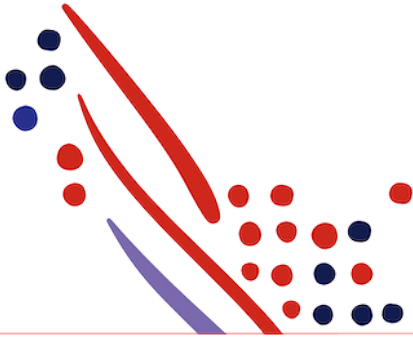




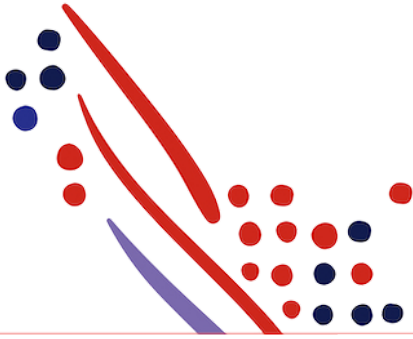
Chapter 3

Onboarding a Newly Hired Employee into the Complete Hire Process

from Applicant Onboard V2 API Guide for ADP WFN
Next Gen Guide

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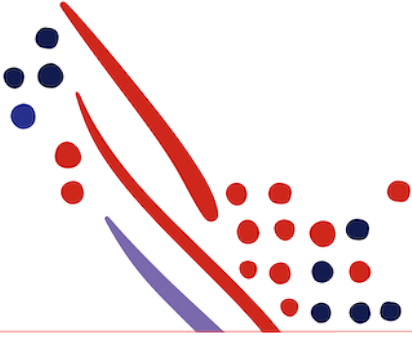
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Onboarding a Newly Hired Employee into the Complete Hire Process

Use Case Description

This use case hires an employee into ADP Workforce Now using a specific template. This is so the HR practitioner doesn't need to finish the hiring process in ADP Workforce Now. A success request results in a new hire being fully hired into ADP Workforce Now by selecting **Process > HR > Hire/Rehire** in the UI.



Important

Due to additional required selections that are not yet supported by the API, **complete hire is currently not supported for the following States:**

- AK, LA, and IN - Additional SOC selection required
- MD, VT, RI and ND Additional Health Insurance selection required

API Usage

Method	URI	Description	GitHub Sample Request Payload	GitHub Sample Response Payload
POST	/hcm/v2/applicant.onboard	This is used for hiring an employee completely.	U.S. Client: Complete hire Request	U.S. Client: AWS_Complete_response

Data Dictionary

The Applicant Onboard V2 API exposes ADP Workforce Now data displayed in the UI by selecting **Process > HR > Hire/Rehire**.

- Fields in the following meta response are based on the setup done at client level within the ADP Workforce Now UI. To set up the fields, select **SETUP > Template Management > Hire/Rehire > Fields Setup** and choose **Disabled**, **Optional**, or **Mandatory**.
- The benefits and Affordable Care Act (ACA) fields need to be selected (checked) in the Client Wizard.

Schema Location	Field Name in ADP Workforce Now	Is Required (Y/N)	Applicable to All Templates?	Note
/applicantOnboarding/ applicantOnboarding/o nboardingTemplateCo de/code	Hire Template	Y	Y	This is system required field.
/applicantOnboarding/ onboardingStatus/sta tusCode/code	Hire/Rehire Status	Y	Y	This is a system required field and indicates if the hire will be completed or pushed to an In-process state.

Employee Information				
/applicantOnboarding/ applicantWorkerProfile/homeOrganizational Units/nameCode/code /applicantOnboarding/ applicantWorkerProfile/homeOrganizational Units/unitTypeCode/code	Legal Entity	Y	No	This is required for all the Paid Templates.
/applicantOnboarding/ applicantWorkerProfile/positionID	Position ID	Y		• This is a system required field. • This is autogenerated 6 digit number.
/applicantOnboarding/ applicantWorkerProfile/job/jobCode/code	Job Title	N		
/applicantOnboarding/ applicantWorkerProfile/job/occupationalClassifications/classificationCode/code	EEOC Job Classification	N		
/applicantOnboarding/ applicantWorkerProfile/payGradeCode/code	Pay Grade	N		
/applicantOnboarding/ applicantWorkerProfile/reportsTo/positionID	Reports To	N		
/applicantOnboarding/ applicantWorkerProfile/managementPositionIndicator	Manager Position	N		
/applicantOnboarding/ applicantWorkerProfile/homeOrganizational Units/nameCode/code /applicantOnboarding/ applicantWorkerProfile/homeOrganizational Units/unitTypeCode/code	Business Unit	N		
/applicantOnboarding/ applicantWorkerProfile/homeOrganizational Units/nameCode/code /applicantOnboarding/ applicantWorkerProfile/homeOrganizational Units/unitTypeCode/code	Home Department	N	N	Required for W2 template
/applicantOnboarding/ applicantWorkerProfile/homeOrganizational Units/nameCode/code	Home Cost Number	N		Required for Paid Contractor

