UKG Ready
Release 104 Highlights

Explore what's new
by clicking a section below:

March 2026

Release Highlights

Release 104

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Explore what's new
by clicking a section below:

- Cross-Suite
  - External Benchmark Granularity
  - Okta Integration
  - Modernization: Checklist Experience Updates
  - Drag and Drop Columns
  - Modernization: Employee Status in Global Search
- Workforce Management
- Payroll
- HR
- Talent
- Release Resources

Cross-Suite

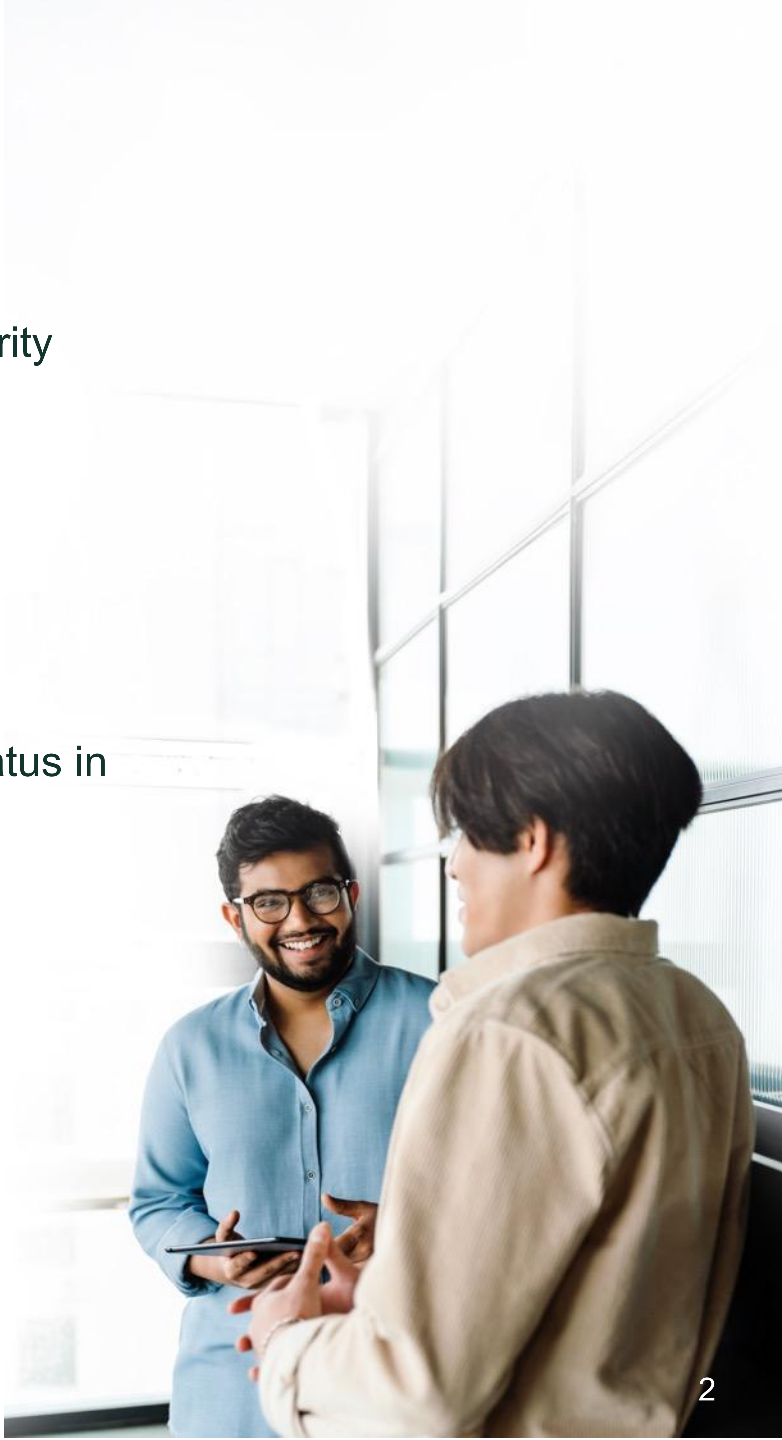
Get a Sneak Peek of:

