

Case Study

Standard Steel Customized UKG for Precise Piecework, Bonuses & Holidays

Standard Steel LLC personalized UKG with the help of CloudApper to automate piecework pay, shop bonuses, and holiday pay to eliminate payroll headaches and ensure precise pay.

Employee	Piece Work Pay	Work Hours	Increased Pay
Emily Carter	204	74	88.12 ▲
Daniel Lee	166	60	66
	08	44	54
	00	33	48.28 ▲
	8	25	40

Ruleset Details

Labor Category Entry

Machine Operator

Work Hours

235

Hourly Increment Rate

12



STANDARD STEEL



CloudApper®

Standard Steel Tailored UKG to Automate Complex Pay Structures and Eliminate HR Headaches

Client Profile

Standard Steel is a leading manufacturer of forged steel wheels and axles for freight railcars, locomotives, and passenger railcars. They have been producing forgings since 1795. In fact, they are the only producer of forged steel wheels for railcars and locomotives in North America. Their customers rely heavily on their expertise and include major Class I railroads in North America, freight railcar builders, railcar and locomotive maintenance shops, the Amtrak national railroad, locomotive builders, and regional transit authorities.



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The Problem: The Hunt for Custom-Tailored Pay Calculations

Standard Steel was migrating to the new UKG Pro WFM platform. UKG provided a perfect foundation for their overall workforce management. However, the company had highly specific payroll rules that required a personalized touch within the UKG ecosystem. They specifically needed a custom-tailored way to handle **three complex calculations**:



Bonuses involving shifting weekly percentages and flat dollar additions.



Track daily piecework earnings alongside regular hourly pay.



Specific weekly averages required for holidays, jury duty, and bereavement leave.

The Solution: Automating the Heavy Lifting Alongside UKG

CloudApper integrated directly with UKG Pro WFM to automate all the heavy lifting for Standard Steel's complex pay structures. The setup targeted three critical areas:



Shop Bonus

The new system now calculates weekly bonuses based on specific job codes, departments, and labor categories. It automatically crunches the numbers and sends the final data right into UKG Pro WFM for easy payroll processing.



Piecework Pay

CloudApper logs daily piecework data and calculates the exact pay based on employee performance and specific job steps. It also automatically adjusts regular pay and piecework earnings to make sure no one is accidentally overpaid.



Non-Worked Holiday Pay

The solution takes the headache out of calculating pay rates for holidays, funeral leave, and jury duty. It does this by combining regular pay and bonuses to find the correct rate. If an employee actually works on a holiday, the system automatically doubles their pay.

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The Outcome: Flawless Execution and Zero Payroll Headaches

By adding this custom automation to their UKG platform, Standard Steel experienced several major benefits:

Eliminated the risk of human error when calculating complicated piecework and bonus structures.



Ensured all employees received completely accurate and timely compensation.



Created a stress-free payroll experience for the entire Human Resources department.



Maximized their overall investment in the new UKG Pro WFM platform by getting exactly the features they needed.



CloudApper Works With All Major HCM Solutions

UKG

sage

ORACLE

workday.

SAP SuccessFactors



infor

Paycor

isolved

paylocity

dayforce

paycom

PAYCHEX

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Angela N. Wolfley

Human Resources Supervisor
Standard Steel, LLC

CloudApper helped us automate several complex payroll calculations, including shop bonuses, piecework pay, holiday pay, and bereavement pay. The implementation went smoothly, and the solution has been running flawlessly. The team was excellent to work with and very responsive throughout the process.



About CloudApper

CloudApper AI is an advanced platform that enables organizations to integrate AI into their existing enterprise systems effortlessly, without the need for technical expertise, costly development, or upgrading the underlying infrastructure. By transforming legacy systems into AI-capable solutions, CloudApper allows companies to harness the power of Generative AI quickly and efficiently. This approach has been successfully implemented with leading systems like UKG, Workday, Oracle, Paradox, Amazon AWS Bedrock and can be applied across various industries, helping businesses enhance productivity, automate processes, and gain deeper insights without the usual complexities. With CloudApper AI, you can start experiencing the transformative benefits of AI today.

Get in touch with us



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