

- **Industry:** Aviation Services
- **Region:** United States and Canada

## Summary

Camptra helped the customer with their Payroll implementation for the US and Canada. They had complex union rules that required Camptra's efficient design to ensure that all calculations were automated and accurate. Beyond implementation, Camptra provided staff augmentation to process payroll using Oracle Cloud.

## About

The customer is a full-service aviation company with 46 years of experience providing exceptional service to over 150 airline and airport customers in 46 locations across the United States and Canada.

## Results

- 100's of thousands of dollars saved in FLSA overtime calculation alone
- Location-based union dues enrollment and calculations automated
- Retro calculations automated leveraging Oracle Cloud Payroll, improving accuracy and saving time
- Seamless integration achieved between Payroll costing and sub-ledger accounting
- Enhanced reporting capabilities achieved



## Benefits Achieved

- A unified platform for the global workforce
- HCM rules and formulas helped to streamline processes eliminating manual and time consuming FLSA overtime and double-time calculations
- Full integration achieved with Oracle GL sub-ledger accounting, enforcement of accounting rules, and enhanced payroll cost breakdown
- Lowered in-house payroll personnel costs
- Developed integrations with Novatime clocks installed at various airport terminals



## Challenges & Objectives

- Over 2000 employees paid on a weekly basis, 2 days after end of work week
- Highly complicated union dues calculation requirements
- Manual calculations of FLSA overtime resulted in overpayment estimated at 150k annually
- Unable to automate retroactive calculations in the legacy system
- Not able to handle complex reporting requirements
- In-house payroll team had challenges running payroll after go-live
- Lack of seamless integration between Cloud ERP and legacy HCM system

### Products:

Core HCM  
Absence  
Time and Labor Payroll (US/Canada)  
Workforce Compensation

### Legacy Platforms:

Ultipro HR

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