



Attendance on Demand is a hosted time and attendance system with full capabilities for labor management, scheduling, timekeeping, accruals, incidents, budgets, and more.

Benefit Accruals

Does the complexity of your company's employee benefit policies make tracking and accountability impossible?

Attendance on Demand Benefit Accruals module automatically calculates any series of conditions and rules for accumulating benefit time. Accrual rates and tracking can vary based on job position, seniority, employment status, or a variety of other conditions.

Immediate Return

Organizations that automate benefit accruals achieve the following results immediately:

- A configurable engine calculates company-defined leave rules, automating all record keeping. Accuracy increases by eliminating error-prone manual calculations.
- Benefit balances are available for each day of employment, letting organizations deliver real-time balances to managers and employees.
- Accrual rates can also be based on employee activity such as worked hours, scheduled hours, or unscheduled shifts.
- Organizations can automate maximum accrual amounts, yearly carryover, and borrowing benefits.
- Robust reporting tools let organizations retrieve and analyze leave-related employee data—showing instantly which employees have high or low leave balances.

Stay in Compliance

Benefit Accruals automates the calculation, validation, and granting of leave time available to the employee. It improves compliance with corporate policies and bargaining agreements, and it minimizes an organization's exposure to leave liability and employee grievances. Benefit Accruals also tracks FMLA and other mandated leave policies.

Employee			
Allen, Frank T			
Time Off Request			
	ID	Badge	Workgroup
Allen, Frank T	11	11	RO-TRN-CTR
<i>Request 8:00 Hours on Mar-15 16. Using Vacation</i>			
Submitted on 03/05/16 8:32a			
Vacation	Status	Date	Comments
Current Balance	Unapproved	03/02/16	4:00
4:30	Submitted	03/31/16	04/02/15
as of 03/25/16	Submitted	03/15/16	8:00

Employees can efficiently review benefit balances and request leave online.



Automate Your Rules, Your Way

Activity-Based Benefit Accruals

The Benefit Accruals module automatically adds vacation, sick time, paid time off (PTO), and other types of leave time to an employee's account. Time off is accrued based on an employee's job, schedule, or other complex factors like:

- Union membership
- Multiple job classifications
- Scheduled hours on the job
- Unscheduled hours on the job
- Work patterns

Seniority-Based Benefit Accruals

- Accumulate time based on length of service.
- Credit leave time according to your rules: on employee anniversary dates, on the first of the year, incrementally each month, and so on.
- Use different accrual rates for different groups of employees. For example, part-time employees automatically receive less vacation than full-time employees.

Calendar Allocation Time Card Schedules Personal Benefits Archive				
Sick Vacation PTO				
Date	Description	Credit	Debit	Balance
JAN 01	Balance In			138:00
JAN 29	Monthly Vacation Accrual	8:00		146:00
FEB 21	Debit 40:00 from benefit balance		40:00	106:00

Efficiently review benefit balances and time off using Employee Self Service.

Abbott, Bobby		10	10	Hourly 40
Date	Type		Sick	Vacation
02/16/16	Balance In		40:00	45:47
02/16/16	Balance Out		40:00	45:47
Browning, Jim		6	6	Hourly 40
Date	Type		Sick	Vacation
02/16/16	Balance In		17:16	64:00
02/16/16	Balance Out		9:16	64:00

Robust reporting lets supervisors review accrued benefits.