

*Agenda for
today's
Webinar...*

- Updates
- ESTA New Rules
- Help Document Updates
- Financials

Updates

- When entering a new fixed asset item, the code will default to FA + the next number not used.
- All our date selections in the new window style got updated to improved user experience and consistency.
- Updated the 941 A report to account for employees that do not have FICA or Medicare taxes withheld and no-taxable earnings be double counted.
- Updated the payroll benefits to be calculated based on taxable earnings only.
- Added the ability to delete third party sick pay records.
- Added a new MERS export file called MERS HCS plan.
- Added a label to My Work Permissions for clarity on which mode the user is on, view permissions or modify.
- Updated the help document.

ESTA New Rules

- Currently, Cogitate's bank calculation handles the new changes and will not need to be updated. We will be closely monitoring the situation to see if any additional changes are need.
- Carryover caps at 72 hours. The carryover is no longer unlimited.
 - If employer frontload the 72 hours, then it becomes a use-it-or-lose-it, no carryover is required.
- If employer chooses the accrual method and not front load the hours, then the usage can begin at the 120th day for new employees.
 - Old rule had 90 days after date of hire. New rules should help seasonal employers.
 - If employer choose to frontload the 72 hours, then the 90-day rule still applies.
- Rate of pay for using ESTA is clarified as the employee's regular hourly rate.
- Time may be used in 1-hour increments or the smallest increment used to account for "absences of use of other time".
 - Old rules did not give the employer the option to choose, it was in the smallest increment used.
- Earned sick time is retained for two months after an employee separated. If the employee is rehired after two months, then the earned sick time is reinstated.
 - Original rule had the hours retained if rehired within 6 months of separation.