/applicantOnboarding/ applicantWorkerProfile/homeOrganizational Units/unitTypeCode/code				
/applicantOnboarding/ applicantWorkerProfile/homeWorkLocation /nameCode	Location	Y		This is required for Paid templates
/applicantOnboarding/ applicantWorkerProfile/homeOrganizational Units/nameCode/code /applicantOnboarding/ applicantWorkerProfile/homeOrganizational Units/unitTypeCode/code	Labor Profile	Y		This is required when Time and attendance is part of template
/applicantOnboarding/ applicantWorkerProfile/laborUnion/laborUnionCode/code	Union Code	N		
/applicantOnboarding/ applicantWorkerProfile/job/wageLawCovers/wageLawNameCode/code	FLSA Classification	N		
/applicantOnboarding/ applicantWorkerProfile/officerTypeCode/code	Officer/Owner / Company Ownership Status	N		
/applicantOnboarding/ applicantWorkerProfile/job/industryClassifications/classificationCode/code	NAICS Workers Comp Code	N		
/applicantOnboarding/ applicantWorkerProfile/benefitsEligibilityClassCode/code	Benefits Eligibility Class	N		This is seen when Benefits product mix is enabled.
/applicantOnboarding/ applicantPersonalProfile/communication/land lines /applicantOnboarding/ applicantPersonalProfile/communication/land lines/countryDialing /applicantOnboarding/ applicantPersonalProfile/communication/land lines/areaNumber /applicantOnboarding/ applicantPersonalProfile/communication/land lines/dialNumber /applicantOnboarding/ applicantPersonalProfile/communication/land lines/access	Work Phone	N		

/applicantOnboarding/ applicantPersonalProfile/communication/faxes /applicantOnboarding/ applicantPersonalProfile/communication/faxes/countryDialing /applicantOnboarding/ applicantPersonalProfile/communication/faxes/areaNumber /applicantOnboarding/ applicantPersonalProfile/communication/faxes/dialNumber /applicantOnboarding/ applicantPersonalProfile/communication/faxes/access	Work Fax	N		
/applicantOnboarding/ applicantPersonalProfile/communication/landlinesmobiles /applicantOnboarding/ applicantPersonalProfile/communication/mobiles/countryDialing /applicantOnboarding/ applicantPersonalProfile/communication/mobiles/areaNumber /applicantOnboarding/ applicantPersonalProfile/communication/mobiles/dialNumber /applicantOnboarding/ applicantPersonalProfile/communication/mobiles/access	Work Cell	N		
/applicantOnboarding/ applicantPersonalProfile/communication/landlines/pagers /applicantOnboarding/ applicantPersonalProfile/communication/pagers/countryDialing /applicantOnboarding/ applicantPersonalProfile/communication/pagers/areaNumber /applicantOnboarding/ applicantPersonalProfile/communication/pagers/dialNumber /applicantOnboarding/ applicantPersonalProfile/communication/pagers/access	Work Pager	N		
/applicantOnboarding/ applicantWorkerProfile/businessCommunication/emails/emailUri	Work E-mail	N		
/applicantOnboarding/ applicantWorkerProfile	Use For Notification	N		

e/businessCommunication/emails/notificationIndicator				
/applicantOnboarding/applicantWorkerProfile/hireDate	Hire Date	Y		This is a system required field.
/applicantOnboarding/applicantWorkerProfile/hireReasonCode	Reason for Hire	Y		This is a system required field.
/applicantOnboarding/workerID/id	Associate ID	Y		- This is a system required field. - Associate ID is a Unique ID to the employee that is at the person level and is the same even if the employee has multiple positions.
/applicantOnboarding/applicantWorkerProfile/acaBenefitEligibilityCode/code	ACA Benefit Status	N		This is seen when ACA Benefits Product is enabled
/applicantOnboarding/applicantWorkerProfile/homeWorkLocation/address/countryCode	Country	N		
/applicantOnboarding/applicantWorkerProfile/homeWorkLocation/address/lineOne	Address 1	N		
/applicantOnboarding/applicantWorkerProfile/homeWorkLocation/address/lineTwo	Address 2	N		
/applicantOnboarding/applicantWorkerProfile/homeWorkLocation/address/lineThree	Address 3	N		
/applicantOnboarding/applicantWorkerProfile/homeWorkLocation/address/cityName	City	N		
/applicantOnboarding/applicantWorkerProfile/homeWorkLocation/addresses/subdivisionCode/code applicantOnboarding/applicantWorkerProfile/homeWorkLocation/addresses/subdivisionCode/subdivisionType	State / Province / Territory	N		
/applicantOnboarding/applicantWorkerProfile	Zip/Postal Code	N		

