

Union Payroll on the Dynamics platform

Performance Contracting Group (PCG) is a leading Specialty Contractor in the United States. They offer more than 25 different industrial and commercial construction services. PCG believes their employees are the biggest differentiator between them and everybody else. The power of PCG is in their people. They are an employee-owned company with 40+ offices nationwide. PCG employs more than 950 salaried individuals and over 6,300 skilled craft workers, across the United States. They pride themselves not only for their award-winning project executions, but also on the talent and dedication of its people.

PCG has been a Microsoft Dynamics customer for more than ten years. Their payroll was in an external system. PCG used NuView a cloud based software for their payroll and union payroll. The

support at NuView was coming to an end and they were looking for solutions for their union payroll. They did multiple proof of concept demos over a period of 6 months and CEM's union solution was the best fit as their software could handle all their complex union rate calculations. CEM's union payroll was built on the Dynamics US payroll module and was natively integrated to the HR, project accounting, accounts payable, bank etc.

PCG gained the benefit of a fully integrated solution built on the native platform. They don't have to think of any third party integrations or project timesheet integrations. None of the other providers could give them the value that CEM's union payroll got them.



At-a-glance:

Customer: PCG

Website: <https://performancecontracting.com>

Customer Size: 8,100 +

Country: United States

Industry: Specialty Contractors

Products and Services: Microsoft Dynamics ERP & CEM Union payroll



CEM, PCG , & Union Payroll on Microsoft Dynamics

Customer challenges

PCG delivers projects across many states. Its union payroll needs to account for earnings and deductions by projects, locations, and multiple unions. Their union payroll needs to include journeymen packages, complex overtime and double time formulas, health, pension, welfare, dues, and other fringes. Union changes are frequent and data capture needs to be made in bulk, nonetheless in a simplified way. Timecards for union workers need to feed into the payroll system. The payroll gets processed on a weekly basis and checks need to be cut and monies need to be deposited into their respective accounts. All union and regulatory reports need to be submitted on time, every time. This is a daunting task week after week.

Partner Solution

PCG evaluated various union payroll options. CEM took the customer’s scenarios and gave a detailed proof of concept. After multiple interactions with vendors, complete and accurate solutions, quick response, and total cost of ownership, PCG awarded the contract to CEM. CEM worked jointly with the inhouse PCG team to deliver CEM’s Union Payroll solution to PCG.

CEM also built a lot of additional features that the union module needed to help PCG have a solution that is easy to maintain. Data migration scripts were made to automate the union payroll rates and changes. CEM was more than an ISV but a partner that worked with PCG to achieve a high level of automation and integration with the native modules of Dynamics.

Customer Benefits

PCG can process its weekly union payroll accurately with speed and ease. CEM’s Union Payroll module calculates the taxes based on the project location and posts labor costs to projects. PCG now enjoys the benefits of an integrated ERP system, all within the Microsoft Dynamics ERP framework. Setups in the project, HR and payroll module drives the payroll of thousands of salaried and hourly union and non union workers.



According to a Project Manager at PCG, “ We are a large organization with many complex projects. We wanted a powerful, yet simple system. CEM Union Payroll stood out there”.



“It is extremely important that an associate vendor truly acts like a partner. All projects have challenges and we expected CEM to understand and cooperate. CEM exhibited its trustworthiness”.



“Needless to mention, cost was an important criteria. We had to prioritise and reschedule our payroll project activities due to certain situations. CEM understood and cooperated to manage the costs and the time”.



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