

<b>Release:</b>	2022R2		<b>Feature Release Item:</b>	Time Accumulator	<b>Feature Setup:</b>	Setup Required
<b>Functional Area:</b>	Time Tracking		<b>Community Resources:</b>	TIMECORE-4950 <a href="https://community.workday.com/node/961993">https://community.workday.com/node/961993</a>	<b>Target Audience:</b>	All Customers with Flexible Work Arrangements
<b>Description of Change:</b>	With this release, time accumulators are delivered to help you minimize the risk of workers exceeding your work hour limits. Workday now sums work hours over an extended period and compares them against work hour thresholds that you can define. You can then alert managers to take corrective actions before workers exceed work hour limits..					
<b>Update Complexity:</b>	Medium	<b>Impacted Modules:</b>	Time Tracking	<b>Prerequisite:</b>	Time Accumulator Framework	
<b>Description of Uptake Project:</b>				<b>Assumptions/Special Considerations:</b>		<b>Level of Effort:</b>
<ul style="list-style-type: none"> <li>Create the Time Accumulator</li> <li>Create the Time Accumulator Threshold Rules</li> <li>Access the Mass Assign Time Accumulator Threshold Rules job to assign workers to time accumulator threshold rules.</li> <li>Access the View Worker's Time Eligibility Report to verify the assignment of time accumulator threshold rules.</li> <li>Report on workers' time accumulations</li> <li>Access the Create Time Accumulator task to create a time accumulator.</li> </ul>				See <a href="#">What's New Post</a> for full list of considerations.		Medium

<b>Release:</b>	2022R2		<b>Feature Release Item:</b>	Benefits and Pay Hub	<b>Feature Setup:</b>	Setup Required
<b>Functional Area:</b>	Payroll HCM		<b>Community Resources:</b>	HRBENENROLL-8957 <a href="https://community.workday.com/node/987354">https://community.workday.com/node/987354</a>	<b>Target Audience:</b>	All Customers with Flexible Work Arrangements
<b>Description of Change:</b>	Workday introduces a new Benefits and Pay Hub, providing a single location for employees to conveniently review and maintain their benefits, compensation, payroll information and to access related reports.					
<b>Update Complexity:</b>	Low	<b>Impacted Modules:</b>	Payroll Benefits Compensation	<b>Prerequisite:</b>	None	
<b>Description of Uptake Project:</b>				<b>Assumptions/Special Considerations:</b>		<b>Level of Effort:</b>
<ol style="list-style-type: none"> <li>1. Enable these new security domains:</li> <li>2. <b>Self-Service: Benefits and Pay Hub</b> to set up the domain security policy with the appropriate security groups.</li> <li>3. <b>Self-Service: Compensation History</b> to provide employees access to their compensation history from the Benefits and Pay Hub and from their Worker Profile.</li> <li>4. Use the Maintain Hubs task to configure the hub based on your organization's specific needs, including: <ul style="list-style-type: none"> <li>• Adding Announcements for specific populations.</li> <li>• Adding Suggested Links that will appear in the left-hand navigation of the Hub.</li> <li>• Overriding card titles, subtitles, help text, and display options.</li> </ul> </li> <li>5. Use the Maintain Dashboards task to require the new worklet on your employee self-service dashboard.</li> </ol>				You can't configure the navigation or the action bar of the Benefits and Pay Hub.		Low

Release:	2022R2		Feature Release Item:	Local Payroll Data for All External Vendors	Feature Setup:	Setup Required
	Payroll Integrations			Community Resources:		PAYEXTERNAL-22162 <a href="https://community.workday.com/node/988082">https://community.workday.com/node/988082</a>
Description of Change:	You may now configure endpoints from your local payroll vendor to display additional country-specific data in Workday and no longer limit this functionality to specific vendors. You can now enter and edit country-specific data directly in Workday, reducing the manual effort of entering the data in local payroll systems.					
Update Complexity:	Medium	Impacted Modules:	Payroll Integrations	Prerequisite:	None	
Description of Uptake Project:				Assumptions/Special Considerations:		Level of Effort:
<ul style="list-style-type: none"><li>Enable the domain Self-Service: Payroll Interface (Local Payroll Data) and set up the domain security policy with the appropriate security groups.</li><li>Set up external vendor mapping and pay group-vendor association.</li></ul>				Contact your payroll vendor to verify vendor support before uptaking this feature.		Medium