e/homeWorkLocation/addresses/postalCode				
/applicantOnboarding/applicantWorkerProfile/homeWorkLocation/addresses/subdivisionCode2/code applicantOnboarding/applicantWorkerProfile/homeWorkLocation/addresses/subdivisionCode2/subdivisionType	County	N		
/applicantOnboarding/applicantWorkerProfile/homeWorkLocation/homeshoreIndicator	Works From Home	N		
/applicantOnboarding/applicantWorkerProfile/job/workerclassification	Worker Classification	Y	No	Required for Paid Templates and Hidden with default option in W2 and Paid Contractor.
/applicantOnboarding/employmentEligibilityOptionCode/code	Will this worker complete form I9	Y	No	This field is seen on screen when I9 Product mix is ON
/applicantOnboarding/employmentEligibilityProfile/employerOrganization/locationNameCode/code	E-Verify Work Location	Y	No	This field is seen on screen when I9 Product mix is ON
Personal Information				
/applicantOnboarding/applicantPersonalProfile/languageCode/applicantOnboarding/applicantPersonalProfile/languageCode/code	Correspondence Language	N		
/applicantOnboarding/applicantPersonalProfile/governmentIDs/nameCode/code	Tax ID Type	Y		
/applicantOnboarding/applicantPersonalProfile/governmentIDs/statusCode/code	Applied For	Y		
/applicantOnboarding/applicantPersonalProfile/governmentIDs/id	Tax ID	Y		This is a system required field.
/applicantOnboarding/applicantPersonalProfile/legalName/salutations	Salutation	N		
/applicantOnboarding/applicantPersonalProfile	First Name	Y		This is a system required field.

e/birthName/givenName				
/applicantOnboarding/ applicantPersonalProfile/birthName/middleName	Middle Name	N		
/applicantOnboarding/ applicantPersonalProfile/birthName/familyName	Last Name	Y		This is a system required field.
/applicantOnboarding/ applicantPersonalProfile/legalName/givenName /applicantOnboarding/ applicantPersonalProfile/legalName/familyName	Payroll Name	Y		This is a system required field.
/applicantOnboarding/ applicantPersonalProfile/legalName/generationAffix	Generation Suffix	N		
/applicantOnboarding/ applicantPersonalProfile/legalName/qualificationAffix	Professional Suffix	N		
/applicantOnboarding/ applicantPersonalProfile/preferredName/nickName	Preferred Name	N		
/applicantOnboarding/ applicantPersonalProfile/genderCode/code	Gender	Y		This is a system required field.
/applicantOnboarding/ applicantPersonalProfile/birthDate	Birth Date	Y		This is a system required field.
/applicantOnboarding/ applicantPersonalProfile/legalAddress/countryCode	Country	Y	No	
/applicantOnboarding/ applicantPersonalProfile/legalAddress/lineOne	Address 1	Y	No	
/applicantOnboarding/ applicantPersonalProfile/legalAddress/lineTwo	Address 2	N		
/applicantOnboarding/ applicantPersonalProfile/legalAddress/lineThree	Address 3	N		
/applicantOnboarding/	City	Y	No	

applicantPersonalProfile/legalAddress/cityName				
/applicantOnboarding/applicantPersonalProfile/legalAddress/addresses/subdivisionCode/code /applicantOnboarding/applicantPersonalProfile/legalAddress/addresses/subdivisionCode/subdivisionType	State / Province / Territory	Y	No	
/applicantOnboarding/applicantPersonalProfile/legalAddress/addresses/subdivisionCode2/code /applicantOnboarding/applicantPersonalProfile/legalAddress/addresses/subdivisionCode2/subdivisionType	County	N		
/applicantOnboarding/applicantPersonalProfile/legalAddress/postalCode	Zip/Postal Code	Y	No	
/applicantOnboarding/applicantPersonalProfile/legalAddress/deliveryPoint	Work Mail Stop	N		
/applicantOnboarding/applicantPersonalProfile/otherPersonalAddresses/countryCode	Country	N		
/applicantOnboarding/applicantPersonalProfile/otherPersonalAddresses/lineOne	Address 1	N		
/applicantOnboarding/applicantPersonalProfile/otherPersonalAddresses/lineTwo	Address 2	N		
/applicantOnboarding/applicantPersonalProfile/otherPersonalAddresses/lineThree	Address 3	N		
/applicantOnboarding/applicantPersonalProfile/otherPersonalAddresses/cityName	City	N		
/applicantOnboarding/applicantPersonalProfile/otherPersonalAddresses/subdivisionCode/code	State / Province/ Territory	N		

