatio	FTE	
/workers/workAssignments/homeOrganizationalUnits/nameCode/codeValue	Company	
/workers/workAssignments/homeOrganizationalUnits/nameCode/longName	Description	
/workers/workAssignments/homeOrganizationalUnits/nameCode/codeValue	Cost Number	
/workers/workAssignments/homeOrganizationalUnits/nameCode/longName	Description	
/workers/workAssignments/assignedOrganizationalUnits/nameCode/codeValue	Department ID	
/workers/workAssignments/assignedOrganizationalUnits/nameCode/shortName	Short Description	
/workers/workAssignments/assignedOrganizationalUnits/nameCode/longName	Description	
/workers/workAssignments/assignedOrganizationalUnits/nameCode/codeValue	Payroll Department Number	
/workers/workAssignments/assignedOrganizationalUnits/nameCode/longName	Description	
/workers/workAssignments/homeWorkLocation/nameCode/codeValue	Reporting Location	
/workers/workAssignments/homeWorkLocation/nameCode/longName	Description	
/workers/workAssignments/assignedWorkLocations/nameCode/codeValue	Location Code	
/workers/workAssignments/assignedWorkLocations/nameCode/longName	Key Data Field 1	
/workers/workAssignments/assignedWorkLocations/address/lineOne	Address - Other (Line 1)	
/workers/workAssignments/assignedWorkLocations/address/lineTwo	Address - Other (Line 2)	

/workers/workAssignments/assignedWorkLocations/address/lineThree	Address - Other (Line 3)	
/workers/workAssignments/assignedWorkLocations/address/cityName	City - Other	
/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel1/codeValue	State - Other	
/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel1/longName	State Description	
/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel1/subdivisionType	State or Province	
/workers/workAssignments/assignedWorkLocations/address/countryCode	Country Other ISO	
/workers/workAssignments/assignedWorkLocations/address/postalCode	Postal/Zip - Other	
/workers/workAssignments/remunerationBasisCode/codeValue	Employee Type	
/workers/workAssignments/remunerationBasisCode/longName	Employee Type Description	
/workers/workAssignments/payCycleCode/codeValue	Autolink Pay Frequency	
/workers/workAssignments/payCycleCode/longName	Autolink Pay Frequency	
/workers/workAssignments/standardPayPeriodHours/hoursQuantity	Autolink Standard Hours	
/workers/workAssignments/baseRemuneration/hourlyRateAmount/amountValue	Hourly Rate	
/workers/workAssignments/baseRemuneration/hourlyRateAmount/currencyCode	Currency Code	
/workers/workAssignments/baseRemuneration/dailyRateAmount/amountValue	Daily Compensation rate	
/workers/workAssignments/baseRemuneration/dailyRateAmount/currencyCode	Currency Code	
/workers/workAssignments/baseRemuneration/weeklyRateAmount/amountValue	Weekly Compensation Rate	
/workers/workAssignments/baseRemuneration/weeklyRateAmount/currencyCode	Currency Code	
/workers/workAssignments/baseRemuneration/monthlyRateAmount/amountValue	Monthly Rate	
/workers/workAssignments/baseRemuneration/monthlyRateAmount/currencyCode	Currency Code	
/workers/workAssignments/baseRemuneration/annualRateAmount/amountValue	Annual Rate	
/workers/workAssignments/baseRemuneration/annualRateAmount/currencyCode	Currency Code	

