



## N. Casertano Greenhouses and Farms

Growing in Connecticut for Over 80 Years

N. Casertano Greenhouses & Farms, Inc. supplies high quality products and services to the retail garden center industry. Their broad mix of products include annuals, perennials, perennial starter plugs and ground covers. During the holiday season they specialize in Christmas wreaths, kissing balls and other assorted holiday products.

### Right Plant at the Right Time

N. Casertano Greenhouses & Farms delivers a wide selection of quality plant material every week of the year. For Crystal Tananykin, who handles payroll and HR, this means tracking the hours and dollars of at least 100 employees across multiple locations, including drivers. During peak times the employee count climbs to 150-200, including many whose first language is Spanish. Tananykin aspires to track employee hours by department to manage the company's labor during their busy seasons. With spring rapidly approaching, she hoped to automate recording time off accruals, holiday pay, and deductions for lunch. Tananykin wanted to empower employees with access to view their benefit balances and request time off, freeing her to focus on more strategic work.

*"Duana Cisney at Labor Strategy is an expert, knowledgeable and persistent, but not pushy. Her constructive advice helped me design a solution within my budget, meeting all my business needs without being overcomplicated. Best of all, I eliminated the time-consuming automatic updates in our previous solution. It was an easy switch! We are happy with this time and labor management solution."*

*Crystal Tananykin, Payroll and HR at N. Casertano Greenhouses & Farms, Inc.*



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[casertanosfarms.com](http://casertanosfarms.com) | 1030 South Meriden Road, Cheshire, CT 06410

## Solution

### **Integrate Data, Reduce Costs, Empower Employees, and Save Time**

- > Biometric system to collect and record time data
- > Seasonal clocks in service and invoiced only during busy season
- > Reporting by department for full time and seasonal workers
- > Employee Self Service to view and request time off
- > Consistent, intuitive, modern interface and superior service
- > Employee access to a mobile app with Spanish and English labels



### **Attendance on Demand is easy to use for employees and managers.**

*An intuitive navigation that improves accuracy, saves time and money every day. Access to a mobile app with bilingual hints empowers employees to review their time cards, schedules, and request time off. Tananykin no longer spends hours tracking time off with a spreadsheet because leave management is automated in Attendance on Demand and integrated into their payroll system. This allows her to focus on reducing and managing costs associated with fluctuating seasonal labor.*

## Peace of Mind

N. Casertano Greenhouses and Farms, Inc. hired Labor Strategy to implement and support Attendance on Demand - the right-sized solution delivering the most value. Labor Strategy employs a team with extensive knowledge in the fields of payroll, time and attendance, and technology. Building on over 35 years of experience offering employee-centric solutions, they bring communication and technology together; eliminating manual processes, increasing payroll accuracy and providing insulation from compliance concerns. Attendance on Demand is a secure, reliable cloud-based, time and labor management solution that works with N. Casertano Greenhouses and Farms, Inc.'s payroll solution. It delivers better than 99.99% overall uptime because the servers and data centers are designed for reliability even during prolonged power outages, flooding, fire, and other natural disasters.

