

Camoplast inc.

Kronos solution improves workforce management and time tracking at Camoplast inc.

Founded in 1958, Camoplast is an industrial manufacturer that designs, develops, and manufactures systems, assemblies, and components for original equipment manufacturers.

Their products include rubber tracks, body dressing parts, under-the-hood plastic components, and assemblies used in a variety of industries including automobiles, defense, heavy trucks, construction & industrial, farm vehicles, and power sports.

Camoplast is also a turn-key manufacturer of a full line of multi-terrain tracked vehicles for the alpine, municipal, utility, oil & gas, telecommunications, and mining markets.

Camoplast is proud to be the rubber track of choice for all winning snowmobile racing teams in snocross, oval, drag, and hill cross. With over 32 different configurations, it offers racers the best track technology geared to each specialty.

Headquartered in Sherbrooke, Quebec, Camoplast operates 12 manufacturing plants in Canada, the United States and Europe, and employs more than 2,000 – including more than 1,350 plant employees. All plants are unionized except one, which has an in-house agreement; and all plant employees are paid by the hour.

Obsolete equipment, manual entry created inefficiencies

Plant employees were required to punch in and out by scanning their timecards. The existing time-tracking equipment was out-of-production, and therefore difficult to repair. In addition, all overtime and incentives established by numerous collective bargaining agreements and the in-house agreement were manually entered – a time-consuming and error-prone administrative task, which took more than 11 hours per week to compute at one plant site.

We needed to find a solution that would automate and standardize the payroll process, reflect the terms of all labour agreements, and ultimately rebuild credibility with employees,” says Simon Bureau, business process analyst at Camoplast.

Camoplast finds a solution with Kronos

Camoplast selected Kronos to ease their workforce management issues. The company was convinced by Kronos’ extensive industry experience, the flexibility of the Kronos Workforce Central[®] suite and their ability to integrate seamlessly with Camoplast’s existing payroll and human resources systems from ADP and SAP.

Kronos’ Workforce Central suite is a comprehensive web-based solution with unmatched functionality for managing time and labour activities.

Track time and attendance and apply complex pay policies

Workforce Timekeeper[™], part of the Workforce Central suite implemented at Camoplast, is a powerful web-based time and attendance application that automates the manual and time-consuming process of tracking employee time. The Kronos solution enables the company to standardize complex pay policies with the utmost accuracy, and generates real-time labour data for up-to-the-minute management.

Customer Profile

Camoplast inc.

Business Type: Manufacturer

Employees: 2,000

Locations: 12

Products: Workforce Timekeeper, Workforce Central Suite

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Return on investment exceeds expectations

Since implementing the Kronos solution, Camoplast has experienced a significant reduction in the time spent calculating hours worked and preparing payroll. In fact, one 350-employee site reduced the time required to compute, account, correct, validate, and approve hourly results from 27 hours to three – a nine-fold decrease in time. Before the Kronos implementation, at that same site it took one employee more than 11 hours each week to compute overtime hours and incentives alone. After the implementation, that task required only 45 minutes per week.

Workforce Central suite also provides real-time access to attendance and overtime information – meaning improved absentee tracking, better workforce scheduling, and reduced time-tracking errors.

The solution automated 99 percent of Camoplast's collective bargaining and in-house agreements, including statutory holiday pay rules – significantly reducing the number of payroll errors.

Supervisors now have ready access to accurate and up-to-date attendance and available-hour reports, allowing them to quickly respond to overtime hours and absence queries.

The Kronos solution ensures that information from various Camoplast plants and offices is captured on a single database, creating an efficient administrative environment. Administrative staff can manage payroll for separate locations if required, and company-wide updates, backups and other technical tasks are handled from a central location.

“Kronos was well-prepared at the training sessions and the rollout went very smoothly – better than expected,” says Simon Bureau. “For example, we anticipated supervisors might not be happy with the stricter control involved, but instead they were thrilled with the 24/7 real-time information that became available to them which improved their ability to manage times and schedules.”



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