

PAIE and GRH – GASM

Redeemable fringe benefits management

ADVANTAGES AND BENEFITS

- ***Compliance with provincial and local agreements***
- ***Possible savings***
- ***Periodic or annual payments***
- ***Detection of inconsistencies between benefits and employment status***

The Société GRICS provides you with the opportunity to improve your system *PAIE and GRH* content by integrating the **MANAGEMENT OF REDEEMABLE FRINGE BENEFITS**.

This software is an efficient tool for the management of redeemable fringe benefits in keeping with provincial and local agreements.

Intended clientele

- Payroll, human resources and financial resources personnel

Main features

Consistency of statuses and redeemable fringe benefits

This operation explores the types of redeemable fringe benefits such as **Vacation** and **Other Benefits**. It considers paid vacation according to the collective agreements (8%) and according to the Act respecting labour standards (ALS) of 4% or 6% as well as other redeemable fringe benefits of 9%, 11% or 15%. As well, this operation allows processing the benefits being paid periodically or annually.

GASM offers three main functions

- The first consists in detecting inconsistencies between an employee's redeemable fringe benefits and the employment status obtained during the budgetary year processed.
- The second deals with redeemable fringe benefits of the type **ALS-Vacation** and allows you to update the effective dates of the benefits. Upon requesting consistency with the status, the right to this benefit may be limited to a restricted period. The second function also allows you, as an option, to reinstall the **ALS-Vacation** at the end of a contract.
- The third function allows you to reinstall a redeemable fringe benefit for a new budgetary year.

Annual payment of redeemable fringe benefits

The main goal of this operation is to allow for the annual payment of redeemable fringe benefits of the type **Vacation** and **Other Benefits**. The operation allows managing the payments for redeemable fringe benefits in an annual payment mode, taking into account the occupations and the budget accounts for the payments received.

Compliance with the Act respecting labour standards (ALS)

According to the Act respecting labour standards, the employer is obliged to pay a minimum of 4% of the gross salary to employees with less than five years of continuous service and a minimum of 6% for employees with more than 5 years of continuous service.

This operation therefore allows, as a first step, detecting the names of employees for whom the vacation minimum of 4% or 6% was not paid during the budgetary year. As the second step, it allows for adjusting paid vacation as long as the minimum was not attained.

This operation takes into account different methods used for paying the allowed vacation. Among others, are the following situations :

- For an organization that does not pay the vacation amounts prescribed by the Act respecting labour standards during the year and wants to pay only the minimum prescribed by law, this operation allows calculating the minimum and producing the vacation payment.
- For an organization that does not pay vacation amounts for the period that follows obtaining a contract, but the payment of vacations is done periodically or annually, it is possible that, for certain files, the minimum has not been attained. This operation allows identifying those files and performs the adjustment.

PAIE and GRH - GASM On the cutting edge of technology adapted to your local needs

For more information please visit our Web site at www.grics.qc.ca, or communicate with Customer Service at (514) 251-3730 or by e-mail at info@grics.qc.ca.