KRONOS GUIDE – HOURLY WEB USERS

Getting Started

Kronos site: https://workforce-ext.union.edu/wfc/logon
Login: Use your Union College username and password

Changing Date Range

Use the drop-down in the upper-right to change the period
Click the icon to enter a Start and End date range

Printing a Timecard

Click the Print Timecard button. A separate window will open with a preview of the timecard as it will print.

Approving your Timecard

- You will receive email reminders when the pay period is ending to Approve your time
- Click the Approve Timecard button at the top of the screen to Approve. The background color will change.
- Use the same button to Remove Approval if needed. However edits cannot be made if already sent to Payroll.
- Your supervisor can see if you've Approved your Timecard. Once they also approve it is sent to Payroll.
Using the Timecard

***NOTE: If you are ALSO a Manager, first click the Plus Sign at the top to switch to the Employee workspace. This guide focuses only on using Kronos as an employee.***

Adding Time In and Time Out on the Timecard

Find the correct date and type time in in the **In** column
To record time out type the time in the **Out** column

<table>
<thead>
<tr>
<th>Date</th>
<th>Pay Code</th>
<th>Amount</th>
<th><strong>In</strong></th>
<th><strong>Transfer</strong></th>
<th><strong>Out</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Mon 3/25</td>
<td></td>
<td></td>
<td>9:00AM</td>
<td></td>
<td>1230PM</td>
</tr>
<tr>
<td>Tue 3/25</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

After entering time click the Save button

Tips for entering time:

- Kronos is flexible on the format you enter time as. You may use either 12 hour (standard) or 24 hour (military) time format, e.g. 3:00pm can be entered as either 3p or 15.
- When entering time in 12 hour format, add a "p" to all punches after 12pm. For example, to enter a time of 7:00am, simply hit the “7” key and then hit Enter. To enter 1:00pm, type 1p or 13, then hit Enter.
- You do not need to type the colon that separates hours and minutes. Ex: 3:30pm can be entered as 330p

If there are more than two punches on a day you can insert a blank row for that day by clicking the Insert Row icon ( ) at the left side of the timecard. Enter the missing punch on the blank row in the applicable **In** or **Out** column, then Save.

Recording Time with a Timestamp

To quickly record Time In and Out for that day, you can also "punch" by clicking **Record Timestamp** on the Home Page Kronos will automatically record the punch as In or Out on the exact time that day

To Add a Comment to a punch:

1. Right click the punch and click **Comments**
2. Choose the type of Comment from the drop-down list. Choose what is best applicable as the reason you are making a comment.
3. Type a note to further explain if needed.
4. Click **OK**, then **Save**.

A comment indicator ( ) will now appear in the cell you have just edited. Comments and notes can be viewed by hovering your mouse over the Comment indicator in the cell.
Hours for More Than One Job

Enter all hours worked on the same timecard. To associate hours with a different job:

1) Go to the Transfer column
2) Click Search
3) In the box choose the Division and Account Number (only choices applicable to the employee are shown)
4) Click Apply

The Totals at the bottom of the Timecard total hours worked for each job

Callback Pay

Employees called back to work unexpectedly at a time that is not their regular shift may be entitled to Callback Pay. To mark your time call Callback Pay follow these steps.

1) Record your hours worked for the callback as normal
2) In the Transfer column, click Search.
3) Click on the Work Rule tab, then Hourly Callback, click Apply.
4) The hours will now reflect Callback OT and a minimum hours
Vacation, Sick, and other Time Off

Accrual Balances

Accruals are amounts of time that employees earn as benefits such as vacation, sick, or personal time. Click the Accruals tab at the bottom of the timesheet to view accrued time. **Balances are not available for temporary employees or students.** The balance is as of the first day in the range selected in the upper right. Change to future pay periods to see projected balances by those dates, which takes into account any existing approved requests.

<table>
<thead>
<tr>
<th>Accrual Code</th>
<th>Accrual Available Balance</th>
<th>Accrual Units</th>
</tr>
</thead>
<tbody>
<tr>
<td>DISCRETIONARY DAY</td>
<td>0.00</td>
<td>Hour</td>
</tr>
<tr>
<td>DISCRETIONARY DAY CARRIED OVER</td>
<td>0.00</td>
<td>Hour</td>
</tr>
<tr>
<td>HOLIDAY BANKED</td>
<td>0.00</td>
<td>Hour</td>
</tr>
<tr>
<td>PERSONAL BUSINESS</td>
<td>15.00</td>
<td>Hour</td>
</tr>
<tr>
<td>SICK</td>
<td>72.00</td>
<td>Hour</td>
</tr>
<tr>
<td>VACATION</td>
<td>39.94</td>
<td>Hour</td>
</tr>
</tbody>
</table>

