

## Chapter 3

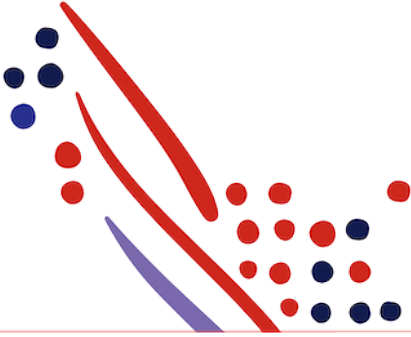
# Use Case: Applying Leave of Absence for an Employee

from Leave of Absence API Guide for ADP Vantage HCM Guide

Published on  
Jan 27, 2021 6:28AM

Last modified  
Feb 16, 2022 3:34PM





## ADP Copyright Information

ADP, the ADP logo, and Always Designing for People are trademarks of ADP, Inc.

Windows is a registered trademark of the Microsoft Corporation.

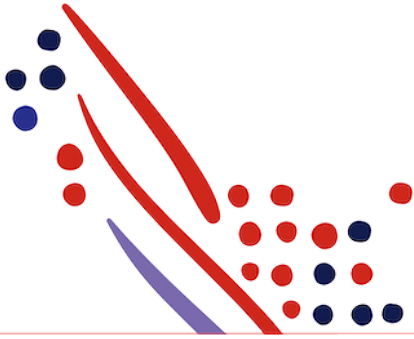
All other trademarks are the property of their respective owners.

Copyright © 2022 ADP, Inc. ADP Proprietary and Confidential - All Rights Reserved. These materials may not be reproduced in any format without the express written permission of ADP, Inc.

These materials may not be reproduced in any format without the express written permission of ADP, Inc. ADP provides this publication "as is" without warranty of any kind, either expressed or implied, including, but not limited to, the implied warranties of merchantability or fitness for a particular purpose. ADP is not responsible for any technical inaccuracies or typographical errors which may be contained in this publication. Changes are periodically made to the information herein, and such changes will be incorporated in new editions of this publication. ADP may make improvements and/or changes in the product and/or the programmes described in this publication.

Published on  
Jan 27, 2021 6:28AM

Last modified  
Feb 16, 2022 3:34PM



# Chapter Contents

## Chapter 3

### **Use Case: Applying Leave of Absence for an Employee**

Use Case Description

API Usage

Application Scope

Supported Actors

Request Header Parameters

Sequence of Interactions

Data Dictionary

Responses

## Chapter 3

# Use Case: Applying Leave of Absence for an Employee

## Use Case Description

This use case is to describe how to request a leave for an employee using leave absence API.

## API Usage

Method	URI	Description	GitHub Sample Request Payload	GitHub Sample Response Payload
POST	/events/hr/v1/worker.leave.absence.request	This API is to request for leave for an employee.	<a href="#">leave-absence-request-http-200-request.json</a>	<a href="#">leave-absence-request-http-200-response.json</a>
GET	/events/hr/v1/worker.leave.absence.request/meta	Returns the event meta data. <b>Note:</b> Sample payload can be built from the meta call	NA	<a href="#">leave-absence-request-meta-http-200-response.json</a>

## Application Scope

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

**/hr/workerInformationManagement/workerManagement/workerLeaveManagement/  
worker.leave.absence.request**

## Supported Actors

Request Parameter roleCode Value	Supported (Y/N)?
Practitioner	Y

## Request Header Parameters

Parameter Name	Required (Y/N)	Usage	Value
Content-Type	Y	application/json	Content-Type: application/json

## Sequence of Interactions

The following are the sequence of interactions to request a leave:

1. Your consumer application makes a request for **/events/hr/v1/worker.leave.absence.request/meta** to the ADP API endpoint.
2. The ADP API endpoint responds to your consumer application with the meta payload. Your consumer application processes the meta payload to validate data included in the payload in step 3 and prompts the user to fix any validation issues. Otherwise, compose the payload for the **/events/hr/v1/worker.leave.absence.request** request.
3. Your consumer application makes a **/events/hr/v1/worker.leave.absence.request** request to the ADP API endpoint.
4. The ADP API endpoint responds to the consumer application concerning the details of **/events/hr/v1/worker.leave.absence.request**.