Core

- External Benchmark Granularity
- Okta Integration

Experience

- Modernization: Checklist Experience Updates
- Drag and Drop Columns
- Modernization: Employee Status in Global Search



Explore what's new
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Cross-Suite

External Benchmark Granularity

Okta Integration

Modernization: Checklist Experience Updates

Drag and Drop Columns

Modernization: Employee Status in Global Search

Workforce Management

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Cross-Suite – Core

External Benchmark Granularity

ON **Feature Delivered**

USA

New filter options will be available for Tenure Benchmarks in both the External Benchmark configuration under the Jobs setup screen and Tenure Benchmark report. These new filter options include:

- EIN Name
- Sub-vertical
- State

Cross-Suite – Core

Okta Integration

OFF **Feature Delivered**

USA | CAN | EMEA | APAC

A brand-new integration with Okta brings an automated and secure way to keep employee user accounts in sync with changes across UKG Ready. This integration syncs key attributes like name, job title, manager, and department to ensure real-time accuracy and supports configurable account activation timing, allowing accounts to be activated immediately on hire or deferred until the start date.

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

Menu > My Info > My Company > Solutions Exchange > Search for Okta

and click Learn More to Install.

Cross-Suite – Experience

Modernization: Checklist Experience Updates

ON **Feature Delivered** | **USA | CAN | EMEA | APAC** | **Customer Idea**

To continue modernizing the Checklist experience, new visual and structural changes will be introduced based on customer feedback. Once applied, the changes will be reflected in the following areas:

- The Checklist Landing screen will now have Mark as Complete and Reset options in the Manager Self-Service (MSS) view for **all** checklist items.
- Admins and managers can now mark all incomplete checklist items as complete with a single click directly from the Checklist Landing screen.
- Within the Checklist setup, Checklist Item details, including Item Name and Item Description will be visible.
- In the mobile view, Edit Checklist, Upload Documents, Download Checklist, and Mark all as complete will be moved under the Actions ellipses.

Cross-Suite – Experience

Drag and Drop Columns

ON **Feature Delivered** | **USA | CAN | EMEA | APAC** | **Customer Idea**

The option to drag and drop one or more columns within any responsive report in the desktop experience, including in pop ups and Dashboard Widgets, will be available.

Cross-Suite – Experience

Modernization: Employee Status in Global Search

ON **Feature Delivered** | **USA | CAN | EMEA | APAC** | **Customer Idea**

In the Global Search, the employee search result will now show a clear visual indication of their employment status using a Terminated tag alongside their name and role.

Additional Feature Resources

Product Spotlight Video

UKG Ready
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Explore what's new
by clicking a section below:

Cross-Suite

Workforce Management

- Weekly Accruals
- Daily Schedule Hours and Budget Amounts in Schedule Views
- Hide Schedule Details

Payroll

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Workforce Management

Get a Sneak Peek of:

Accruals

- Weekly Accruals

Scheduler

- Daily Schedule Hours and Budget Amounts in Schedule Views
- Hide Schedule Details

WFM – Accruals

Weekly Accruals

OFF **Feature Delivered** | **USA | CAN | EMEA | APAC** | **Customer Idea**

As part of the Basic Scheduling functionality, a new week-based Accrual category will be available to support weekly calculations in work time regulations, reporting, and counters. Admins will also have more visibility when managing Weekly Time Regulation calculations and be able to manually trigger recalculations and receive clear completion messages.

Note: This feature will need to be enabled by a UKG representative before the option is available to use in your solution.

WFM – Scheduler

Daily Schedule Hours and Budget Amounts in Schedule Views

ON **Feature Delivered**

USA | CAN | EMEA | APAC

A new option to display daily and forecasted volumes, budgets, and cost comparisons on the Weekly Scheduling view will be available. Schedule admins and managers will also be able to manually input and edit budget values from the schedule.

