Resting Easy:
Mattress Manufacturer Sleeps Better at Night Due to Increased Payroll Accuracy

When a mattress manufacturer used outdated software to track employee time and attendance data, they were unable to fix system crashes or add needed functionality. Now, Attendance Enterprise addresses these issues and helps streamline the entire time and attendance process. The payroll office notes increased payroll accuracy and reduced administrative burden.

About Spring Air

Since 1926, Spring Air has been recognized for its innovative mattresses and sleep sets. Spring Air is one of the largest groups of mattress brands in the world. The company manufacturers and markets a range of high-quality products, including the Back Supporter®️ Comfort Caress Collection; Posture Comfort®️; Four Seasons®️; ComfortFlex®️; and the innovative foam-encased perimeter design, Foam Encased Wireless Edge®️ line of mattresses. The Spring Air of Colorado facility in Denver manufactures the company's diverse line mattresses and foundations, serving a nine state area.

An Unreliable Solution

Until recently, the Spring Air Colorado facility used an outdated software product to track employee time and attendance data for its 46 manufacturing employees. The system was no longer supported by the software vendor, and was vulnerable to system crashes and limited functionality.

According to Jeff Pugh, Human Resource Manager for Spring Air of Colorado, the manufacturing facility found the previous software to be increasingly unreliable. "Our worry was that since the vendor no longer supported the system, we would be open to system bugs or problems preparing payroll, and have nowhere to turn."

The company could not easily view missed punches, tardies, overtime or other exceptions. Nor could Spring Air make any modifications to the system, including meeting mandates for union labor and wage reporting. Union regulations stipulated that the company archive labor and wage data in a particular format and time frame, and Spring Air could not meet these reporting mandates with the previous system.

To address these challenges, Pugh teamed with IntegriTime Solutions, Inc. (Sylmar, Calif.) and InfoTronics industry-leading time and attendance systems. The experts at IntegriTime worked with the manufacturing company to implement Attendance Enterprise, a scalable time and attendance system offering flexible pay rules, accurate time tracking and reporting, and reliable data collection.

IntegriTime installed an InfoTronics proximity reader time clock in the main corridor of the facility to collect employee time and attendance data. The data collection device fit the company's unique work environment, and would prove more reliable than the previous bar code reader which often failed in the open-air manufacturing environment.

Up and Running

Based on the company's structure and pay rules, IntegriTime configured and integrated the system, and helped the company achieve key improvements.

With the intuitively designed system, training was effortless and users were up and running in a matter of days. Attendance Enterprise is based on an SQL database, and easily automates the tracking and calculation of employee labor and wage data. Spring Air appreciated the direct support provided by IntegriTime, and was quickly up and running on the new system.

Spring Air Mattress collects employee time and labor data more effectively with the InfoTronics proximity reader – a data collection device well-suited to the open-air manufacturing environment. The previous magnetic stripe reader would often fail due to the particulates and air-borne debris that are occasionally generated by mattress trimming and flanging operations. Now, employees simply pass a proximity device near the time clock to punch In and Out. The proximity device emits a radio frequency, which identifies them to the time clock.

Employee Archive Reporting

Archiving labor and wage data for union compliance reporting is significantly improved. With the previous methods, the payroll office could only call up weekly totals of employee hours worked, overtime, or exception reporting. Now, Attendance Enterprise employee archive data is much more comprehensive and flexible. The system easily handles union compliance reporting such as archived employee data by the day, work center or by department. Attendance Enterprise provides over 50 real-time workforce management reports with options for customizing both content and format.

It's also helpful to monitor missed punches as they happen. It's a company policy that workers punch in/out for lunch and breaks, as well as when changing departments. With the new time tracking system, supervisors can see in a moment which employee might have forgotten to punch each day, and catch missed punches as they happen. This frees up supervisors and the HR department from chasing down employees at the end of pay periods.

Finally Resting Easy

Attendance Enterprise lets Spring Air supervisors and payroll personnel get back to being productive. Less time is spent monitoring and correcting time card errors.

With the custom reporting capabilities, Attendance Enterprise enables management to analyze time and attendance data to make better-informed decisions related to overtime and staffing. To make the organization even more efficient, management is looking to IntegriTime Solutions to implement additional Attendance Enterprise features for streamlined operations. Concludes Pugh, "We've seen an overall reduction in the amount of administrative effort once needed for our payroll process, and have confidence that our payroll totals are more accurate."

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Employee Attendance Systems