



December 2024 UKG Ready Release Highlights

Release 96

UKG Ready
Release 96 Highlights

➤ Explore what's new
by clicking a section below:

Cross-Suite

Workforce
Management

Payroll

HR

Release Resources



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Cross-Suite – Core

Ease of Use Updates

ON Feature Delivered



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We're making some visual enhancements to several pages within the system this release to improve our overall user interface. These changes are in line with our ease of use updates we've continued to make over the past year and a half. Our goal with the ease of use updates are to bring a more simplified, visual focus to key tasks and pages within the system for users.

Documents Upload: Selecting a document and completing the upload process are clearly separated.

Input Fields: The size of the input fields will be increased across most pages.

Edit Pages: The content on edit pages will be centered and the "jump-to" links on the page will have refreshed color accents.

Jump to Links: In addition to the "jump-to" links on edit pages, the "jump-to" links on the Employee Profile, Performance Wizard, and Recruiting workspace will also have refreshed color accents.

For a more in-depth look at the upcoming changes make sure to check out the Ease of Use Updates toolkit linked below.



Additional Feature Resources


[Ease of Use Update Toolkit](#)





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Cross-Suite – Core

Employee Documents Permission

 Feature Delivered

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 Customer Idea

A new Employee Self-Service (ESS) permission is being introduced in the Security Profile to allow employees access to Employee Documents. Previously, there was only a Manager Self-Service (MSS) permission, and if any organization wanted to give their employees access to view/edit and upload Employee Documents the “My Team” tab would appear in the menu.


Important: When this release is delivered, any Security Profile with the MSS Employee Documents permission turned on will automatically have the ESS permission turned on. We will not automatically deactivate the MSS Employee Documents permission. We recommend organizations check the MSS Employee Documents permission and ensure it is only turned on for applicable admin and manager-level Security Profiles. Leaving the MSS Employee Documents permission checked for employees may cause authentication levels to be higher than intended.





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Security Profile Comparison

 Feature Delivered

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 Customer Idea

The Security Profile Comparison experience simplifies the process of comparing permissions selected across different Security Profiles. Administrators can quickly compare and report on selected permissions across various Security Profiles without the need to open each one individually. Through a clickable link on each permission, administrators can see at-a-glance whether permissions are fully, partially, or not at all activated across the different profiles.


Additionally, users can filter and export the data that shows detailed comparisons and descriptions of each security item. This enhancement is designed to streamline the management of Security Profiles, making it easier and more efficient for administrators to ensure proper permissions are set.





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New! Solutions Exchange

 Feature Delivered

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A new marketplace experience, Solutions Exchange, is being introduced into your solution. Solutions Exchange will be your new go to place to find, discover, and install UKG-based and third-party products. This new experience is user friendly, responsive, and accessible for admins. You can find the Solutions Exchange in your system by navigating to *My Company > Solutions Exchange*.


Important: The classic UKG Ready Marketplace experience will still be available to use for the next couple of months. UKG Ready Marketplace is on track to retire in early 2025. We encourage you to test out the new Solutions Exchange experience ahead of the February release and let us know what you think.





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Ready Webhooks Subscriptions

OFF

Feature Delivered



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The Webhooks functionality will be available within your solution through the Ready Webhooks Subscriptions feature. Webhooks are a way for applications to communicate with each other in real-time. They allow one application to send data to another application whenever a specific event occurs. Ready Webhooks will allow customers to subscribe and receive near real-time updates about a catalog of events.

With this release, two events will be supported:

- ACCOUNT_CREATED
- ACCOUNT_UPDATED





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New offering

Cross-Suite – Experience

UKG Bryte AI for Ready

OFF Feature Delivered  USA

UKG Bryte AI for Ready is a built-in generative AI tool that you can add on to your solution, and it is officially available for UKG Ready customers in the U.S. as of November 11. UKG Bryte is designed to highlight improvement opportunities and create a great place to work through actionable insights and guidance. A new feature, Employee Assist helps employees and managers quickly find answers to their questions and take action – improving efficiency and productivity, and in this release, an audit report for the questions and answers will be available.

Important: UKG Bryte AI for Ready is an add-on that requires an additional cost. Bryte AI is currently only available in the US, and we are planning to release Bryte AI globally in 2025. If you are interested in adding Bryte AI to your solution, please reach out to your account manager.