/applicantOnboarding/ applicantPersonalProfile/otherPersonalAddresses/subdivisionCode/ subdivisionType				
/applicantOnboarding/ applicantPersonalProfile/otherPersonalAddresses/postalCode	Zip/Postal Code	N		
/applicantOnboarding/ applicantPersonalProfile/communication/faxes /applicantOnboarding/ applicantPersonalProfile/communication/land lines/countryDialing /applicantOnboarding/ applicantPersonalProfile/communication/land lines/areaDialing /applicantOnboarding/ applicantPersonalProfile/communication/land lines/dialNumber /applicantOnboarding/ applicantPersonalProfile/communication/land lines/access	Home Phone	N		
/applicantOnboarding/ applicantPersonalProfile/communication/faxes /applicantOnboarding/ applicantPersonalProfile/communication/faxes/countryDialing /applicantOnboarding/ applicantPersonalProfile/communication/faxes/areaDialing /applicantOnboarding/ applicantPersonalProfile/communication/faxes/dialNumber /applicantOnboarding/ applicantPersonalProfile/communication/faxes/access	Home Fax	N		
/applicantOnboarding/ applicantPersonalProfile/communication/mobiles /applicantOnboarding/ applicantPersonalProfile/communication/mobiles/countryDialing /applicantOnboarding/ applicantPersonalProfile/communication/mobiles/areaDialing /applicantOnboarding/ applicantPersonalProfile/communication/mobiles/dialNumber /applicantOnboarding/	Personal Cell	N		

applicantPersonalProfile/communication/mobiles/access				
/applicantOnboarding/ applicantPersonalProfile/communication/landlines /applicantOnboarding/ applicantPersonalProfile/communication/landlines/countryDialing /applicantOnboarding/ applicantPersonalProfile/communication/landlines/areaDialing /applicantOnboarding/ applicantPersonalProfile/communication/landlines/dialNumber /applicantOnboarding/ applicantPersonalProfile/communication/landlines/access	Personal Pager	N		
/applicantOnboarding/ applicantPersonalProfile/communication/emails/emailUri	Home Email	N		
/applicantOnboarding/ applicantPersonalProfile/communication/emails/notificationIndicator	Use For Notification	N		
/applicantOnboarding/ applicantPersonalProfile/maritalStatusCode/code	Marital Status	N		
/applicantOnboarding/ applicantPersonalProfile/maritalStatusCode/effectiveDateTime	Effective Date	N		
/applicantOnboarding/ applicantPersonalProfile/raceCode/identificationMethodCode/code	Ethnicity / Race ID Method	N		
/applicantOnboarding/ applicantPersonalProfile/raceCode/code	Race	N		
/applicantOnboarding/ applicantPersonalProfile/ethnicityCode/code	Ethnicity	N		
/applicantOnboarding/ applicantWorkerProfile/officerTypeCode	Company Ownership Status	N		
Payroll Information				
/applicantOnboarding/	Payroll group code	Y		This is a system required

applicantPayrollProfile /payrollGroupCode				field.
/applicantOnboarding/ applicantPayrollProfile /payCycleCode /applicantOnboarding/ applicantPayrollProfile /payCycleCode/code /applicantOnboarding/ applicantPayrollProfile /payCycleCode/name	Pay Frequency	Y		This is a system required field.
/applicantOnboarding/ applicantPayrollProfile /baseRemuneration /applicantOnboarding/ applicantPayrollProfile /baseRemuneration/h ourlyRateAmount /applicantOnboarding/ applicantPayrollProfile /baseRemuneration/h ourlyRateAmount/am ount / applicantOnboarding/a pplicantPayrollProfile/ baseRemuneration/pa yPeriodRateAmount /applicantOnboarding/ applicantPayrollProfile /baseRemuneration/p ayPeriodRateAmount/ amount	Regular Pay Rate Rate Type			
/applicantOnboarding/ applicantPayrollProfile /baseRemuneration/re cordingBasisCode	Basis of Pay	Y		Required for Paid Templates
/applicantOnboarding/ applicantPayrollProfile /overrideStandardHou rsEmployee /applicantOnboarding/ applicantPayrollProfile /overrideStandardHou rsEmployee/hours /applicantOnboarding/ applicantPayrollProfile /overrideStandardHou rsEmployee/days	Override Standard Hours Hours Worked Days Worked	N		
NA	Overtime Policy	N		Not currently supported
NA	Overtime Rate Factor	N		Not currently supported
NA	Override overtime rate factor for this employee	N		Not currently supported
NA	Override overtime rate factor	N		Not currently supported
NA	Contractor Payment Rate	N		Not currently supported
NA	Contractor Fee Policy	N		Not currently supported