<b>Release:</b>	2022R2		<b>Feature Release Item:</b>	Delete Data in Advanced Lookup Table Web Service	<b>Feature Setup:</b>	Setup Required
<b>Functional Area:</b>	Payroll Integrations		<b>Community Resources:</b>	PAYWDINPUT-2826	<b>Target Audience:</b>	All Workday customers doing payroll calculations or absence calculations
<b>Description of Change:</b>	<p>Workday now enables you to use an Enterprise Interface Builder (EIB) integration to delete advanced lookup table data like snapshots or rows in a snapshot. This improves efficiency by enabling you to maintain all advanced lookup table data in a single interface.</p> <p>Customers doing payroll calculations or absence calc can maintain the advance lookup table via EIB.</p>					
<b>Update Complexity:</b>	Low	<b>Impacted Modules:</b>	Payroll Integrations	<b>Prerequisite:</b>	None	
<b>Description of Uptake Project:</b>				<b>Assumptions/Special Considerations:</b>		<b>Level of Effort:</b>
No additional details available from Workday currently.				No additional details available from Workday currently.		Low

<b>Release:</b>	2022R2	<b>Feature Release Item:</b>	Processing Position for Workers with Multiple Jobs	<b>Feature Setup:</b>	Setup Required
<b>Functional Area:</b>	Payroll	<b>Community Resources:</b>	PAYWDARCH-14622 <a href="https://community.workday.com/node/986917">https://community.workday.com/node/986917</a>	<b>Target Audience:</b>	All Workday Customers using Payroll USA or Payroll Canada with workers with positions in different pay groups or companies that get separate results for each position
<b>Description of Change:</b>	<p>Workday enables you to configure criteria that determines which position to use on pay results, pay slips, and the default position for taxation and costing for workers with multiple jobs in U.S. or Canada pay groups.</p> <p>For workers with positions in different pay groups or companies that get separate results for each position, we use the appropriate position for each pay result as the processing position. For workers whose positions are in the same pay group and company with 1 pay result, Workday determines which position to use as the processing position. In both cases, the processing position is used to obtain the default values for taxation and costing.</p> <p>Note: This feature doesn't currently support Record of Employment and Statutory Holiday functionality for Payroll for Canada.</p>				
<b>Update Complexity:</b>	Medium	<b>Impacted Modules:</b>	Payroll USA Payroll CAN	<b>Prerequisite:</b>	None
Description of Uptake Project:			Assumptions/Special Considerations:		Level of Effort:
<ol style="list-style-type: none"> <li>On the Maintain Payroll Processing Position Rules task, select Use Position Override to Determine Processing Position.</li> <li>Configure the effective date and position override attributes. <ul style="list-style-type: none"> <li>Workday recommends that you configure this with an effective date that is after the End Date of all Completed, In Progress, or Opened for Off-Cycle pay periods. This configuration change may impact FLSA, on-cycle calculations, and retro calculations if the effective date falls within a period that is currently In Progress.</li> <li>When needed for testing only purposes, you can set the effective date to fall within an In Progress period, but you must run a full calculation in order to apply this configuration change to all pay results</li> </ul> </li> </ol>			<p>This feature is configurable at a tenant level for US or Canada pay groups.</p> <p>When you opt into this feature, US state taxes use the processing position location, but State Unemployment Insurance taxes will continue to use the primary position location.</p> <p>Before you configure this feature, Workday recommends that you cancel all In Progress retro results. Recalculate retro after you complete the configuration to update the State Unemployment Insurance authority on the retro results.</p> <p>Workday applies a default setting of Use Primary Position as the Processing Position with an effective date of 1/1/2000.</p>		Low

Release:	2022R2		Feature Release Item:	Record of Employment Outbound Integration		Feature Setup:	Automatically Available	
	Payroll			Community Resources:	<a href="https://community.workday.com/node/987375">https://community.workday.com/node/987375</a>		Target Audience:	All Workday Customers using Payroll USA or Payroll Canada with workers with positions in different pay groups or companies that get separate results for each position
Functional Area:	With Workday 2022R2the outbound integration process for Records of Employment (ROEs) is simplified, adding control over how you send approved ROEs to Service Canada. This adds accuracy and eliminates duplicates.							
	After you include an ROE in the outbound integration file, Workday updates the ROE status to Pending Issuance.							
Description of Change:								
Update Complexity:	Low	Impacted Modules:	Payroll CAN	Prerequisite:	None			
Description of Uptake Project:				Assumptions/Special Considerations:		Level of Effort:		
You may need to update your training materials or internal process documents.				None		None		