/workers/workAssignments/baseRemuneration/recordingBasisCode/codeValue	Compensation Frequency	
/workers/workAssignments/baseRemuneration/recordingBasisCode/longName	Compensation Frequency	
/workers/workAssignments/baseRemuneration/biweeklyRateAmount/amountValue	Bi-weekly Compensation Rate	
/workers/workAssignments/baseRemuneration/biweeklyRateAmount/currencyCode	Currency Code	
/workers/workAssignments/baseRemuneration/semiMonthlyRateAmount/amountValue	Semi-monthly Compensation Rate	
/workers/workAssignments/baseRemuneration/semiMonthlyRateAmount/currencyCode	Currency Code	
/workers/workAssignments/baseRemuneration/payPeriodRateAmount/nameCode/codeValue	Rate Type	
/workers/workAssignments/baseRemuneration/payPeriodRateAmount/nameCode/longName	Rate Type	
/workers/workAssignments/baseRemuneration/payPeriodRateAmount/amountValue	AutoLink Rate 1	
/workers/workAssignments/baseRemuneration/payPeriodRateAmount/currencyCode	Currency Code	
/workers/workAssignments/additionalRemunerations/typeCode/codeValue	Additional Rate Number	
/workers/workAssignments/additionalRemunerations/typeCode/longName	Description	
/workers/workAssignments/additionalRemunerations/rate/amountValue	Additional Hourly Rate	
/workers/workAssignments/additionalRemunerations/rate/currencyCode	Currency Code	
/workers/workAssignments/additionalRemunerations/rate/unitCode/codeValue	Duration Type	
/workers/workAssignments/additionalRemunerations/rate/unitCode/longName	Duration Type	
/workers/workAssignments/additionalRemunerations/rate/baseUnitCode/codeValue	Duration Type	
/workers/workAssignments/additionalRemunerations/rate/baseUnitCode/longName	Duration Type	
/workers/workAssignments/additionalRemunerations/itemID	Additional Rate Number	
/workers/workAssignments/reportsTo/associateOID	Employee OID	
/workers/workAssignments/reportsTo/workerID/idValue	Reports To Manager ID	
/workers/workAssignments/reportsTo/reportsToWorkerName/formattedName	Name	

/workers/workAssignments/reportsTo/itemID	Employee OID	
/workers/workAssignments/reportsTo/associateOID	Supervisor AOID	
/workers/workAssignments/reportsTo/workerID/idValue	Supervisor ID	
/workers/workAssignments/reportsTo/reportsToWorkerName/formattedName	Supervisor Name	
/workers/workAssignments/reportsTo/itemID	Supervisor AOID	
/workers/workAssignments/payrollProcessingStatusCode/codeValue	Autolink Employee Status	
/workers/workAssignments/payrollProcessingStatusCode/longName	Autolink Employee Status	
/workers/workAssignments/payrollGroupCode	Pay Group	
/workers/workAssignments/annualBenefitBaseRate/amountValue	Annual Benefits Base Rate	
/workers/workAssignments/payrollFileNumber	File Number	
/workers/workAssignments/payrollRegionCode	Region Center	
/workers/workAssignments/payScaleCode/codeValue	Salary Administration Plan	
/workers/workAssignments/payScaleCode/longName	Description	
/workers/workAssignments/payGradeCode/codeValue	Salary Grade	
/workers/workAssignments/payGradeCode/longName	Description	
/workers/workAssignments/payGradePayRange/minimumRate/amountValue	Minimum Grade Rate	
/workers/workAssignments/payGradePayRange/minimumRate/currencyCode	Currency Code	
/workers/workAssignments/payGradePayRange/minimumRate/baseUnitCode/codeValue	Compensation Frequency	
/workers/workAssignments/payGradePayRange/minimumRate/baseUnitCode/longName	Compensation Frequency Descr	
/workers/workAssignments/payGradePayRange/medianRate/amountValue	Median Grade Rate	
/workers/workAssignments/payGradePayRange/medianRate/currencyCode	Currency Code	
/workers/workAssignments/payGradePayRange/medianRate/baseUnitCode/codeValue	Compensation Frequency	

