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Moving to Global Payroll A Beginner's Guide

Summary of article

Our very own longtime PNW ISCEBS member, John Lestock, recently published an article in Global Payroll. He is a global payroll accountant at The Boeing Company, and with over 25 years of experience, his Beginner's Guide is a great overview of the challenges a payroll professional may face in the global payroll field.

John reviews the areas that need to be top-of-mind when entering into a new global employee market, including:

- pay frequency and dates
- minimum/living wage requirements
- Social Security registration
- termination pay
- holiday accruals
- non-cash benefits
- paid and unpaid leave
- pension contributions
- income tax deductions
- tax laws
- collective bargaining agreements

While a background in North American payroll can certainly be helpful, each country, and even locality, can have its own quirks. Delve into John's comprehensive article [HERE](#).

Chapter-Wide Event at Symposium

Tuesday, September 17, 2024 | Nashville, TN

Every year over 500 benefits professionals gather at the ISCEBS Symposium. For a number of years, the PNW ISCEBS Chapter has held a Chapter event on Tuesday evening of the event, often times with another Chapter or two. This year, it will be a very large event - so far including about 31 Chapters. We are excited!

[Register](#) for Symposium today - we'll be getting more information on the Chapter-wide event out to all registrants as we get closer to the event date.





President's Message

- By Gail Gentry

The 43rd Annual ISCEBS Employee Benefits Symposium is just a few weeks away. I am looking forward to several days of wonderful education and networking with our benefits community. If you can join us in Nashville, be sure to look for a member of your PNW Chapter board; we would love to meet you in person!

Q4 will soon be upon us with open enrollment and year-end activities consuming our days. It can be a challenge to carve out the time to attend educational webinars to earn continuing education credits. Finding current and relevant content is easy if you are an ISCEBS member. Along with chapter events, ISCEBS members have access to webinars hosted by the Chapter Webcast Committee. Visit www.iscebs.org/chapterwebcastcommittee for more information.

The PNW Chapter's next webinar will be held on Wednesday, Oct. 9th. Tara Causland with the US Department of Labor - EBSA will be presenting information on the Terminated Vested Participant Project (TVPP). The TVPP ensures that defined benefit plans maintain adequate records and procedures for contacting terminated participants with vested account balances. Watch your email in the coming weeks for registration information.

If you'd like to learn more about the PNW Chapter or ISCEBS, please reach out and connect with us at <https://www.pnwiscebs.org/>.

All the best,

- Gail

Happenings

A sampling of webcast offerings

- [9/12/2024](#) - 2024 Mental Health Trends (ISCEBS Webcast)
- [9/24/2024](#) - 2024 Symposium Recap (Twin Cities Chapter)
- [10/8/2024](#) - DOL Developments for Retirement Plans (ISCEBS Chapter Webcast)

See all ISCEBS events at these links!

- [PNW future events / past webinars](#)
- [US & Canadian Chapter events](#)
[ISCEBS webcasts](#)
- [Chapter Webcast Committee events](#)

We serve many states!

The PNW started expanding years ago to help provide benefits professionals in nearby states without a "member home". Even before COVID we were mostly virtual - running our Board Meetings on Zoom and holding educational webinars. Our Chapter includes those from **AK, AZ, HI, ID, MT, NM, NV, OR, UT, WA, and WY.**

Join us at our next Zoom meeting

We meet every 2nd Thursday from 10 am - 11 am Pacific. It's a great way to meet some awesome people from our very diverse region. Register [here](#). Anyone from one of our PNW states can attend.

Congratulations!



Please join us in congratulating our newest designation holders:

- GBA:** Gennifer Dahlquist, AK
Karli Martos, AZ
Matthew Warner, AZ
Kelly Sugita-Thomas, HI
Corinna Mink, ID
Veronica Trujillo, UT
Erica Hayes, WA
Matthew Nguyen, WA
Stephanie Rose, WA
- CEBS:** Julie Young, OR
Cameron Solt, UT
Michelle Nielsen, WA