

Hospitality

Scheduling

One of the most important considerations a hospitality company must make is how labor is scheduled. Last minute callouts and no-shows can strain a hotel's ability to operate efficiently and maximize profitability. In addition to scheduling shifts for employees, InfiniTime gives them the power to request shift swaps and covers. Managers can also put up shifts to be covered, ensuring that the restaurant is always properly staffed. With a few clicks, managers can ensure that they are always staffed appropriately no matter the situation.

InfiniTime will help you stay compliant with "Fair Workweek" Laws that are being adopted in more and more states. These laws require that employers end on-call scheduling and replace it with predictive scheduling - that employees are required to be scheduled ahead of time. This can easily be done in a simple and repeatable way with InfiniTime's scheduling engine.

Skill & Qualification Tracking

InfiniTime scheduling does not stop with shift swapping and covering; We also implement skill & qualification tracking. Qualification Tracking eliminates the possibility of scheduling the wrong type of employee for a particular shift & job.

For example, you may need to make sure that a concierge shift is filled with someone who has had the proper training. InfiniTime will track that qualification in the employees' profile, and only allow that shift to be filled by those qualified.



Shift Differentials

Shift differentials are the calculation of wage adjustments for employees working overnight shifts. This can be a percentage increase, or a flat dollar amount on the normal rate. InfiniTime allows you to put in the wage rate calculations into the system, so anytime an employee is scheduled for a night shift, the wage rate is sent to payroll along with the hours automatically. Furthermore, InfiniTime supports shift differentials for employees who only work partially in an overnight shift, ensuring that hours and wages are tracked accordingly.

Biometrics & Time-Theft

Time theft is a huge issue for every business, and there are many ways an employee can steal time. For example, if one employee is running late, they can have their co-worker clock them in, which means you are paying them for time they have not worked. Another example is when a remote employee clocks in from the field, but then spends time on-the-clock sitting in the café.

According to the American Payroll Association, the average employee steals over 4 hours per week. Based on federal minimum wage, a business will be paying out an additional \$1500 a year PER employee!

Our biometrics ensure that this does not happen anymore. When punching in, the mobile app kiosk can be set to take a picture of the employee when they punch and compare it to a picture already in the system. If the person in the pictures is the same, the app accepts the punch. Otherwise, it is rejected, and a supervisor is notified. InfiniTime allows for you to expand the system with the implementation of biometrics. Our solutions have facial biometrics, picture taken at punch, and more. InfiniTime makes it easy for employees to punch in and do general self-service in any environment while eliminating buddy punching. InfiniTime also supports fingerprint readers, hand scanners, and geo-enhanced employee tracking to ensure no more time is stolen.

State Break Law Compliance

Most states have their own unique laws governing when and for how long employees must take breaks. InfiniTime has numerous tools to help you stay compliant with these break laws. For example, under California wage and hour law, non-exempt employees must receive a 30-minute lunch or meal break if they work more than 5-hours in a day. Employees who work more than 10-hours in a day are entitled to a second 30-minute meal break.

Rest breaks under California labor law are required for non-exempt employees who work 3.5 or more hours in a day. Employees are entitled to 10-minutes of rest period for each 4-hours, or a substantial fraction thereof, that they work in a day.

Each state has their own laws about how meal and rest breaks are implemented. InfiniTime can be configured in many ways to help ensure you are compliant with your local labor laws.

Leave Management

InfiniTime has an accrual engine that tracks all types of paid and unpaid time off. Once an accrual policy is set, the calculations are done automatically, and no manual work is required. InfiniTime tracks how much time off the worker has earned, how much has been used, and how much is remaining. When an employee takes time off, InfiniTime automatically takes them out of the schedule for that day, puts it on the timecard that they are off, and adjusts the accrual balance.

