



Dynamics 365 Finance

“We needed a partner to maximize the software we chose and believe in. After a great deal of investigating we know we have found our partner, SIS Software. They have developed software that hits the core of our business. We are energized by their solutions and look forward to launching SIS Advanced Payroll, and SIS Project Management for AX.”

– Jesus Fuentes, Industrial Electrical Company

“The main reason Rex Moore went with SIS is because we felt that SIS understands the complexity of union and certified payroll. We needed a solution that was robust, flexible and simple all at the same time. Making mistakes during the processing of certified payroll can leave an organization exposed to costly fines or exclusion from the use of apprentice. Any of these would cause our organization to be less competitive in the market. Of the other vendors available, SIS was the only one that could speak our language and understand the payroll challenges we face every day.”

– Jeremy Grosser, Rex Moore



Construct 365

Advanced Labor

The SIS Construct 365 Advanced Labor module for Dynamics 365 Finance 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 FINANCE PAYROLL FEATURES

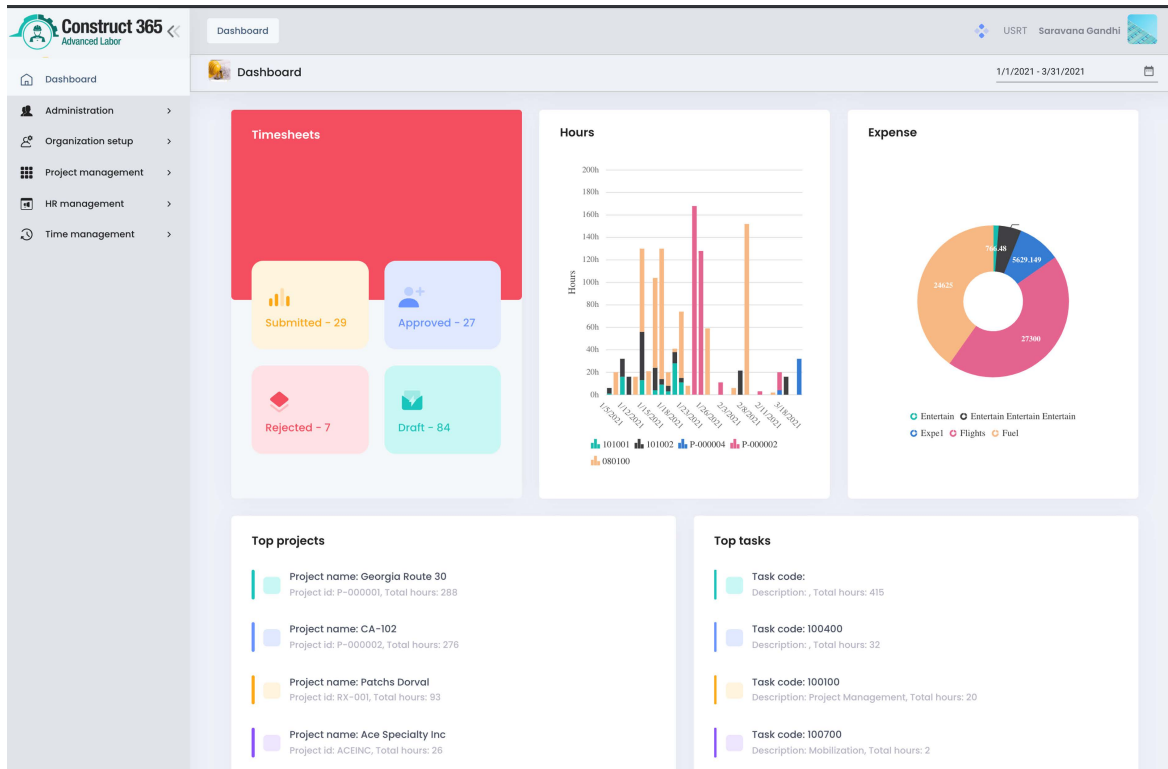
- Integrated Payroll Solution
- Enables one-time setup of benefits, deductions, fringe benefits, workers compensation, and general liability insurance (seamless integration with Human Resource Module)
- Powerful tax engine – federal, state and local tax calculations
- Flexibility to process payroll in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

Advanced Labor - Microsoft Dynamics 365 for Finance



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 – Standard DOL and California



Construct 365 Advanced Labor Union setup Inquiries and reports

BOS Saravana SK

Fringes

All fringes [New Fringe](#)

Fringe id	Fringe name	Calculation method	Classification	Project category	Actions
Admin Fund	Administration Fund	FixedHourlyRate	None	Fringes	Edit Delete
Annuity	Annuity	FixedHourlyRate	None	Fringes	Edit Delete
Apprenticeship	Apprenticeship	FixedHourlyRate	None	Fringes	Edit Delete
Dues	Dues	FixedPercentage	EmployeeDeduction	Fringes	Edit Delete
Edu-Dev	Education - Development	FixedHourlyRate	None	Fringes	Edit Delete
H&W	Health and Welfare	TotalEarnedHours	None	Fringes	Edit Delete
Industry Fund	Industry Fund	FixedHourlyRate	None	Fringes	Edit Delete
NTRN	National Training	TotalEarnedHours	None	Fringes	Edit Delete
Pension	Pension	FlatEmployeeBased	None	Fringes	Edit Delete
Pension - State	Pension - State	FixedHourlyRate	None	Fringes	Edit Delete

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