



PUBLIC

How can an app solve **industry-specific regulatory requirements**?

SAP Partner Sodales Solutions helped Spire Energy meet its business-specific needs while improving employee experience for its complex workforce

[Spire Energy](#) serves over 1.7 million customers across Alabama, Mississippi and Missouri, making them the fifth-largest publicly traded natural-gas company in the world. With so many families and business owners relying on the company's services, Spire Energy recognized the importance of improving its grievance management, tracking and reporting processes and began looking for a tool that could meet its industry-specific needs. With an app from SAP Partner Sodales Solutions, the company fulfilled its complex regulatory requirements for labor relations, all while providing flexibility for future business demands.



THE BEST RUN



Discovering the right solution on SAP App Center helped Spire Energy enhance employee experience and improve compliance.

Challenges

- The HR and Labor Relations teams wished to streamline the incidents, grievance, disciplines, union seniority, and job-bidding processes along with contract changes/updates and labor-relations analytics related to their unionized workforce
- As part of a full Human Capital Management (HCM) transformation, integration with SAP SuccessFactors solutions was essential

Solution: Labor Relations Software by Sodales Solutions

- Provides complete life-cycle support for HCM processes for grievance management, discipline management, arbitration steps, maintenance of CBA/rule books, seniority rules and reporting
- Automates a resource-heavy and error-prone process for labor relations
- [Available on SAP App Center](#)

Outcomes

- Provided greater insights and transparency for Spire Energy's digital-transformation journey with an integrated platform that leverages SAP SuccessFactors solutions
- Enhanced employee experience to positively impact organizational integrity with transparent history and information tracking
- Streamlines collaboration between HR, unions and Labor Relations teams

"For utility-sector organizations that are looking to address unique business requirements, I highly recommend looking at the SAP App Center. It will open the door to endless opportunities to transform your business. The Sodales Labor Relations Software leverages core HR data and processes, and results in better employee experience through consistent policy-enablement and risk-prevention."

Max Henning, Talent Programs Lead, Spire Energy



Spire Energy
St. Louis, Missouri
<https://www.spireenergy.com/>

Industry
Energy

Products and Services
Spire Inc. is a public utility holding company that provides natural gas service through its regulated core utility operations while engaging in non-regulated activities that provide business opportunities.

Employees
1,001-5,000 employees

Revenue
1.741 billion USD

Featured Solutions

- Labor Relations Software by Sodales Solutions
- SAP SuccessFactors
- SAP Cloud Platform

THE BEST RUN



Follow us



www.sap.com/contactsap

SpireBTSenUS (20/03)

© 2019 SAP SE or an SAP affiliate company. All rights reserved.

No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of SAP SE or an SAP affiliate company.

The information contained herein may be changed without prior notice. Some software products marketed by SAP SE and its distributors contain proprietary software components of other software vendors. National product specifications may vary.

These materials are provided by SAP SE or an SAP affiliate company for informational purposes only, without representation or warranty of any kind, and SAP or its affiliated companies shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP or SAP affiliate company products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.

In particular, SAP SE or its affiliated companies have no obligation to pursue any course of business outlined in this document or any related presentation, or to develop or release any functionality mentioned therein. This document, or any related presentation, and SAP SE's or its affiliated companies' strategy and possible future developments, products, and/or platforms, directions, and functionality are all subject to change and may be changed by SAP SE or its affiliated companies at any time for any reason without notice. The information in this document is not a commitment, promise, or legal obligation to deliver any material, code, or functionality. All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned not to place undue reliance on these forward-looking statements, and they should not be relied upon in making purchasing decisions.

SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and other countries. All other product and service names mentioned are the trademarks of their respective companies.

See www.sap.com/copyright for additional trademark information and notices.