Tax Information				
Tax withholding details are derived from the employees Legal Address and Work Location address				Currently 7 states are not supported for complete hire based on additional details required - AK, LA, and IN - Additional SOC selection required - MD, VT, RI and ND Additional Health Insurance selection required
Time and Attendance				
1. The user has to pass Badge Number required/ optional based on default time entry. Default time entry needs to be set before complete a new hire when Time and Attendance is in the product mix 2. Time zone is a required field, so user needs to pass				
/applicantOnboarding/applicantTimeProfile/timeServiceCredentials/clockEntryCredential/badgeNumber	Badge Number	Y or N based on default time entry	N	
/applicantOnboarding/applicantTimeProfile/time	Time Zone	Y	N	

ServiceUserLocaleProfile /localeTimeZoneCode				
---	--	--	--	--

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	GitHub Sample Response Payload	Tips to Handle
Response Code	Condition	messageTxt	GitHub Sample Request Payload	GitHub Sample Response Payload	Tips to Handle
201 Created	US Clients - Response using templateName Code as Applicant Onboard in the request.	NA	complete-US-200.request.json	complete-US-200.response.json	
Personal					
400 Bad Request	First Name is not passed	"userMessage": { "messageTxt": "First Name is required." }	VALIDATE_FIRSTNAME.txt		
400 Bad Request	Last Name is not Passed	"userMessage": { "messageTxt": "Last Name is required." }	VALIDATE_LASTNAME.txt		
400 Bad Request	Middle Name is not passed	"userMessage": { "messageTxt": "Middle Name is required." }	VALIDATE_MIDDLENAME.txt		
400 Bad Request	Invalid First Name Passed	"userMessage": { "messageTxt": "A - Z, a - z, Space, (.), (-), and ('). The first character must be alphabetic. Must not contain the same special characters consecutively." }	VALIDATE_VALIDFIRSTNAME.txt		
400 Bad Request	Invalid Last Name Passed	"userMessage": { "messageTxt": "A - Z, a - z, Space, (.), (-), and ('). The first character must be alphabetic. Must not contain th	VALIDATE_VALIDLASTNAME.txt		

		e same special characters consecutively."}			
400 Bad Request	Birth date is not Passed	"userMessage": { "messageTxt": "Birth Date is required." }	VALIDATE_BIRTHDATE.txt		
400 Bad Request	Hire date is not passed	"userMessage": { "messageTxt": "Hire Date is required."}	VALIDATE_HIREDATE.txt		
400 Bad Request	Salutation is not passed	"userMessage": { "messageTxt": "Salutation is required." }	VALIDATE_SALUTATION.txt		
400 Bad Request	Generation Suffix is not Passed	"userMessage": { "messageTxt": "Generation Suffix is required."}	VALIDATE_GENERATION_SUFFIX.txt		
400 Bad Request	Professional Suffix is not Passed	"userMessage": { "messageTxt": "Professional Suffix is required."}	VALIDATE_PROFESSIONAL_SUFFIX.txt		
400 Bad Request	Preferred name is not Passed	"userMessage": { "messageTxt": "Preferred Name is required."}	VALIDATE_PREFERRED_NAME.txt		
400 Bad Request	Reason for hire is not passed	"userMessage": { "messageTxt": "Reason for Hire is required."}	VALIDATE_REASONFORHIRE.txt		
400 Bad Request	Tax id type is not passed	"userMessage": { "messageTxt": "Tax ID Type is required." }	VALIDATE_TAXIDTYPE.txt		
400 Bad Request	Legal address 1 is not passed	"userMessage": { "messageTxt": "Legal Address - Address 1 is required"}	VALIDATE_LEGALADDRESS1.txt		
400 Bad Request	Legal City is not passed	"userMessage": { "messageTxt": "Legal Address - City is required"}	VALIDATE_LEGALCITY.txt		
400 Bad Request	Legal State is not Passed	"userMessage": { "messageTxt": "Legal Address - State/Province/Territory is required"}	VALIDATE_LEGALSTATE.txt		
400 Bad Request	Legal zip code is not passed	"userMessage": { "messageTxt": "Legal Address - Zip/Postal Code is required"}	VALIDATE_LEGALZIPCODE.txt		