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Great Place To Work Hub

OFF Feature Delivered

USA


The Great Place To Work Hub in UKG Ready empowers companies by integrating Great Place To Work research, unique people data, and employee feedback. This powerful combination provides actionable guidance, seamlessly incorporating feedback, recognition, and development into daily operations. With real-time insights and analytics, you can pinpoint areas for improvement, celebrate achievements, and create a more inclusive and supportive work environment. This leads to enhanced employee satisfaction and retention, increased productivity, and significant business growth, positioning your company as a leader in creating a great workplace.

Important: Great Place To Work Hub is an add-on that requires an additional cost. If you are interested in adding Great Place To Work Hub to your solution, please reach out to your account manager.



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Employee Home

Cross-Suite – Experience

Employee Home Added to DLP

 Feature Delivered

 USA | CAN | EMEA | APAC

Whenever a new dashboard layout profile is created, we will automatically be turning on Employee Home as one of the default options for that new profile. If you do not wish for the Employee Home to be an option for your users, you can override the setting if desired.

Employee Home is our intuitive, centralized homepage experience for mobile that was designed specifically for your employees. It provides quick and easy access to common tasks they might use the mobile app for and provides the best mobile experience for your employees.






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Expense Tracking

Project Costing

OneView

Time Off Calendar
Subscription

Schedule Cost Estimation

Workforce Management

Get a Sneak Peek of:

