

Employment Date Mapping from ADP

OneUSG Connect and ADP Field Names

Employee service dates were converted from ADP using the following mapping logic. The OneUSG Connect field, description, and the corresponding field in ADP are listed below.

OneUSG Connect Field	ADP Field(s)	Description	Comments
Original Hire Date	Service Date	Displays the earliest date that this job data record (empl ID/ ERN instance) was associated with the organization. The date is provided by default from the effective date of the job record with an action of Hire (employee), add USG Affiliate, or add Non-paid Affiliate instance. This is not the date the job was created in the system.	Original Hire date for Empl RCD 0; One value across ALL empl Records.
USG Service Date	Service Date	Displays the effective date on which the service of a person began with the organization. The date is provided by default from the effective date of the job record with an action of Hire (employee), add USG Affiliate, or add Non-paid Affiliate instance.	One value across all employee record numbers.
Last Start Date	Rehire Date	Last Start (hire) date is the most recent date when the person was hired or rehired in the organization. So, this date changes when a hire action row or a rehire action row is added in job. Rehire date is blank for a person when he/she is hired. It is only populated on a rehire job action row. This is the effective date of the job row where action is rehire.	REHIRE date for matching Empl RCD #



First Start Date	Hire Date	Displays the first start date for this organization instance. The system populates this field with the effective date of the first job data row with the action of HIR (for employees) or ADD (for contingent workers) from the controlling instance. The system uses this date as the hire date in reports.	Hire date for matching Empl RCD #
Termination Date	Termination Date	Displays the effective date of the controlling instance's job data row with the action of TER or COM, if applicable. If you rehire or renew a person's controlling instance, the system deselects this field.	TERM date for matching Empl RCD #
Last Assignment Start Date	Hire Date	Displays the most recent start date for this assignment. The system populates this field with the effective date of the job data row with an action that reactivates the assignment. This date is different from the first assignment start date if this assignment has been inactive and then reactivated	Hire date for matching Empl RCD #
First Assignment Start Date	Hire Date	Displays the first start date for this assignment. The system populates this field with the effective date of the first job data row with an action that activates the assignment (such as HIR or ADD).	Hire date for matching Empl RCD #
Assignment End Date	N/A	Displays the effective date of the job data row with the action of TER or COM, if applicable.	
Institution Seniority Date	Company Seniority Date	This field displays the date when an employee was hired at a specific institution for that specific EMPL RCD.	Hire date for matching Empl RCD #



Benefits Service Date	Service Date	Based on the date that you enter here, the system calculates the total years, months, and days of service for a worker, including any credit for military leave or the total amount of time that the worker works for multiple companies in the organization. This date is used to calculate benefits eligibility.	One value across all employee record numbers.
Last Assignment Start Date	Hire Date	Displays the most recent start date for this assignment. The system populates this field with the effective date of the job data row with an action that reactivates the assignment. This date is different from the first assignment start date if this assignment has been inactive and then reactivated	Hire date for matching Empl RCD #
First Assignment Start Date	Hire Date	Displays the first start date for this assignment. The system populates this field with the effective date of the first job data row with an action that activates the assignment (such as HIR or ADD).	Hire date for matching Empl RCD #
Assignment End Date	N/A	Displays the effective date of the job data row with the action of TER or COM, if applicable.	N/A