Submitting a Time Off Request

1. **Employees:**
   Go to **My Calendar** on the right > click the Gear > Choose “Pop-out” (or drag and drop My Calendar onto the Timecard area of the screen)

2. **Click Request Time Off button.**

3. **Choose the Pay Code** (i.e. Vacation, Sick)

4. **Choose Dates, Start Time, and Daily Amount** (amount of hours taken each day) Type a Note to give additional information (optional). Click **Submit.**

   **TIP:** Change the Accruals On date to match your requested date. Then you can verify how much time you have to use by that date. It even factors in existing requests.

5. **An email is sent to the Assigned Manager.** Meanwhile the request displays in the calendar next to the dates.

6. **You will receive an email if your time off is approved and the time will show on your Calendar and Timecard.**

   **Email**
   ```
   kronos@union.edu
to me

   Status: Approved
   Modified by: DONELAN, RYAN P
   Submitted on: 3/27/2019
   Employee: TEST, EMPLOYEE-MEYERS
   Request type: Time-Off - Facilities
   Start date: 4/04/2019
   End date: 4/05/2019
   Duration Days: 2
   Duration Hours: 0.00
   ```

   **Calendar and Timecard**
   ```
   **Mon 11/11**
   - **Check**
     - **Time-Off**
   - **Vacation**
     - **8:00 AM**
     - **8:00 AM**
   - **Pay Code**
     - Amount: 8.00
     - In: 8:00 AM
   ```

   ***NOTE: Requests with a Start and End date that span weekends will INCLUDE Sat and Sun. Use the Plus sign to add multiple non-consecutive days within the same request.***
Adjusting a Submitted Request

An employee can retract a request if not yet approved, or cancel a request (which requires approval). For example, if the employee wants to take one less day of vacation, but their original request is already approved, they could cancel the original request and submit a new one instead.

Only the manager can make a direct adjustment to the request.

To cancel a request:
1) Open the My Calendar widget.
2) Find the day the request is on, right-click it and choose Cancel Request.
3) Type in a Note (optional) and click Cancel Request.

Manually Entering Sick / Personal / Vacation or Other Pay Codes

Instead of a Time Off Request you may be allowed to enter time for Sick / Personal / Vacation or Other (such as Winter Recess) directly on your timesheet.

1. If a partial day is needed: Click the plus sign to create a new row for that day.
2. Go to the Pay Code column and choose the appropriate code from the dropdown list (i.e. Sick, Vacation, etc.)
3. Go to the Amount column and type in the number of hours taken.
   *If you type in an amount over 8 hours and have an automatic Meal Deduction, it will apply*
4. Go to the In column and enter a start time for the hours. And Out time is not needed.
   *The In time may matter if the shift is at a time that would pay Shift Differential*
5. Click Save in the upper right.

*TIP: Click Calculate Totals in the top right first and check to make sure the Total hours are correct*
For Employees Using a Timeclock

Rounding Time
Time recorded is rounded to the nearest 15-minute mark
  A 7:28 AM punch is rounded to 7:30 AM
  A 4:34 PM punch is rounded to 4:30 PM
For employees with schedules, managers can review punches and receive flags for late/early entries.

Viewing the Timecard

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image" alt="Out" /></td>
<td>A solid red cell indicates a Missing Punch. Positioning the mouse over the red box will display the words “Missed Punch.”</td>
</tr>
<tr>
<td><img src="image" alt="Exception" /></td>
<td>A red punch or i in a cell indicates an Exception, such as a late or early punch, or an Unexcused Absence. Positioning the mouse over the cell will tell you what the exception is. A triangle at the top right corner of a punch or pay code indicates that it has been added or modified by a manager.</td>
</tr>
<tr>
<td><img src="image" alt="Marked as Reviewed" /></td>
<td>A Green punch or green vertical hash marks in a cell indicate an exception (previously marked as i) has been Marked as Reviewed.</td>
</tr>
<tr>
<td><img src="image" alt="Comment" /></td>
<td>A small blue dialog balloon in a cell indicates a Comment has been attached to that cell. Hover your mouse over the balloon to view the comment. If there is a free-text note attached to the Comment, it will appear in parentheses after the Comment.</td>
</tr>
<tr>
<td><img src="image" alt="Pay Code" /></td>
<td>A pay code value with purple text indicated Paid Time Off from Vacation, Sick, or Personal time.</td>
</tr>
</tbody>
</table>