## Data Dictionary

The fields listed in the following table can be found in the ADP Vantage HCM UI by selecting **People > Job Activities > Leave of Absence**.

Schema Location	Field Name	Required (Y/N)?	Note
/data/eventContext/associateOID	Not Displayed	Y	
/workerLeave/leaveAbsence/startDateTime	<b>Begin Date</b>	Y	
/workerLeave/leaveAbsence/leaveTypeCode	Not Displayed	Y	
/workerLeave/leaveAbsence/leaveTypeCode/codeValue	<b>Leave Action</b>	Y	
/workerLeave/leaveAbsence/leaveSubTypeCode	Not Displayed	Y	
/workerLeave/leaveAbsence/leaveSubTypeCode/codeValue	<b>Leave Reason</b>	Y	
/workerLeave/leaveAbsence/expectedEndDateTime	<b>Expected Return</b>	N	
/workerLeave/leaveAbsence/statutoryTypeCode	Not Displayed	Y	
/workerLeave/leaveAbsence/statutoryTypeCode/codeValue	<b>FMLA Type</b>	Y	
/workerLeave/leaveAbsence/leaveDuration/quantityValue	<b>Hours of Leave</b>	N	
/workerLeave/leaveAbsence	<b>Additional Note</b>	N	

nce/comment/textValue			
/workerLeave/leaveAbsence/statutoryFilingRequestDateTime	<b>FMLA Request Date</b>	N	
/workerLeave/leaveAbsence/criticalEmployeeIndicator	<b>Key Employee</b>	N	
/workerLeave/leaveAbsence/criticalEmployeeNotificationDateTime	<b>Date Notified</b>	N	
/workerLeave/leaveAbsence/criticalEmployeeIndicator	Not Displayed	N	
/workerLeave/leaveAbsence/spouse/workerID	Not Displayed	N	
/workerLeave/leaveAbsence/spouse/workerID/idValue	<b>Spouse ID</b>	N	
/workerLeave/leaveAbsence/leaveStatus/deniedIndicator	<b>Leave Denied</b>	N	
/workerLeave/leaveAbsence/leaveStatus/deniedReasonCode/codeValue	<b>Reason for Denial</b>	N	
/workerLeave/leaveAbsence/certifications	Not Displayed	N	
/workerLeave/leaveAbsence/certifications/receivedIndicator	<b>Certification Received</b>	N	
/workerLeave/leaveAbsence/certifications/requestDateTime	<b>Request Date</b>	N	
/workerLeave/leaveAbsence/certifications/replyDateTime	<b>Received Date</b>	N	
/workerLeave/leaveAbsence/certifications/comment/textValue	<b>Comments</b>	N	
/workerLeave/leaveAbsence/medicalOpinionRequestNumbers	Not Displayed	N	
/workerLeave/leaveAbsence/medicalOpinionRequestNumbers/sequence	Not Displayed	N	
/workerLeave/leaveAbsence	<b>2nd Opinion &amp;</b>	N	

nce/medicalOpinionRequestNumbers/opinionIndicator	3rd Opinion		
---	-------------	--	--