400 Bad Request	Legal country is not Passed	"userMessage": { "messageTxt": "Legal Address - Country is required"} }	VALIDATE_LEGALCOUNTRY.txt		
400 Bad Request	Other address 1 is not passed	"userMessage": { "messageTxt": "Secondary Address - Address 1 is required"} }	VALIDATE_OTHERADDRESS1.txt		
400 Bad Request	Other City is not passed	"userMessage": { "messageTxt": "Secondary Address - City is required"} }	VALIDATE_OTHERCITY.txt		
400 Bad Request	Other State is not Passed	"userMessage": { "messageTxt": "Secondary Address - State/Province/Territory is required"} }	VALIDATE_OTHERSTATE.txt		
400 Bad Request	Other zip code is not passed	"userMessage": { "messageTxt": "Secondary Address - Zip/Postal Code is required"} }	VALIDATE_OTHERZIPCODE.txt		
400 Bad Request	Other country is not Passed	"userMessage": { "messageTxt": "Secondary Address - Country is required"} }	VALIDATE_OTHERCOUNTRY.txt		
400 Bad Request	Home Fax is not Passed	"userMessage": { "messageTxt": "Personal Fax is required."} }	VALIDATE_HOMEFAX.txt		
400 Bad Request	Home Pager is not Passed	"userMessage": { "messageTxt": "Personal Pager is required."} }	VALIDATE_HOMEPAGER.txt		
400 Bad Request	Personal Mobile is not passed	"userMessage": { "messageTxt": "Personal Mobile is required."} }	VALIDATE_PERSONALMOBILE.txt		
400 Bad Request	Home Phone is not passed	"userMessage": { "messageTxt": "Home Phone is required."} }	VALIDATE_HOMEPHONE.txt		
400 Bad Request	Valid Personal Mobile	"userMessage": { "messageTxt": "Personal Mobile is invalid."} }	VALIDATE_VALIDPERSONALMOBILE.txt		
400 Bad Request	Valid Home Phone	"userMessage": { "messageTxt": "Home Phone is invalid."} }	VALIDATE_VALIDHOMEPHONE.txt		

400 Bad Request	Valid Home fax	"userMessage": { "messageTxt": "Personal Fax is invalid." }	VALIDATE_VALIDHOM EFAX.txt		
400 Bad Request	Valid home Pager	"userMessage": { "messageTxt": "Personal Pager is invalid." }	VALIDATE_VALIDHOM EPAGER.txt		
400 Bad Request	Marital status is not passed	"userMessage": { "messageTxt": "Marital Status is required." }	VALIDATE_MARITALST ATUS.txt		
400 Bad Request	Marital effective date is not Passed	"userMessage": { "messageTxt": "Effective Date is required." }	VALIDATE_MARITALST ATUSEFFECTIVEDATE. txt		
400 Bad Request	Ethnicity information is not passed	"userMessage": { "messageTxt": "Ethnicity is required." }	VALIDATE_ETHNICITY. txt		
400 Bad Request	Race id is not passed	"userMessage": { "messageTxt": "Race is required." }	VALIDATE_RACEID.txt		
400 Bad Request	Valid Ethnicity id	"userMessage": { "messageTxt": "Ethnicity / Race ID Method is required." }	VALIDATE_VALIDETHN ICITYID.txt		
400 Bad Request	Company ownership information is not passed	"userMessage": { "messageTxt": "Company Ownership Status is required." }	VALIDATE_COMPANYO WNERSHIP.txt		
400 Bad Request	Hire date to Birth date is greater	"userMessage": { "messageTxt": "Hire Date cannot be earlier than the birth date." }	VALIDATE_HIREDATET OBIRTHDATE.txt		
400 Bad Request	Invalid birth date is passed	"userMessage": { "messageTxt": "Birth Date does not match pattern ^(((19 20 21))\\d\\d)-(0?[1-9]) 1[012])-(0?[1-9] 1[12])\\d3[01]))?\$.}	VALIDATE_VALIDBIRT HDATE.txt		
400 Bad Request	Personal email is passed when onboarding is True	"userMessage": { "messageTxt": "You cannot ask the new hire until you complete these minimum required fields: Associate ID, Hire Date, First Name, Personal Email, Company Code, Last Name"} }	VALIDATE_PERSONAL EMAIL_ONBOARD_TRU E.txt		
400 Bad Request	Personal email is passed	"userMessage":	VALIDATE_PERSONAL		