<b>Release:</b>	2022R2		<b>Feature Release Item:</b>	UK Multiple Positions	<b>Feature Setup:</b>	Setup Required
<b>Functional Area:</b>	Payroll		<b>Community Resources:</b>	PAYWDGBR-19441 <a href="https://community.workday.com/node/987880">https://community.workday.com/node/987880</a>	<b>Target Audience:</b>	All Workday customers using Workday Payroll UK with employees in multiple positions in different pay groups or companies that receive separate results for each position
<b>Description of Change:</b>	<p>Workday 2022R2 enables you to process workers with more than 1 job in the same company and with the same employer reference. Workday returns all positions under the same payroll ID when calculating payroll. This removes the need to use manual workarounds for workers with multiple positions and enables you to process their pay in 1 worker record.</p> <p>This feature allows payroll teams to use additional instead of primary positions for usage in payroll, allowing for fewer manual interventions when processing payroll and completing chargebacks. This feature was brought forward to mirror the US Multiple Positions functionality.</p>					
<b>Update Complexity:</b>	Medium	<b>Impacted Modules:</b>	UK Payroll	<b>Prerequisite:</b>	None	
<b>Description of Uptake Project:</b>				<b>Assumptions/Special Considerations:</b>		<b>Level of Effort:</b>
<ul style="list-style-type: none"> <li>On the Edit Tenant Setup- HCM task, select Multiple Positions from the Position Setup options.</li> <li>Use the Position calculation worktag on all earnings and deductions for accurate processing of values on Payroll. All positions for a worker: <ul style="list-style-type: none"> <li>Must be in the same company and employer reference and use the same period schedule and pay group for accurate payroll processing.</li> <li>Default to use the same Payroll ID.</li> </ul> </li> <li>Update your absence configuration to support a worker's position-based time off.</li> <li>Set up pensions by position using customs organizations to identify breakdowns on payroll if: <ul style="list-style-type: none"> <li>A worker has more than 1 position and not all earnings are pensionable</li> <li>Each position falls into a separate pension scheme</li> </ul> </li> </ul>				See <a href="#">What's New Post</a> for full list of considerations.		Low

Release:	2022R2		Feature Release Item:	Statutory Sick Pay Offsetting		Feature Setup	Setup Required				
	Payroll			Community Resources:	<a href="https://community.workday.com/node/962730">PAYWDGBR-20131 https://community.workday.com/node/962730</a>		Target Audience:	Payroll Partners and Payroll Administrators			
Description of Change:	Workday 2022R2 enables you to offset a worker's Statutory Sick Pay (SSP) against any company, contractual, or occupational sick pay that you provide. This reduces the need to manually calculate the amount to offset, such as when a worker crosses different time off plans or event types.										
	Workday Payroll for the UK only supports SSP offsetting when you manage SSP through time off.										
	SSP Offset isn't supported if you're using absence component related calculations (ACRCs), for example, Time off Paid and Time off unpaid, to calculate sick pay and not using separate time offs for each of the allowances. SSP Offsetting can be offset based on a worker's position. To provide this breakdown, set up position-based time offs. This is recommended if you plan on supporting additional jobs.										
Update Complexity:	Low		Impacted Modules:		UK Payroll		Prerequisite:		None		
Description of Uptake Project:						Assumptions/Special Considerations:			Level of Effort:		
<ul style="list-style-type: none"><li>To configure SSP Offsetting, based on your company polices, use the Create UK Absence Component Related Calculations for SSP task. This task only shows time off types configured under the Sickness tab in the Maintain Payroll Country Time off Payment Types task.</li><li>After you select the relevant time off types, Workday creates 2 Payroll absence component related calculations (ACRC). One ACRC returns the number of qualifying absence units to be offset and the other ACRC returns the value that can be offset.</li><li>To use this feature, you must create a new earning or deduction.</li></ul>						<ul style="list-style-type: none"><li>SSP Offset isn't supported if you're using absence component related calculations (ACRCs), for example, Time off Paid and Time off unpaid, to calculate sick pay and not using separate time offs for each of the allowances.</li><li>SSP Offsetting can be offset based on a worker's position. To provide this breakdown, set up position-based time offs. We recommend you do this if you plan on supporting additional jobs.</li></ul>			Low		



