

RLS LOGISTICS TURNS TO AN INNOVATIVE PAYMENT TECHNOLOGY AND REDUCES EMPLOYEE TURNOVER

One of the Northeast's leading temperature-controlled logistics providers offering first-rate transportation, warehousing, and packaging services uses a novel payment technology to tackle labor shortages and improve employee retention.



High turnover industries face many challenges associated with retaining talent long-term and curbing frequent absenteeism. The Logistics and Supply Chain industry is ranked amongst the highest in terms of employee turnover and when the demand for workers exceeds supply, there is an imbalance that impacts profitability and the overall efficiency of the company. Workforce plays a critical role in the Logistics and Supply Chain industry and companies can pay up to 25% of the yearly salary to replace a single worker and onboard a new one.

While the logistics industry has a saturated hiring market, leading temperature-controlled logistics provider, RLS Logistics, needed to focus on retaining talent and decreasing recurring absenteeism. The company's staff, drivers, and warehouse workers come from an employee pool with several employment options in the industry and are prone to switching jobs.

The combination of high seasonal turnover and low employee engagement impacts RLS Logistics' competitiveness and demand to meet performance targets. Teaming up with DailyPay provided an innovative retention and engagement strategy. DailyPay has a proprietary technology that allows an employee to transfer earned but unpaid wages before payday, decreasing the wait time for receiving wages by more than 90%—or 12 days, on average. The solution translates to instant financial security for the employee, decreasing turnover and promoting improved engagement at the workplace.

THE RESULTS

48

Temperature-Controlled LTL & TL deliveries to 48 states

98%

On-time pickup and deliveries

38%

Eligible employees are on DailyPay

OVERVIEW

RLS Logistics is one of the Northeast's leading temperature-controlled logistics providers offering superior transportation, warehousing, and packaging services.

INDUSTRY

Logistics and Supply Chain.

THE PROBLEM

The Logistics and Supply Chain industry is ranked amongst the highest in terms of employee turnover and face many challenges associated with absenteeism.

THE SOLUTION

Offering DailyPay as a benefit to RLS Logistics employees helps improve their financial security resulting in employees staying longer and saving RLS Logistics thousands of dollars in hiring costs.

COST TO RLS LOGISTICS

There are no fees for employers to offer DailyPay.

HEADQUARTERS

Newfield, NJ

FOUNDED

1968