Timekeeping

Expense Tracking

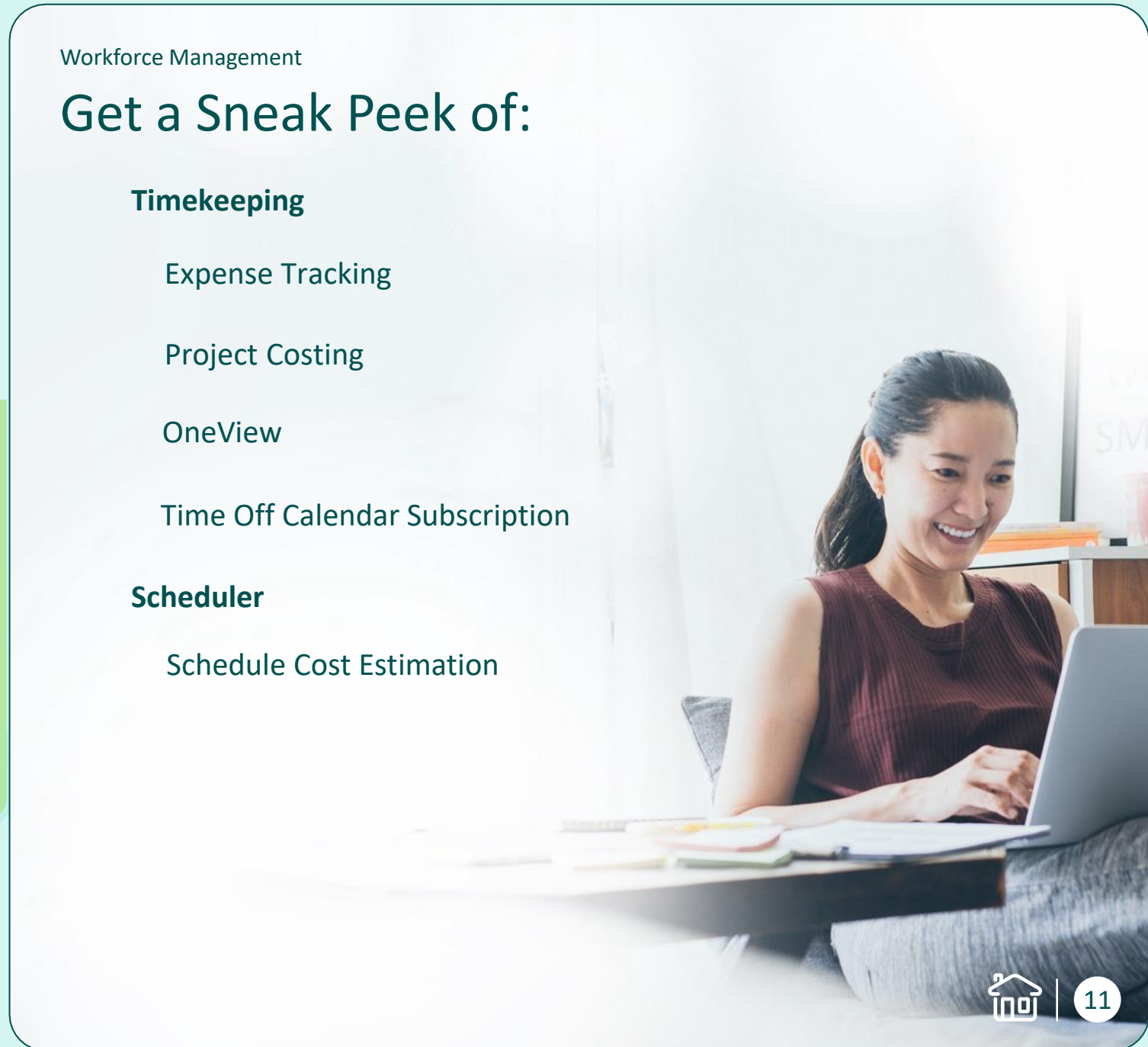
Project Costing

OneView

Time Off Calendar Subscription

Scheduler

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Workforce Management

Expense Tracking

OFF Feature Delivered

USA | CAN | EMEA | APAC

Customer Idea

The new Expense Tracking module will provide a streamlined tool for capturing, approving, and creating detailed expense reports. Users will easily be able to attach receipts and itemize expenses on a desktop or mobile device. It will also allow for customization of approval workflows and policies to meet various organizational needs. Additionally, the module will facilitate employee reimbursements through payroll, ensuring that expense records flow to the payroll solution for payment.



Additional Feature Resources

[Product Spotlight Video](#)

Important: Expense Tracking is an add-on that requires an additional cost. The Time and Labor Management module is required with the initial release. If you are interested in adding Expense Tracking to your solution, please reach out to your account manager.





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Project Costing

OFF

Feature Delivered



USA | CAN | EMEA | APAC

A new Project Costing functionality will be available where users can define projects and set associated budgets. These budgets can be created and managed directly through the user interface or integrated via an API. Additionally, time and expense rule validations ensure that costs stay within the predefined budget limits. This update offers a structured approach to managing project costs, ensuring compliance with budget constraints, and enhancing overall financial oversight.



Additional Feature Resources

[Product Spotlight Video](#)





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Workforce Management

OneView

OFF

Feature Delivered



USA | CAN | EMEA | APAC

We are introducing a new integration option at the company admin level, allowing administrators to add API credentials to connect to the multi-country payroll solution, One View. Additionally, a payroll export format will be created, that allows out-of-the-box configuration to match the required format for One View's Time and Attendance data as well as variable payments. Employees who will be paid via One View will see their Time and Attendance data flow directly through.

Important: OneView is an add-on that requires an additional cost. If you are interested in adding OneView to your solution, please reach out to your account manager.





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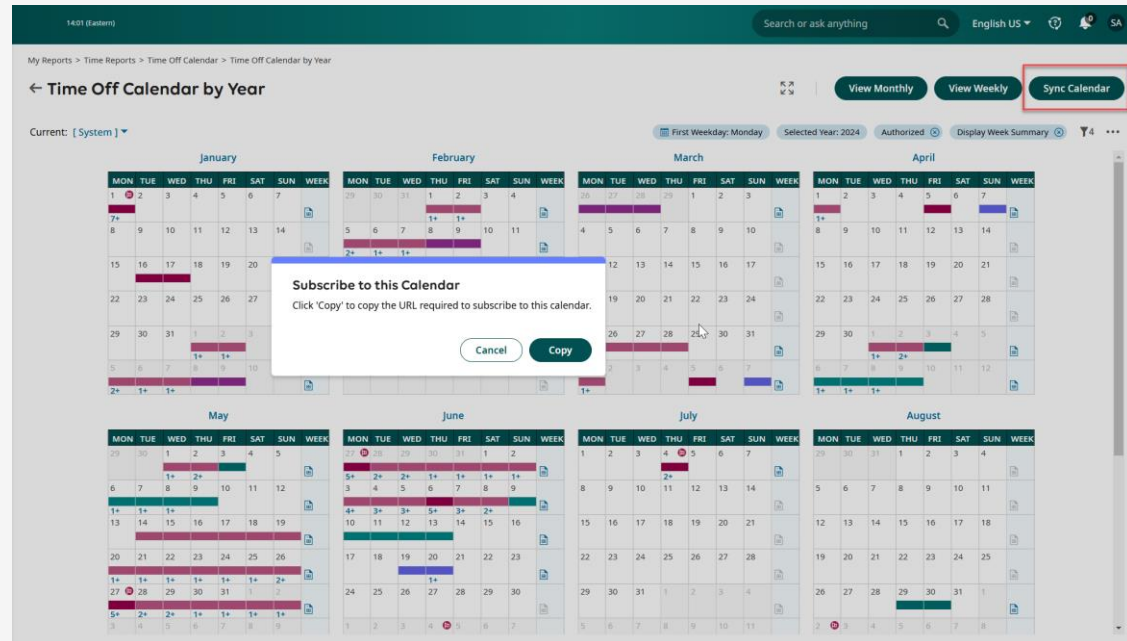
Time Off Calendar Subscription

