



## Stay in Compliance

Benefit Accruals automate the calculation, validation, and granting of leave time available to the employee. It improves compliance with corporate policies and bargaining agreements and minimizes an organization's exposure to leave liability and employee grievances. Benefit Accruals also consistently tracks FMLA and other mandated leave policies.

Demand  
More

## Automate Your Rules, Your Way

### Activity-Based Benefit Accruals

The Benefit Accruals module automatically adds vacation, sick time, paid time off (PTO), and other types of leave time to an employee's account. Time off is accrued based on an employee's job, schedule, or other complex factors:

- Union membership
- Multiple job classifications
- Scheduled hours on the job
- Unscheduled hours on the job
- Work patterns

### Seniority-Based Benefit Accruals

- Accumulate time based on length of service. For example, employees with up to five years' seniority get two weeks of vacation each year. After five years, employees receive three weeks of vacation, and after 10 years, employees receive four weeks of vacation.
- Credit leave time according to your rules: on employee anniversary dates, on the first of the year, incrementally each month, and so on.
- Use different accrual rates for different groups of employees. For example, part-time employees automatically receive less vacation than full-time employees.



Date	Source	Credit	Balance
03/01/07	Source: Y	16.00	16.00
03/01/08	Source: Y	16.00	32.00

*Employees can efficiently review benefit balances and time off using Employee Self Service.*