Release:	2022R2		Feature Release Item:	Worktags for Voluntary Deductions	Feature Setup:	Setup Required
	Payroll			Community Resources:		PAYWDINPUT-1407 <a href="https://community.workday.com/node/987067">https://community.workday.com/node/987067</a>
Functional Area:	Workday enables you to configure custom and payroll worktags that you can use in voluntary deductions. Workers can now select the worktag when they create a voluntary deduction, reducing the manual processing for allocating deductions to the correct recipient agency or group.					
	To help you classify voluntary deductions (example: by cause or recipient), you can set up custom Payroll worktag types and values, then select the worktag type for each deduction on the Maintain Voluntary Deduction Configurations task.					
Description of Change:						
Update Complexity:	Low	Impacted Modules:	Payroll	Prerequisite:	None	
Description of Uptake Project:				Assumptions/Special Considerations:		Level of Effort:
1. Review your custom worktags. Add worktags and values as needed. 2. Use the Maintain Voluntary Deductions Configurations task to set up a deduction. 3. Add one custom worktag type to the deduction.				None		Low

<b>Release:</b>	2022R2	<b>Feature Release Item:</b>	Retro Differences from Current Tax Authority Change	<b>Feature Setup:</b>	Delete Data in Advanced Lookup Table Web Service
<b>Functional Area:</b>	Payroll	<b>Community Resources:</b>	PAYWDRETRO-131 <a href="https://community.workday.com/node/874866">https://community.workday.com/node/874866</a>	<b>Target Audience:</b>	Workday Payroll US and CAN customers
<b>Description of Change:</b>	<p>With Workday 2022R2, you can now process pay differences for retro events from a different tax authority. This reduces your manual effort and helps to increase precision in your calculations. Being able to process retro differences from other tax authorities will allow payroll teams to automatically bring differences into the current payroll rather than running audit reports and manually updating. Allows payroll partners to process retro differences from prior tax authorities (including FEIN changes)</p> <p>It's recommended that you test processing a retro event for a worker in a period where their tax authority is different from their current tax authority. You may also need to update training materials for the Retro Calculation Processing report.</p>				
<b>Update Complexity:</b>	Medium	<b>Impacted Modules:</b>	Payroll USA Payroll CAN	<b>Prerequisite:</b>	None
<b>Description of Uptake Project:</b>				<b>Assumptions/Special Considerations:</b>	<b>Level of Effort:</b>
<ol style="list-style-type: none"> <li>1. Access the Run Retro Pay Calculation task to calculate retro differences when there's a change in a worker's current tax authority for a supported retro event.</li> <li>2. (Optional) Select the Enable Retro Processing from Different Tax Authorities to On-Cycle Payroll (USA only) check box from the Retro Calculation section on the Edit Tenant Set Up – Payroll task. When you select the check box, Workday: <ul style="list-style-type: none"> <li>• Processes the retro differences to the worker's on-cycle payroll.</li> <li>• Applies taxes based on the worker's current tax authorities.</li> </ul> </li> <li>3. Process retro differences as on-demand additional payments in a tax authority other than a worker's current primary job. You can either: <ul style="list-style-type: none"> <li>• Access the Run On Demand Payment for Worker task and select the Create Additional Payment check box to add override worktags matching the previous source tax authorities. Or</li> <li>• Run Retro Pay Complete for Subset of Workers from the Retro Calculation Processing Report. Select the Exclude Retro Results Already Included in On-cycle check box. This ensures that you don't create any off-cycle inputs for the already paid retro differences.</li> </ul> </li> </ol> <p>Note: To process workers with multiple jobs in multiple pay groups, you must select the Enable Retro Processing in Primary Pay Group check box on the Edit Tenant Setup – Payroll task.</p>				<p>This functionality doesn't apply to: Workers with current or previous employments in different countries due to currency limitations, retro tax authority changes that are still unsupported and payroll for France and Payroll for the UK.</p> <p>Due to the enhanced Retroactive Tax Authority Change detection, the first time you run retro you may see additional historical Unsupported Events. These enhancements were made to differentiate between Work and Resident Tax Authorities (state and local), which was required for this and future enhancements to the Retro Tax Authority Changes.</p>	Low

Release:	2022R2		Feature Release Item:	Reset Federal Exempt Withholding Elections	Feature Setup:	Automatically Available
	Payroll			Community Resources:		PAYWDUSA-1438 <a href="https://community.workday.com/node/987001">https://community.workday.com/node/987001</a>
Functional Area:	With this release, Workday improves how you process expired exempt tax withholding elections. You can now automate resetting federal elections, saving time and reducing manual effort.					
	It's recommended that you configure and test the new Add Workers US Tax Election for Expiring Exempt task. The Expiring Exempt Tax Elections report has been updated to support the feature.					
Description of Change:						
Update Complexity:	Low	Impacted Modules:	Payroll USA	Prerequisite:	None	
Description of Uptake Project:				Assumptions/Special Considerations:		Level of Effort:
None				None		None