Eliminating spreadsheets for managing complex union pay policies

About Curtze Food Service

In business for 135 years and serving 8 states, Curtze Food Service is a food service distributor with a custom cutting meat facility and a custom cut fresh seafood program. In addition to canned goods, frozen foods, dairy and other staples, they offer temperature controlled fresh produce distribution. Earning top ratings in food safety, they also have the reputation as the food service distributor of choice.

The Problem

Curtze's 400 employees belong to two separate unions. Within one of their unions, there are two separate contracts. With three unique wage scales, each with different job rates, there is a lot of wage decision logic behind running payroll. Curtze had difficulty finding a payroll provider who could meet their unique needs. Their payroll administrator, Laura, spent several hours each pay period on calculations in spreadsheets to get all of their employees paid.

The Solution

In order to automate their manual process, IDI worked together to configure our integration application to sit in between Curtze Food Service's time and attendance and payroll systems. IDI's solution reads timecard information and calculates the correct rate of pay from wage tables with their union specific logic and other pay rules, including overtime pay. Processing in seconds, the soltuion writes the pay results to a file for import into Curtze's payroll system.

During implementation, Laura ran several parallel payrolls to make sure the calculations were correct because she wanted to feel confident that the processes which had taken up so much of her time before could really be this simple — with the click of a button.

Now Laura is able to modify the user-friendly wage tables herself as their union contracts change and knows she can handle anything that may come up in the future with the training and support she has received from IDI.

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" Everyone we worked with at IDI was great. There was no moment in the whole process where we were frustrated. the intergration application works exactly the way we need it to. It's been a huge load off of me from having to do it all in Excel, so it's been a HUGE help and time saver!

Laura Revak,
Curtze Food Service

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