Explore what's new
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Cross-Suite

Workforce Management

Weekly Accruals

Daily Schedule Hours and Budget Amounts in Schedule Views

Hide Schedule Details

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Release Resources

WFM – Scheduler

Hide Schedule Details

OFF **Feature Delivered** | **USA | CAN | EMEA | APAC** | **Customer Idea**

A new security permission that allows customers to hide shift details from other schedules. When turned off, managers will only see that an employee is scheduled for a time range without showing the schedule name, skill, or cost center details. The permission will be defaulted as on to align with current behavior.

To hide the schedule details, go to…

Menu > Settings > Profiles/ Policies > Security > Modules Tab > Scheduler Widget > Uncheck Show Shift Details From Other Schedules

and repeat for each applicable Security Profile.

Payroll

Get a Sneak Peek of:

- Tipped Occupational Codes
- Recalculate General Ledger and Reset Labor Distribution on the Payroll Landing Page
- Pay Statement Types in Regular Payrolls Update

Payroll

Tipped Occupational Codes (TTOC)

ON Feature Delivered

USA

To align with the IRS requirement to report Tipped Occupational Codes (TTOC) for employees in tipped occupations and support the One Big Beautiful Bill legislation, a new option to assign TTOCs to Cost Centers and Jobs will be available. This functionality will drive default behavior based on Cost Center or Jobs (HR) configuration, or be applied to accounts individually, and populate Box 14b on the Form W-2.

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Tipped Occupational Codes

Recalculate General Ledger and Reset Labor Distribution on the Payroll Landing Page

Pay Statement Types in Regular Payrolls Update

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Payroll

Recalculate General Ledger and Reset Labor Distribution on the Payroll Landing Page

ON **Feature Delivered**

USA | CAN

The option to recalculate the General Ledger and Reset the Labor Distribution will be available in the Actions ellipses under the Recently Finalized Payroll section of the Payroll Landing page.

Payroll

Pay Statement Types in Regular Payrolls Update

ON **Feature Delivered**

USA | CAN

To improve the stability of payroll and reduce Payroll Locked errors, a new limitation on which Pay Statement Types will be available to add to a Regular payroll will be put in place. Beginning in R104, the following Pay Statement Types will no longer be an option to add to Regular payrolls:

- Payroll Adjustment
- Reconciliation Worksheet
- Reconciliation Worksheet (Historical)

These Pay Statement Types will still be available when creating Off-cycle (Supplemental) payrolls.

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- Emergency Contact Notification Tracking
- Deactivate Account Contacts
- Intermittent Employment Classification
- Evidence of Insurability Enhancements
- Benefit Change Only Report
- Remaining Pays Plan Year Function
- Import ACA Profiles

HR

Get a Sneak Peek of:

HR Core

- Emergency Contact Notification Tracking
- Deactivate Account Contacts
- Intermittent Employment Classification

Benefits

- Evidence of Insurability Enhancements
- Benefit Change Only Report
- Remaining Pays Plan Year Function

ACA

- Import ACA Profiles

HR – Core

Emergency Contact Notification Tracking

OFF **Feature Delivered** | **USA | CAN | EMEA | APAC** | **Customer Idea**

New enhancements to the Emergency Contacts will allow users to manage if their contacts are to be notified in the event their company needs to contact them. These new enhancements align with California's Workplace Know Your Rights Act (SB 294).

A new Emergency Contact Notification field to allow or decline the contact from receiving notifications will be introduced. The field will be controlled by a security permission to give the option to view and edit it. The new field will also be available in the *Employee Contacts* and *Employee Information* reports.

To activate this new option, go to…

Menu > Settings > Global Setup > Company Setup > Account Contacts Widget > Check the Emergency Contact Notification

and then turn on visibility within Security Profiles with the Emergency Contact Notification permission (available for both Manager Self-Service (HR Tab) and Employee Self-Service).

Note: This field can be turned on at a company and EIN level.

HR – Core

Deactivate Account Contacts

OFF **Feature Delivered**

USA | CAN | EMEA | APAC

Customer Idea

Users will have the option to deactivate and reactivate existing Account Contacts from their profile. This new feature will control which contacts appear in look up lists throughout the system. Additionally, a new Active column will be added to the *Employee Contacts* report.

