

Union Certified Payroll: Solution Overview by HCM TradeSeal

If your company employs union workers, your Certified Payroll needs may be different from a non-union shop. HCM TradeSeal automates Certified Payroll and union reporting, even when multiple Locals or jurisdictions are involved.



Key issues solved:

- Union 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 union pay, earnings and deductions, including special rates for workers who change jobs or unions frequently.
- Union fringe benefits require advanced reporting: In addition to detailing union fringe benefits on Certified Payroll reports, union employers must also send monthly or weekly remittance reports to each different union.
HCM TradeSeal makes it easy to get the reports you need, when you need them – with affordable pricing that includes unlimited reports.
- Apprentices must be included on Certified Payroll reports: Union employers need to account for apprentice pay and benefits on Certified Payroll reports, and may need to enforce journeyman to apprentice ratio rules on certain jobs.
HCM TradeSeal makes it easy to manage apprentice pay and reporting.

Key advantages and cost savings:

By fully automating union pay, Certified Payroll and union 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.**

