

Prevailing Wage Certified Payroll: Solution Overview by HCM TradeSeal

For non-union employers, it is essential to pay prevailing wages and fringe benefits to employees who work on certified jobs. HCM TradeSeal automates calculation of Certified Payroll reporting, even for employees with employer-paid benefits.



Key issues solved:

- Prevailing wage pay and benefit rules are complex: Challenging rate and benefit rules must be applied and calculated before payroll can be processed.
HCM TradeSeal automatically calculates prevailing wages and “cash fringe” benefits, and automatically applies employer-paid benefits as fringe credits to reduce taxable cash in lieu earnings.
- Certified Payroll reporting requirements vary by project: Reporting rules and expected report formats can vary by project, by state and by jurisdiction.
HCM TradeSeal makes it easy to get the reports you need, when you need them – with affordable pricing that includes unlimited reports.
- PLAs and county rates can increase complexity: When Certified jobs are impacted by a project labor agreement (PLA) or rates that vary by county, workers must receive pay rates as determined or influenced by local unions.
HCM TradeSeal makes it easy to manage PLA or county rates.

Key advantages and cost savings:

By automating prevailing wage calculations and Certified Payroll reporting, Construction payroll teams can save an average of eight hours per week on tedious, error-prone calculation and payroll processing. Construction employers can reduce the risk of fines and penalties by improving the accuracy of calculations and reports.

About HCM TradeSeal

Founded in 2020, TradeSeal works exclusively with construction payroll teams focused on growth. **TradeSeal’s specialized technology is used by clients throughout the United States to enable accurate Job Costing, Certified Payroll, Union Reporting and integration for every major HR, Payroll and ERP system.**