To allow users to update their contacts using this new feature, go to…

Menu > Settings > Profiles/ Policies > Security > HR Tab (for Managers)/Employee Self Service Tab (for employees) > Employee Contacts

and select the Deactivate/Activate option.

Additional Feature Resources

Product Spotlight Video

HR – Core

Intermittent Employment Classification

OFF **Feature Delivered** | **USA | CAN | EMEA | APAC** | **Customer Idea**

To align with new California Pay Data Reporting requirements, a new Intermittent Employment Classification setting has been created to allow admins to select whether a specific Employee Status option can be flagged as Intermittent in the reporting.

To turn on the new classification option, go to…

Menu > Settings > Global Setup > Company Setup > HR Tab > HR Settings Widget > Enable Intermittent Employment Classification

and select the checkbox to turn it on as an option in the Employee Status configuration.

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Evidence of Insurability Enhancements

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Import ACA Profiles

Evidence of Insurability Enhancements

ON Feature Delivered | USA | Customer Idea

New enhancements to the Evidence of Insurability (EOI) functionality will be available.

Dependent Coverage and previously waived scenarios management

- **Guaranteed Amount:** For previously waived coverage, the system will now set Guaranteed Amount to 0 and hold the requested amount pending until EOI is approved.
- **Coverage Limit Rule:** This rule will now refer to the parent plan's Requested Coverage amount during open enrollment as opposed to the Plan Guaranteed Amount.

EOI Document Approval

A new *Evidence of Insurability* report will allow for a more simplified review and approval process of EOI requests. The report will provide clear data, mass actions, document preview, and automated employee notifications.

HR – Benefits

Benefit Change Only Report

OFF **Feature Delivered** **USA** **Customer Idea**

A new audit report that will show only changes to the benefit elections will be available. This *Benefit Change Only* report includes adding new benefits, changes to current elections, and termination of active benefits.

To allow users to access this report, go to…

Menu > Settings > Profiles/ Policies > Security > Reports Tab > Audit Reports > Benefit Changes Only

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HR – Benefits

Remaining Pays Plan Year Function

ON Feature Delivered | USA | Customer Idea | Bryte AI Feature

A new function in the Custom Expression Builder for Remaining Pays Plan Year will be available to create expressions for calculating coverage, premiums, and employee contribution.

Important: This feature is part of the Bryte AI for Ready add-on that requires an additional cost. If you are interested in adding Bryte AI for Ready to your solution, please reach out to your account manager.

HR – ACA

Import ACA Profiles

ON **Feature Delivered** **USA** **Customer Idea**

The ACA Profile and Effective Date fields will be added to the Employees import template, allowing for ACA Profiles to be assigned to employees via the import file at any time.

Explore what's new
by clicking a section below:

Talent

Get a Sneak Peek of:

Performance

- Refine and Summarize Review Comments
- Visibility in Performance Reviews

Refine and Summarize Review Comments

ON **Feature Delivered**

USA | CAN | EMEA | APAC

Bryte AI Feature

With a new Bryte AI feature, users will be able to refine and summarize performance review comments to help provide clear, substance-driven results. Upon the initial summarization, users will be able to choose to rephrase, simplify, shorten, or expand the comment text.

Talent – Performance

Visibility in Performance Reviews

ON **Feature Delivered** | **USA | CAN | EMEA | APAC** | **Customer Idea**

New visibility settings to clearly define when employees and managers/finalizers can access performance ratings, comments, and final scores within the Performance Reviews. Admins can choose between Basic or Advanced visibility settings to support both Sequential and Parallel Reviews.

Basic Visibility – Admins who opt to use the Basic setting will choose when employees and managers/finalizers see the results and comments directly within the Performance Review Profile. When this option is chosen, the settings chosen will override any settings built within the Performance Review Workflow.

Advanced Visibility – When an Admin opts to use the Advanced settings, the settings that will be overridden by the Performance Review Workflow will be clearly indicated with a warning icon within the Performance Review Profile Visibility settings.

Explore what's new
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Cross-Suite

Workforce
Management

Payroll

HR

Talent

Release Resources

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 this release; for details on everything included in the release, check out the Release Notes.