	when Onboarding is False	{"messageTxt": "Personal Email is required."}	EMAIL_ONBOARD_FALSE.txt		
400 Bad Request	Corresponding language is not passed		VALIDATE_CORRESPONDINGLANGUAGE.txt		
Employment					
400 Bad Request	Benefits eligibility class is not passed	"userMessage": {"messageTxt": "Benefits Eligibility Class is required."}	VALIDATE_BENEFITELIGIBILITYCLASS.txt		
400 Bad Request	Business unit is not passed	"userMessage": {"messageTxt": "Business Unit is required."}	VALIDATE_BUSINESSUNIT.txt		
400 Bad Request	E-verify information is not passed	"userMessage": {"messageTxt": "E-Verify Work Location is required."}	VALIDATE_E-VERIFY.txt		
400 Bad Request	EEOC is not passed	"userMessage": {"messageTxt": "EEOC Job Classification is required."}	VALIDATE_EEOC.txt		
400 Bad Request	Email is not same	"userMessage": {"messageTxt": "You cannot enter the same email address in the Home E-mail and Work E-mail fields. If you only have one email address, enter it in the field that best matches its use."}	VALIDATE_EMAILSNOTSAME.txt		
400 Bad Request	Email is not selected with user for notification	"userMessage": {"messageTxt": "You cannot select more than one email address for notifications."}	VALIDATE_EMAILSUSEFORNOTIFICATION.txt		
400 Bad Request	Flsa is pre hire false	"userMessage": {"messageTxt": "FLSA is a required."}	VALIDATE_FLSA_PREHIRE_FALSE.txt		
400 Bad Request	FLSA Pre hire true	"userMessage": {"messageTxt": "You cannot ask the new hire to provide their personal information until you complete the following fields:FLSA"}	VALIDATE_FLSA_PREHIRE_TRUE.txt		
400 Bad Request	Home cost number is not passed	"userMessage": {"messageTxt": "Home Cost Number is required."}	VALIDATE_HOMECOSTNUM.txt		

400 Bad Request	Home department is not passed	"userMessage": { "messageTxt": "Home Department is required." }	VALIDATE_HOMEDPARTMENT.txt		
400 Bad Request	Invalid Work fax is entered	"userMessage": { "messageTxt": "Work Fax is invalid." }	VALIDATE_INVALIDWORKFAX.txt		
400 Bad Request	Invalid work mobile is entered	"userMessage": { "messageTxt": "Work Mobile is invalid." }	VALIDATE_INVALIDWORKMOBILE.txt		
400 Bad Request	Invalid work pager is entered	"userMessage": { "messageTxt": "Work Pager is invalid." }	VALIDATE_INVALIDWORKPAGER.txt		
400 Bad Request	Invalid work phone is entered	"userMessage": { "messageTxt": "Work Phone is invalid." } }	VALIDATE_INVALIDWORKPHONE.txt		
400 Bad Request	Job title is not passed	"userMessage": { "messageTxt": "Job Title is required." }	VALIDATE_JOBTITLE.txt		
400 Bad Request	Labor Profile is not Passed	"userMessage": { "messageTxt": "Labor Profile is required." }	VALIDATE_LABORPROFILE.txt		
400 Bad Request	Labor Union is not passed	"userMessage": { "messageTxt": "Union Code is required." } }	VALIDATE_LABORUNION.txt		
400 Bad Request	Legal entity is not passed	"userMessage": { "messageTxt": "Legal Entity is required." } }	VALIDATE_LEGALENTITY.txt		
400 Bad Request	Location is not Passed	"userMessage": { "messageTxt": "Location is required." }	VALIDATE_LOCATION.txt		
400 Bad Request	NAICS is not Passed	"userMessage": { "messageTxt": "NAICS Workers" Comp is required." }	VALIDATE_NAICS.txt		
400 Bad Request	Pay Grade is not passed	"userMessage": { "messageTxt": "Pay grade is a required." }	VALIDATE_PAYGRADE.txt		
400 Bad Request	Pay Group is not Passed	"userMessage": { "messageTxt": "Pay Group is required." }	VALIDATE_PAYGROUP.txt		
400 Bad Request	Reports to information is not passed	"userMessage": { "messageTxt":	VALIDATE_REPORTSTO.txt		

