



"Your Time is Our Business"

# Client Success Story:

## Spring Air Mattress

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



***“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 accurate.”***

**Jeff Pugh, Human Resource Manager  
Spring Air Mattress**



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**Overview:**

When a mattress manufacturer tracked employee time and attendance data with an outdated software system, the payroll office was saddled with technology no longer supported by the software vendor. The manufacturer was unable to fix system crashes or add needed functionality such as union compliance reporting. Now, Attendance Enterprise from IntegriTime Solutions, Inc. addresses these issues and helps the company streamline the entire time and attendance process. The payroll office notes increased payroll accuracy and reduced administrative burden.

**About Spring Air Mattress:**

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 manufactures 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.

*"Attendance Enterprise easily handles union compliance with highly configurable calculation rules and reporting such as archived employee data by the day, work center or by department. Archiving labor and wage data for union compliance reporting is significantly improved."*

Jeff Pugh, Human Resource Manager  
Spring Air Mattress



**Past Challenges:**

Until recently, the Spring Air Colorado facility used an outdated software product to track employee time and attendance data for its manufacturing employees.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.



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To address these challenges, Pugh teamed with IntegrTime Solutions, Inc. (Palmdale, Calif.). The experts at IntegrTime 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.

IntegrTime installed a 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.

**Seamless Transition:**

Based on the company's structure and pay rules, IntegrTime 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 IntegrTime, and was quickly up and running on the new system.

Spring Air Mattress collects employee time and labor data more effectively with the proximity reader— a data collection device well-suited to the open-air manufacturing environment. The previous bar code 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 real time. It's a company policy that workers punch in/out for lunch and breaks, as well as when changing departments. With Attendance Enterprise, 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.



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### 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 IntegrTime 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 accurate."



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