



**State of Louisiana**  
Division of Administration  
**Office of State Uniform Payroll**

January 18, 2008

OFFICE OF STATE UNIFORM PAYROLL MEMORANDUM #2008-24

TO: All ISIS HR Paid Agencies  
FROM: Jena W. Cary  
Director  
SUBJECT: Release of 2007 Forms W-2

2007 Forms W-2 were mailed January 16, 2008 to employees using the mailing addresses that were current at the time the W-2 file was created (January 9, 2008).

Note: If an employee's address was changed in ISIS HR to have a check sent to the agency for a special circumstance (ex. deceased employee, termed employee), and the address was not corrected prior to January 9, 2008, the Form W-2 will be mailed to the agency. Agencies are responsible for distributing the W-2's to the employees and making the address correction in ISIS HR.

**Address Changes**

Forwarding service was requested when the forms were mailed. If an employee's address has changed and the employee has an active forwarding service, the Form W-2 will be sent to the forwarding address. If an agency has been notified of other address changes, these must be updated in the ISIS HR system, or the employee can update using LEO. **Please do not have employees call OSUP for address changes.** When Forms W-2 are returned to this office due to an incorrect address, OSUP personnel will first check ISIS HR for the correct address. If the address in the system is the same as on the Form W-2, agency personnel will be contacted to obtain the correct address. These forms will be processed and sent to the correct address as they are received and corrected.

**Duplicate W-2's**

OSUP will not accept requests for duplicate 2007 Forms W-2 until February 18, 2008. This will allow time for forms with incorrect addresses to be forwarded by the United States Postal Service to the forwarding address and allow time for any forms returned to OSUP to be forwarded to the correct address. For this reason, agencies should not accept requests for duplicate 2007 Forms W-2 until February 18, 2008. Once printed, the reissued forms will be mailed directly to the employee. Please use the OSUP Request for Duplicate form ([OSUP/F037](#)) when requesting duplicates. Note: Request for Duplicate forms must be completed by both the Employee and the Employee Administrator before submission to OSUP. The request can be faxed to this office at (225) 342-1650. Initially, duplicate forms will be printed on a weekly basis; as the requests increase, OSUP will analyze and adjust the reprint schedule

January 18, 2008

Page 2

as necessary. Agencies should keep a copy of the Request for Duplicate form in the employee's personnel file. Agencies will not be notified when duplicates are mailed.

**Incorrect W-2's (W-2c's)**

If an agency is notified by an employee that his/her Form W-2 is incorrect, the Employee Administrator (EA) must first utilize ISIS HR to research the problem. Some reports to be utilized are Remuneration Statement (ZP106), Payroll Reconciliation Report (ZP145), Employee Wage Type Results Report (ZP64), Employee YTD Wage Type Results Report (ZF73), and Time Entry Audit Report (ZT02). After researching, if it is determined that the W-2 is incorrect, the Employee Administrator must then contact OSUP. If an agency is already aware of any situations and/or problems related to 2007 Forms W-2, contact OSUP for assistance. **Do not instruct employees to call this office.**

The following calculations will be helpful to agencies to answer employee questions:

**Federal/State Taxable Wages (Box 1 / Box 16):**

plus Gross Wages (obtain using above reports in ISIS HR)  
plus Non Cash Fringe Benefits (obtain using Payroll Reconciliation Report - ZP145 with variant "OSUP/PPM73")  
minus Cafeteria (Box 14)  
minus Deferred Retirement (Box 14)  
minus 457 Deferred Compensation Contributions (Box 12a Code G)  
minus 403(b) Tax Shelter Annuity Contributions (Box 12a Code E)

**Social Security Wages/Medicare Wages (Box 3 / Box 5):**

plus Gross Wages (obtain using above reports in ISIS HR)  
plus Non Cash Fringe Benefits (obtain using Payroll Reconciliation Report - ZP145 with variant "OSUP/PPM73")  
minus Cafeteria (Box 14)

Employees should be advised that Form W-2 is the official form to be used to complete IRS Form 1040. Employees should not use the YTD figures on their earning statement or any reports in ISIS HR to complete the IRS Form 1040.

**Please advise employees to contact your HR/EA office for all questions on Forms W-2, not this office.** Questions on ISIS HR reports should be directed to the ISIS HR Help Desk at (225) 342-2677. Any questions pertaining to 2007 Form W-2 processing should be directed to a member of the OSUP Wage and Tax Administration Unit at [\\_DOA-OSUP-WTA@la.gov](mailto:_DOA-OSUP-WTA@la.gov) or (225):

Tiko Ary	342-1651	Wendy Eggert	342-0714
Gary Bennett	342-1652	Cindy McClure	342-5346
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