## 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
201 Created	Request is processed successfully.	NA	<a href="#">leave-absence-request-http-200-request.json</a>	<a href="#">leave-absence-request-http-200-response.json</a>	
201 Created	Request is processed successfully for international employee.	NA	<a href="#">leave-absence-request-international-employee-http-200-request.json</a>	<a href="#">leave-absence-request-international-employee-http-200-response.json</a>	
403 Forbidden	When <b>invalid AOID</b> is passed in the request.	"messageTxt": "You do not have the authorization to access the server. Contact your system administrator."	<a href="#">leave-absence-request-invalid-aoid-http-403-request.json</a>	<a href="#">leave-absence-request-invalid-aoid-http-403-response.json</a>	
400 Bad Request	When <b>invalid date format</b> is passed in the request.	"messageTxt": "Can not construct instance of java.util.Date from String value '11-10-2020': not a valid representation (error: Failed to parse Date value '11-10-2020': Can not parse date '\\11-10-2020\\': not compatible with any of standard forms (\\\"yyyy-MM-dd'T'HH:mm:ss.SSSZ\\\" , \\\"yyyy-MM-dd'T'HH:mm:ss.SSS'Z\\\" , \\\"EEE, dd MMM yyyy HH:mm:ss zzz\\\" , \\\"yyyy-MM-dd\\\"))\\n"	<a href="#">leave-absence-request-invalid-date-format-http-400-request.json</a>	<a href="#">leave-absence-request-invalid-date-format-http-400-response.json</a>	
400 Bad Request	When <b>invalid leaveTypeCode</b> is passed in the request.	"messageTxt": "You have entered an invalid value for Employee Job Data Action. Select a valid value from the list provided."	<a href="#">leave-absence-request-invalid-leave-type-code-http-400-request.json</a>	<a href="#">leave-absence-request-invalid-leave-type-code-http-400-response.json</a>	
400 Bad Request	When <b>invalid leaveSubTypeCode</b> is passed in the request.	"messageTxt": "You have entered an invalid value for	<a href="#">leave-absence-request-invalid-leave-subtype-code-http-</a>	<a href="#">leave-absence-request-invalid-leave-subtype-code-http-</a>	

		Employee Job Data-Reason Code. Select a valid value from the list provided."	400-request.json	400-response.json	
400 Bad Request	When <b>return date is earlier than start date</b> is passed in the request.	"messageTxt": "The Expected Return Date must be equal to or later than the Begin Date. Correct the date(s)."	leave-absence-request-return-date-earlier-than-start-date-http-400-request.json	leave-absence-request-return-date-earlier-than-start-date-http-400-response.json	
400 Bad Request	When <b>invalid statutoryTypeCode</b> is passed in the request.	"messageTxt": "You have entered an invalid value for Employee Absence History-FMLA Type. Select a valid value from the list provided."	leave-absence-request-invalid-statutory-type-code-http-400-request.json	leave-absence-request-invalid-statutory-type-code-http-400-response.json	
400 Bad Request	When already <b>existing leave record</b> is passed in the request.	"messageTxt": "The row already exists."	leave-absence-request-existing-leave-record-http-400-request.json	leave-absence-request-existing-leave-record-http-400-response.json	
400 Bad Request	When <b>invalid deniedReasonCode</b> is passed in the request.	"messageTxt": "You have entered an invalid value for Employee Absence History-Leave Denied Reason. Select a valid value from the list provided."	leave-absence-request-invalid-denied-reason-code-http-400-request.json	leave-absence-request-invalid-denied-reason-code-http-400-response.json	
400 Bad Request	When <b>invalid leaveDuration</b> is passed in request	"messageTxt": "You must enter a number in this field. The correct format is x.y. If the format is x.y, this indicates the maximum number of digits allowed before and after the decimal point (- Duration (Hours))."	leave-absence-request-invalid-leave-duration-http-400-request.json	leave-absence-request-invalid-leave-duration-http-400-response.json	
400 Bad Request	When <b>invalid spouse workerID</b> is passed in request	"messageTxt": "You have entered an invalid value for Employee Absence History-Spouse Employee ID. Select a valid value from the list provided."	leave-absence-request-invalid-spouse-worker-id-http-400-request.json	leave-absence-request-invalid-spouse-worker-id-http-400-response.json	
400 Bad Request	<b>Request leave for an employee having invalid employee status.</b>	"messageTxt": "A leave of absence action is valid only if the employee status is active, on leave (paid or unpaid) or suspended."	leave-absence-request-invalid-employee-status-http-400-request.json	leave-absence-request-invalid-employee-status-http-400-response.json	