The SIS Union Payroll module for Dynamics 365 for Operations automates the capture of time and complex calculations for earnings, benefits, fringes and deductions for Union and Wage scale jobs, including Union Reciprocity agreements. All a worker needs is the project and task, and the system will process the correct Union or Prevailing Wage rates and fringes based on the project and location.

**KEY CAPABILITIES**

**Time & Expense Entry**
- Time entry for Crews, Multi-Worker & Single Worker
- Captures field expenses and allows reimbursement through payroll
- Capture of Equipment Usage entry for project costing and billing
- Enables daily reporting of Labor and Job Cost
- Labor capture and costing to projects independent of payroll cycle
- Automatically captures correct union & prevailing wage rates & fringes based on selected project & location.
- Capability to duplicate or reverse posted time sheets
- Allows override job classification at time entry

**Unions and Prevailing Wage Rates and Fringe Functionality**
- Automatically applies correct wages and fringes based on reciprocity agreements set up in the system between unions across jurisdictions
- Union agreements may begin or be changed in the middle of a payroll cycle
- Fringe set up allows for multiple basis for computation (percentage, hourly, flat)
- Enables classification of fringes as taxable for payroll processing
- Union Fringe reporting at frequency dictated by unions independent of pay cycle
- Manages multiple unions for the same craft or multiple crafts on the same project
- Calculates additional pay for shifts and special (hazard) pay
- Manages rate table requirements for merit shops subject to (PLA's) Project Labor Agreements
- Capable of copying existing agreement to update wage and fringe rates for new agreements for increased efficiency

**Payroll Tax Processing**
- Captures the specific tax region that applies to an employee based on location of project
- Allow for multiple tax regions on the same project (example pipeline construction)

**Certified Payroll**
- Cash in-lieu of fringe capability
- Certified Payroll Reports
- Can designate activities such as fab shop employees, as not subject to prevailing wage

**Financial Closing**
- Eliminates Month End Accruals for Direct Labor Cost (when timesheet cycles cross financial periods)

**Standard Dynamics 365 for Operations Payroll Features**
- Integrated Payroll Solution
- Enables one-time setup of benefits, deductions, fringe benefits, workers compensation, and general liability insurance (seamless integration with Human Resource Module)
- Powerful tax engine – federal, state and local tax calculations
- Flexibility to process payroll in multiple payroll cycles i.e. weekly, bi-monthly, & monthly
Union-Certified Payroll - Microsoft Dynamics 365 for Operations

**Reporting**

- Project/Job Timesheet report summarizes total hours, hourly cost, fringe (union) costs and total cost by project – a must for project managers.
- Employee Timesheet report lists all workers with their corresponding titles providing their total hours, costs and fringes (union).
- Union Fringes report – Summary of earnings and fringes by employee and job classification for reporting period.
- Payroll Interface Summary – for reconciliation to Payroll.
- Certified Payroll reports – Standards DOL and California.

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**Worker Timesheet Costs**

**Worker Cost Summary**

<table>
<thead>
<tr>
<th>Name</th>
<th>Hours</th>
<th>Cost</th>
<th>Fringe</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jack Apprentice</td>
<td>8.00</td>
<td>2.00</td>
<td>13.30</td>
<td>145.30</td>
</tr>
<tr>
<td>Sam Foreman</td>
<td>8.00</td>
<td>2.00</td>
<td>21.00</td>
<td>461.00</td>
</tr>
<tr>
<td>Wade Journeyman</td>
<td>8.00</td>
<td>2.00</td>
<td>19.08</td>
<td>382.08</td>
</tr>
</tbody>
</table>

**Certified Payroll Report**

**Certified Payroll Report**

<table>
<thead>
<tr>
<th>Name and Last Four Digits of Social Security Number</th>
<th>Work Classification</th>
<th>Mon</th>
<th>Tue</th>
<th>Wed</th>
<th>Thu</th>
<th>Fri</th>
<th>Sat</th>
<th>Sun</th>
<th>Total Hours</th>
<th>Rate of Pay</th>
<th>Gross Amount Earned</th>
<th>FICA &amp; Med</th>
<th>Federal Tax</th>
<th>State Tax</th>
<th>Other</th>
<th>Total Deduction</th>
<th>Net for Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dave R. Journeyman XXX-38-1224</td>
<td>Roofer Journeyman</td>
<td>0</td>
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<tr>
<td>Joe R. Apprentice XXX-38-9834</td>
<td>Roofer Apprentice</td>
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<tr>
<td>John R. Apprentice XXX-38-8932</td>
<td>Roofer Apprentice</td>
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</tr>
<tr>
<td>Dave R. Foreman XXX-38-6789</td>
<td>Roofer Foreman</td>
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</tr>
</tbody>
</table>

**Options**

<table>
<thead>
<tr>
<th>Name of Contractor</th>
<th>For Work Ending</th>
<th>Address</th>
<th>Payroll No.</th>
<th>Project and Location</th>
<th>Project Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Village MO</td>
<td>03/06/2016</td>
<td>123 Coffee Street</td>
<td>25-0000023</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Certified Payroll Reports**

- Standard DOL and California.