/workers/workAssignments/payGradePayRange/medianRate/baseUnitCode/longName	Compensation Frequency Descr	
/workers/workAssignments/payGradePayRange/maximumRate/amountValue	Maximum Grade Rate	
/workers/workAssignments/payGradePayRange/maximumRate/currencyCode	Currency Code	
/workers/workAssignments/payGradePayRange/maximumRate/baseUnitCode/codeValue	Compensation Frequency	
/workers/workAssignments/payGradePayRange/maximumRate/baseUnitCode/longName	Compensation Frequency Descr	
/workers/workAssignments/compaRatio	Compa-Ratio	
/workers/workAssignments/payGradeStepCode/codeValue	Step	
/workers/workAssignments/nextPayGradeStepDate	Next Step Date	
/workers/workAssignments/geographicPayDifferentialCode/codeValue	Geographic Differential ID	
/workers/workAssignments/geographicPayDifferentialCode/longName	Description	
/workers/workAssignments/geographicPayDifferentialPercentage	Change Percent	
/workers/workAssignments/assignmentRehireDate	Rehire Date	
/workers/workAssignments/assignmentServiceDate	Service Date	
/workers/workAssignments/itemID	Employment Record Number	
/workers/workAssignments/lastChangeEvent/changeEventDate	Action Date	(Added May 2026)
/workers/workAssignments/lastChangeEvent/eventNameCode/codeValue	Action	(Added May 2026)
/workers/workAssignments/lastChangeEvent/eventNameCode/longName	Action Description	(Added May 2026)
/workers/workAssignments/lastChangeEvent/eventReasonCode/codeValue	Reason Code	(Added May 2026)
/workers/workAssignments/lastChangeEvent/eventReasonCode/longName	Reason Code Description	(Added May 2026)
/workers/workAssignments/overtimeEligibilityIndicator	FLSA Overtime	(Added May 2026)
/workers/workAssignments/payrollScheduleGroupID	Autolink Pay Group 2	(Added May 2026)
/workers/links/href	WorkerLinks	

/workers/links/href	CntxtWrkrLinks	
<b>Employment User Defined Fields - Date Type</b>		
/workers/workAssignments/customFieldGroup /dateFields/nameCode/codeValue /workers/workAssignments/customFieldGroup /dateFields/dateValue	Date A Date B Date C Date D	
<b>Employment User Defined Fields - String Type</b>		
/workers/workAssignments/customFieldGroup /stringFields/nameCode/codeValue /workers/workAssignments/customFieldGroup /stringFields/stringValue	Custom Area 1 Custom Area 2 Custom Area 3 Custom Area 4	
<b>Employment Defined Fields - Flag Type</b>		
/workers/workAssignments/customFieldGroup /codeFields/nameCode/codeValue /workers/workAssignments/customFieldGroup /codeFields/codeValue	Flag 1 Flag 2 Flag 3 Flag 4 Flag 5 Flag 6 Flag 7	
<b>HR User Fields - Number Type</b>		
/workers/workAssignments/customFieldGroup /numberFields/nameCode/codeValue /workers/workAssignments/customFieldGroup /numberFields/numberValue	User1 Nbr User2 Nbr User3 Nbr User4 Nbr User5 Nbr User6 Nbr User7 Nbr	
<b>HR User Defined Fields - Date Type</b>		
/workers/workAssignments/customFieldGroup /dateFields/nameCode/codeValue /workers/workAssignments/customFieldGroup /dateFields/dateValue	User1 Date User2 Date User3 Date User4 Date User5 Date User6 Date User7 Date User8 Date	
<b>HR User Defined Fields - String Type</b>		
/workers/workAssignments/customFieldGroup /stringFields/nameCode/codeValue /workers/workAssignments/customFieldGroup /stringFields/stringValue	User1 Character User2 Character User3 Character User4 Character	
<b>HR User Defined Fields - Flag Type</b>		

<p>/workers/workAssignments/customFieldGroup /codeFields/nameCode/codeValue /workers/workAssignments/customFieldGroup /codeFields/codeValue</p>	<p>User1 User2 User3 User4 User5 User6 User7 User8 User9 User10 User11 User12 User13 User14 User15 User16 User17 User18 User19 User20 User21 User22</p>	