

Kimberly-Clark cleans up complex rules with UKG and Align HCM

Client spotlight



- 44,000 employees
- Manufacturing
- Irving, TX



Client situation

- KCC is unionized with complex timekeeping policies across various locations in US and Canada.
- They have evolving business needs as union contracts ratify and vendors impose compliance restrictions around time capture and reporting.
- KCC was looking for a partner with deep UTA knowledge and experience to help design and implement their complex requirements.



Solution

- Align first implemented UTA in 2020 and subsequently provided 3+ years of UKG system administration support for US and Canada operations
- Align created multiple custom reports and alerts to better manage and disseminate compliance issues.
- KCC is able to utilize the flexibility of the UTA application to solve requirements products cannot otherwise satisfy.



Results

- KCC has been able to consistently increase the usability and automation of their UTA system for end users
- They have also benefitted by ensuring accurate employee time calculations, reduction of manual edits, and less union grievances due to inaccurate timekeeping

Tags: UTA, Post-Live, Unions, Complex Pay Rules

