Published on *University of Colorado* (https://www.cu.edu)

Time & Labor project proceeds to build phase [1]



October 22, 2025 by Employee Services [2]

Editor's Note: This blog has been updated to reflect the new March 28, 2027, go-live date.

The ongoing Time & Labor project [3] has reached a new milestone in completing the Design Phase and is now advancing to the Build Phase. The Time & Labor (T&L) system will replace the home-grown MyLeave system, along with several third-party and supplemental timekeeping methods.

After extensive planning and cross-campus collaboration, the project is on track for a university-wide launch in March 2027. This new timekeeping system will be designed to:

- Streamline regulatory and compliance changes.
- Centralize time-tracking tools.
- Reduce costs and provide a more stable, robust platform.

As the project enters the next phase, here's what HCM professionals need to know.

Progress so far

During the previous Design phase, cross-campus teams produced, finalized and approved module designs to build the system according to CU's specific needs. The project team also identified 33 third-party timekeeping systems then determined if systems would be replaced by Time & Labor or if third-party systems needed data integrations with Time & Labor.

The university has partnered with SpearMC (now part of Mythics LLC), a consulting firm recognized nationally for its expertise in implementing modern HR systems, to help ensure CU's success with this transformation.

What's next

The new system is intended to simplify how employees record time and leave, reduce errors and help CU to better manage compliance, accuracy and long-term sustainability.

Key improvements include:

- An intuitive user interface to report time and leave

- Requiring fewer systems and less manual data entry
- Improving payroll with accurate and reliable time and absence data

The university's current environment of MyLeave and dozens of supplementary third-party timekeeping systems existed to address the varied timekeeping and accounting needs of different schools, departments and research labs across the university. Previous project phases helped the project team determine what features and functions are needed to properly meet all the needs of CU's four campuses.

Most third-party timekeeping systems can be replaced by functions in Time & Labor, but a handful of third-party systems will be maintained and integrated with T&L by building data interfaces that ensure smooth interoperability and up-to-date information.

During the Build Phase, project teams will develop the T&L system and integrations for remaining third-party systems.

28 third-party systems will be replaced with Time & Labor at go-live:

- Anschutz:10
- Boulder: 2
- Colorado Springs: 13
- Denver: 3

Five third-party systems will be integrated and share data with the Time & Labor module. Only two campuses will have third-party integrations:

- Anschutz: 2
- Boulder: 3

Questions?

For more detailed information on the Build Phase and upcoming phases, visit the T&L Project page [3].

If you have questions about the project, please email timeandlabor@cu.edu [4].

Time and Labor [5], payroll [6], HCM [7]
Send email when Published:
No

Source URL:https://www.cu.edu/blog/hcm-community/time-labor-project-proceeds-build-phase

Links
[1] https://www.cu.edu/blog/hcm-community/time-labor-project-proceeds-build-phase
[2] https://www.cu.edu/blog/hcm-community/author/34887 [3] https://www.cu.edu/it-gov/projects/time-and-labor-project [4] mailto:timeandlabor@cu.edu [5] https://www.cu.edu/blog/hcm-community/tag/time-and-labor [6] https://www.cu.edu/blog/hcm-community/tag/payroll [7] https://www.cu.edu/blog/hcm-community/tag/hcm