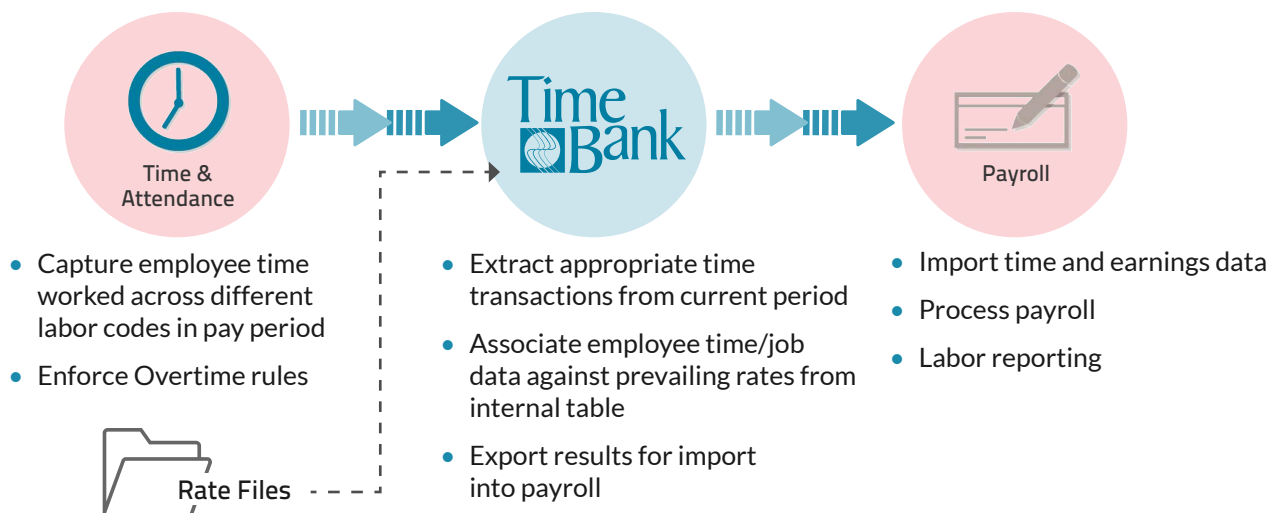# IDI Time Bank Solutions:
Multiple Labor Rates

Our Time Bank™ **Multiple Labor Rates** solution is designed for companies that pay their employees different rates based on the work performed across multiple labor categories (e.g. Job, Location, Union Code, etc.). Some companies further define rates to the employee level so that two individuals performing the same work are paid different rates. Often times these unique rate combinations are driven by union contracts or other company specific compensation rules.

Cost Center		Union Code		Department		Job		Rate Start Date	Rate End Date	Rate
Southeast	A	Carpenters	99	Housing	999	Laborer	123	1/1/2018	12/31/2018	**$25.50**
Southeast	A	Carpenters	99	Housing	999	Journeyman	456	1/1/2018	12/31/2018	**$27.50**
Southeast	A	Carpenters	99	Housing	999	Foreman	789	1/1/2018	12/31/2018	**$42.75**
Northeast	B	Teamsters	88	Construction	888	Laborer	123	6/30/2017	7/1/2018	**$37.00**
Northeast	B	Teamsters	88	Construction	888	Journeyman	456	6/30/2017	7/1/2018	**$44.35**
Northeast	B	Teamsters	88	Construction	888	Foreman	789	6/30/2017	7/1/2018	**$55.50**

For Multiple Labor Rates clients, the employee time worked across multiple labor codes is captured in a time & attendance system. Time Bank is configured to store or read the client's rate matrix of different pay combinations to associate the specific rates of pay with the hours and labor codes worked in the time system. Once the results are calculated, the hours and rate results are passed to payroll.

Data/System Flow

Time & Attendance
- Capture employee time worked across different labor codes in pay period
- Enforce Overtime rules

Rate Files

Time Bank
- Extract appropriate time transactions from current period
- Associate employee time/job data against prevailing rates from internal table
- Export results for import into payroll

Payroll
- Import time and earnings data
- Process payroll
- Labor reporting

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🕐 Processing Frequency

- Once per pay period (end of pay period)

Payroll Admin User Steps

1. Export current rate matrix or update Time Bank rate table with current labor rates
   - E.g. updated with new effective dates and rates after contract ratified
   - Note: If rates do not change in a given pay cycle, this step is not needed and Time Bank will use the last rate values.
2. Run Time Bank (double click icon)
3. Import Time Bank file into the payroll system
   - Review results and process payroll

Sample Multiple Labor Rate Examples

Information captured in time & attendance system:

Employee worked 45 hours as follows:
- 16 hours of Regular/Straight Time to Location A, Union 99, Job 123
- 20 hours of Regular/Straight Time to Location A, Union 88, Job 456
- 4 hours of Regular/Straight Time to Location B, Union 77, Job 123
- 5 hours of Overtime to Location B, Union 77, Job 123

> "
> Everyone we worked with at IDI was great. There was no moment in the whole process where we were frustrated. Time Bank 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,**
> *Payroll Administrator*

⚙️ Time Bank Processing:

Time Bank imports client spreadsheet or other export to populate internal rate table:

Location		Union Code		Job		Rate
Main St	A	Carpenters	99	Laborer	123	**$25.50**
Main St	A	Local 88	88	Foreman	456	**$42.75**
Lincoln Ave	B	Teamsters	77	Laborer	123	**$37.00**

Transactions will be sent to payroll for processing.

16.00 Reg, A, 99, 123 @ Temp Rate $25.50/hr

20.00 Reg, A, 88, 456 @ Temp Rate $42.75/hr

4.00 Reg, B, 77, 123 @ Temp Rate $37.00/hr

5 OT, B, 77, 123 @ Temp Rate $55.50 (1.5x) or could pay OT at weekly average rate

✓ Other Commonly Requested Time Bank Solutions for Multiple Labor Rate Clients

Below is a list of IDI solutions outside of the Multiple Labor Rates solution described above. Please contact IDI to learn more about these frequently requested solutions:

- **Retro/Prior Period Fair Labor Standards Act (FLSA):** Calculating overtime adjustments based on a non-discretionary payment (e.g. bonus or commission) paid in current month but applied to prior month's overtime earnings to comply with FLSA guidelines.
- **Bonus/Incentive Solutions:** For companies with complex bonus or other incentive polices (e.g. union requirements), Time Bank can be further customized to automate step or tiered pay structures, individual or team production bonuses, etc.

Contact IDI at **866-846-3226 option 1** or **sales@idesign.com** to discuss our solutions.