		"Reports To is required." }			
400 Bad Request	Form I9 questions information is not passed	"userMessage": { "messageTxt": "Will this worker complete Form I-9? is required."}	VALIDATE_WILLTHISWORKERCOMPLETE.txt		
400 Bad Request	Work mail stop is not passed	"userMessage": { "messageTxt": "Work mail stop is required."}	VALIDATE_WORKEMAILSTOP.txt		
400 Bad Request	Worker category is not Passed	"userMessage": { "messageTxt": "Worker Category is required."}	VALIDATE_WORKERCATEGORY.txt		
400 Bad Request	Work fax is not passed	"userMessage": { "messageTxt": "Work Fax is required."}	VALIDATE_WORKFAX.txt		
400 Bad Request	Work mobile is not Passed	"userMessage": { "messageTxt": "Work Mobile is required."}	VALIDATE_WORKMOBILE.txt		
400 Bad Request	Work Pager is not Passed	"userMessage": { "messageTxt": "Work Pager is required."}	VALIDATE_WORKPAGER.txt		
400 Bad Request	Work Phone is not passed	"userMessage": { "messageTxt": "Work Phone is required." }	VALIDATE_WORKPHONE.txt		
Payroll					
400 Bad Request	Basis of Pay is not Passed	"userMessage": { "messageTxt": "Basis Of Pay is required."}	VALIDATE_BASISOFPAY.txt		
400 Bad Request	Regular Pay rate amount is not Passed	"userMessage": { "messageTxt": "Regular Pay Rate is required."}	VALIDATE_REGULARPAYRATE.txt		
Tax					
400 Bad Request	Disability insurance is not setup for state	"userMessage": { "messageTxt": "Set up the Disability insurance tax policy for XX, then come back and complete the new hire."}	VALIDATE_DISABILITY_INSURANCE.txt		
400 Bad Request	Family and Medical leave insurance is not setup for State	"userMessage": { "messageTxt": "Set up the Family and Medical	VALIDATE_FAMILY_AND_MEDICAL_LEAVE.txt		

		leave insurance tax policy for XX, then come back and complete the new hire."}			
400 Bad Request	Family Leave insurance is not setup for State	"userMessage": {"messageTxt": "Set up the Family leave insurance tax policy for XX, then come back and complete the new hire."}	VALIDATE_FAMILY_LEAVE_INSURANCE.txt		
400 Bad Request	Health Insurance is required for state	"userMessage": {"messageTxt": "One or more fields are marked as required in the selected template that are unsupported by the API. Please proceed with INPROGRESS hire or select a different template. List of unsupported fields in the selected template: Health Insurance Status""}	VALIDATE_HEALTH_INSURANCE.txt		
400 Bad Request	Income Tax is not setup for State	"userMessage": {"messageTxt": "Set up the State Income tax policy for UT, then come back and complete the new hire."}	VALIDATE_INCOME_TAX.txt		
400 Bad Request	Local Income Tax not setup for State	"userMessage": {"messageTxt": "Set up the Local income tax policy for XX, then come back and complete the new hire."}	VALIDATE_LOCAL_INCOME_TAX.txt		
400 Bad Request	Local School Tax not setup for State	"userMessage": {"messageTxt": "Set up the Local School tax policy for XX, then come back and complete the new hire."}	VALIDATE_LOCAL_SCHOOL_TAX.txt		
400 Bad Request	Local Service Tax not setup for State	"userMessage": {"messageTxt": "Set up the Local service tax policy for XX, then come back and complete the new hire."}	VALIDATE_LOCAL_SERVICE_TAX.txt		
400 Bad Request	Medical leave insurance is not setup for State	"userMessage": {"messageTxt": "Set up the Medical leave insurance tax policy for XX, then come back and complete the new hire."}	VALIDATE_MEDICAL_LEAVE_INSURANCE.txt		
400 Bad Request	Worker compensation	"userMessage":	VALIDATE_WORKER_Co		

	policy is not setup for state	{"messageTxt": "Set up the Worker compensation policy for XX, then come back and complete the new hire."}	mpensation_Policy.txt		
400 Bad Request	SOC is required for state	"userMessage": {"messageTxt": "One or more fields are marked as required in the selected template that are unsupported by the API. Please proceed with INPROGRESS hire or select a different template. List of unsupported fields in the selected template: SOC Code"}	VALIDATE_SOC.txt		
400 Bad Request	Transit tax is not setup for state	"userMessage": {"messageTxt": "Set up the Transit tax policy for XX, then come back and complete the new hire."}	VALIDATE_TRANSIT_TAX.txt		
400 Bad Request	Unemployment insurance Tax is not setup for state	"userMessage": {"messageTxt": "Set up the Unemployment Insurance policy for UT, then come back and complete the new hire." }	VALIDATE_UNEMPLOYMENT_INSURANCE.txt		
Time and Attendance (Tempus)					
400 Bad request	When Badge number is not Passed	"userMessage": {"messageTxt": "Badge is required because the employee has a Time Entry policy of Clocking type. Enter a badge or change the policy."}	complete-400-badgenumber-request	badgenumber-400-response	
400 Bad request	When time zone is not passed	"userMessage": {"messageTxt": "Time Zone is required."}	complete-timezone-400-request	complete-timezone-400-response	
400 Bad Request	Time entry is not mapped	"userMessage": {"messageTxt": "Set up the New Hire default Time Entry policy to complete the new hire."}	timeentry-request-400	Timeentry-400-response	