

Joseph Holt Plastering

Stop manually tracking money owed by your employees, let your payroll do it automatically.



Joseph Holt Plastering is a medium size lath and plastering contractor located in Corona, California. They serve the stucco markets of the Inland Empire, Orange County, and parts of Greater Los Angeles.

PROBLEM:



Construction work by nature is seasonal. The field workers are not continuously employed. The health insurance premium for the employees has to be paid whether the employee is getting paid or not during a pay period. If, for a pay period, the employee was not getting paid, the employer ended up paying for the employee portion of the premium. This meant the employee owed the employer money and there should be an easy way for the employer to keep track of the money owed by the employees and an easy way to collect that.

Their payroll vendor did not keep track of the amount owed by the employees. This meant that the payroll administrator had to manually keep track of the amount owed by the employees and make sure that the amount was recovered from the employee's future payroll when the employee started working again. This added considerable time and effort and was also prone to errors.

SOLUTION:



At the start of 2022, Joseph Holt Plastering decided to switch to UZIO payroll solution. They did so after evaluating all the major payroll vendors and found out that the UZIO payroll solution was the most cost effective, easy to use solution which also had the feature to automatically track the money owed by the employees.

UZIO payroll solution lets payroll administrators track the money owed by their employees and supports business rules employers can put in place to recover the money over a period of time in consultation with the employee. Employers use this feature to recover the employee portion of the health insurance premium owed by the employees or to recover a loan offered to employees or for other cases where money might be owed by the employees.

We run a million dollar annual payroll. We needed a flexible HRIS solution that supports both field and corporate employees. And, because of the unique payroll requirements of California, a payroll/benefit provider could help ensure we remained in compliance with these ever changing policies was mandatory.



We have found UZIO's whole process from onboarding to helping us with changing payroll needs to be by far superior to anything we have experienced before. They have the best support I have ever seen. And, as an added bonus, we have not only saved significantly on time spent on payroll processes but also saved at least 43% on our payroll costs.

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