

ACA Client Information

Isolved Maintenance – Employment Status History

Isolved Maintenance – Employment

Employee Management>Employee Maintenance>Employment Status History

The Employment Status History screen provides a view of the employee's status changes throughout their tenure with company. Records on this screen come from updates made on other screens in isolved.

Employment Status History

Employment Period:

Effective Date	End Date	Change Reason	Employment Status
1/14/2020		Family Medical Leave	FMLA
7/23/2015	1/13/2020		Active
8/12/2014		Return to School	Terminated
6/23/2009	8/11/2014		Active

+ Add New **Edit** **Delete** **Refresh** **Save** **Cancel**

Employment Status

*Employment Status:

*Effective Date:

End Date:

Change Reason:

NOTE: To terminate or activate an employee, use the Employee General Screen.

*Employee Number:

Timeclock ID:

Employee Notes

Notes:

Isolved Maintenance – Employment

Employee Management>Employee Maintenance>Employment Status History

Employee must have an employment category record for all periods of employment – **there should be no date gaps.**

Employment Status History

isolved University

Employment Period: All

Effective Date	End Date	Change Reason	Employment Status
5/1/2021			Active
10/25/2020		Workforce Reduction	Terminated
5/21/2020	10/24/2020		Active
10/27/2019		Workforce Reduction	Terminated
5/16/2019	10/26/2019		Active

+ Add New Edit Refresh Save Cancel

Employment Status

* Employment Status: Active

* Hire Date: 5/1/2021

NOTE: To terminate or activate an employee, use the Employee General Screen.

Employee Notes

Notes:

Service

Length of Service: 3 days
Break in Service: 6 months, 7 days

ACA Rehire Rules

No Rule of Parity-13 week rule: Employee is considered a New Hire for ACA Purposes.
No Rule of Parity-26 week rule: Employee is considered a New Hire for ACA Purposes.
Rule of Parity-13 week rule: Employee is considered a New Hire for ACA Purposes.
Rule of Parity-26 week rule: Employee is considered a New Hire for ACA Purposes.

In Conclusion – Ask the Experts

- The information that displays on the 1095 forms is generated directly from the information contained in isolved. If data is not accurately maintained, your forms will not be correct.
- Employee information including:
 - Dates of hire, rehire, and termination
 - Employment Category, FT, PT, etc.
 - Status Active, Inactive, Termed
 - Benefit information-Medical Plan rates, probationary/term rules, eligibility rules, etc.
 - Employee Enrollments-including dependent information for Self-Funded Employers
 - Measurement Policy Information



You are ultimately responsible for the information that is populated on the 1094/1095 forms. These forms **MUST** be reviewed for accuracy before being approved & before they get submitted to employees and government agencies.

Please reach out to your ACA Team Experts with any questions or concerns you may have at guru@balancepointhcm.com.