ON Feature Delivered

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Customer Idea

The Time Off Calendar Subscription is a new feature that will allow employees to integrate their time off data into their personal calendars. This feature mirrors the current subscription model for personal schedules from the Scheduler. By using a new Sync Calendar button, employees will be able to easily add their time off information to their personal calendars, such as Google Calendar and Outlook, ensuring they always have the most up-to-date information.





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Schedule Cost Estimation

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 Customer Idea

A new Schedule Cost Estimation update will ensure schedules fully incorporate all pay calculation rules, including shift premiums, overtime, and additional pay. This will allow consideration of all factors that impact employee pay, leading to more reliable and precise cost estimations. This feature will significantly improve schedule efficiency and budgeting accuracy.





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Year-End Forms Updates

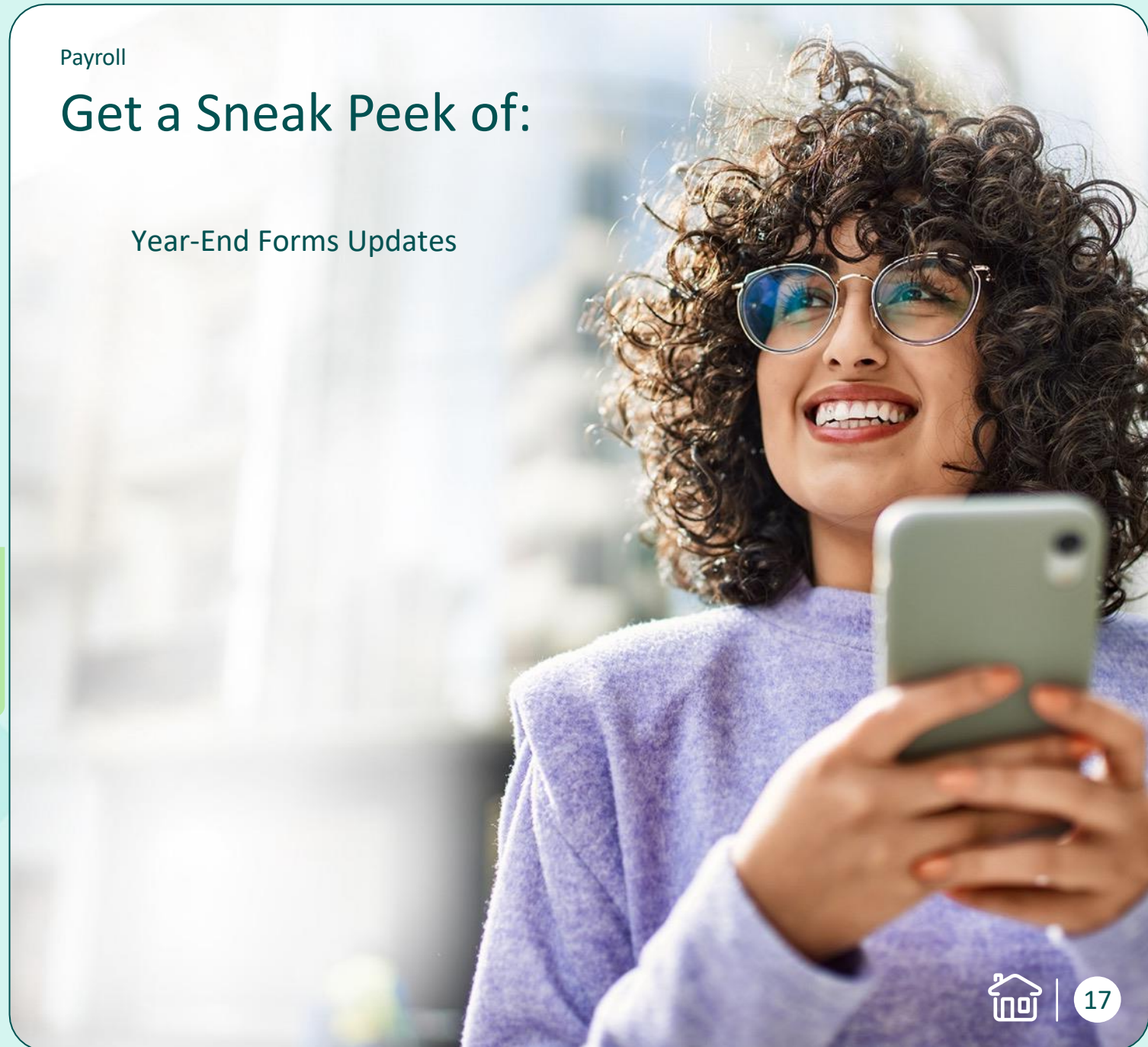
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Get a Sneak Peek of:

Year-End Forms Updates





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Year-End Forms Updates

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Year-End Forms Updates

ON Feature Delivered  USA

Every year, the IRS updates its withholding forms to reflect new laws in the U.S. We will provide these updated forms to help administrators stay current and compliant. Additionally, the IRS and various states revise important forms such as the 1099s, W-2s, 8027, and EFW2/1099. We will implement user-friendly and compliant forms for year-end filing to ensure that there are no outdated fields. These updates will enhance both efficiency and compliance.





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Termination Updates

ACA Year-End Checklist
Optimization

ACA E-Filing by Trusaic

Compliance Validations

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Get a Sneak Peek of:

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HR – Core

Termination Updates



Feature Delivered



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Customer Idea

A checkbox will be added to allow admins to set a Termination Reason to active or inactive. Stemming from a customer idea, this update will allow admins to make sure that only the desired Termination Reasons are being used and retain a history of those who the inactive Termination Reasons were used for in the past.

An active column will also be added to the Termination Reasons import file and the import file will only allow records to be uploaded with active Termination Reasons.

We are also increasing the Termination Note character limited from 500 to 1000 characters to allow managers and admins to enter detailed termination notes.





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HR – ACA

ACA Year-End Checklist Optimization

 Feature Delivered



USA



Customer Idea

Several changes will be coming to the ACA Year-End process to optimize and streamline the filing experience. These changes include:

- Providing clear descriptions for each step.
- Using straightforward names for action buttons and links.
- Setting the state as a default column in the 1095-C report to simplify state filings.

Additionally, we will enhance the page-level instructions for better clarity and eliminate redundant steps from the checklist by merging them where possible. Our goal with these updates is to streamline the year-end process, making it easier to efficiently complete ACA requirements.





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New offering

HR – ACA

ACA E-Filing powered by Trusaic

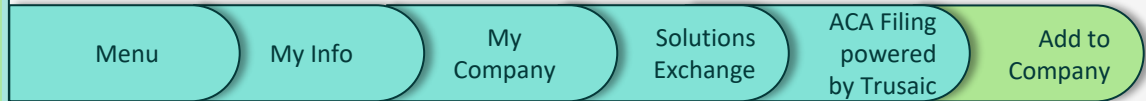
 Feature Delivered

 USA

 Customer Idea

A new offering that will allow you to send your returns directly to the IRS or state agencies from within the UKG Ready Solution will be available. We are partnering with Trusaic through the Solutions Exchange to provide their e-filing service for ACA returns. Once this feature is activated, you will be able to file returns directly from the Ready ACA Manager.

To activate this feature in your UKG Ready solution, go to...



Additional Feature Resources

[Product Spotlight Video](#)

Important: ACA Filing powered by Trusaic is an add-on that requires an additional cost. The ACA Manager module is required to activate this feature.





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HR – ACA

Compliance Validations

 Feature Delivered  USA

We are implementing additional validation updates to prevent potential IRS rejections caused by errors or missing data in the AIR files submitted by users. The following updates have been made:

- Validation has been added for line 21 in Parts III and IV of Form 1094-C.
- Validation has been added for line 10, which requires a contact number on Form 1095-C.

These enhancements will help ensure accurate and compliant submissions to the IRS.





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All Release Readiness
Resources

Release Resources

Explore all our Release Readiness Resources!



[UKG Ready Release Readiness Page](#)



[UKG Ready Release Spotlight Video](#)



readyConnect Panel (in product)



Release Notes (in product under ***My Info > Help > Online Documentation***)

Note: These are only some of the features being delivered in December; check out the December Release Notes for details on everything included in the release.

