

COMPLIANCEHR EXPANDS OFFERINGS FOR EMPLOYERS NAVIGATING VACCINE ACCOMMODATIONS AND TESTING REQUIREMENTS

ComplianceHR, a joint venture of Littler and Neota Logic, has expanded its technology solutions for employers faced with new COVID-19 vaccine and testing requirements, as well as a rise in reasonable accommodation requests from employees.

The company's ComplianceHR SmartScreen™ application – which has been used more than one million times to date – now provides optional COVID-19 test and vaccination tracking workflows. Included in the most recent update, employers can capture negative test results, track employee tests, track accommodation forms and ask unvaccinated employees a question to ensure they are following company COVID-19 testing and vaccination policies. The application also offers accommodation guidance and template forms to help employers manage the influx of exception requests. These enhancements have been added in response to changing regulations and the pressing need for employers to screen workers returning to the workplace, and are designed to enhance the application's previous ability to screen employees before entering the office via kiosk or mobile device.

“As more and more clients started requiring vaccination, we saw an opportunity to support the new challenges they were encountering related to reasonable accommodation requirements and compliance with COVID-19 testing policies,” said Kimball Norup, Chief Executive Officer of ComplianceHR. “The new features in ComplianceHR SmartScreen provide a quick and

streamlined solution to vaccination and test tracking, easing the burden of executing vaccination programs for HR and administrative team members.”

The White House’s recently released COVID-19 Action Plan includes mandates that employees working for large private companies, the federal government, federal contractors and healthcare entities be vaccinated against the virus. With the implementation of mandatory vaccine policies, employers must also manage and evaluate requests for reasonable accommodation from employees who object to a vaccine mandate. Even before President Biden’s announcement and full approval of the Pfizer-BioNTech vaccine, Littler’s survey of more than 1,600 employers found an increasing openness to vaccine mandates, with nearly half (46 percent) of respondents more strongly considering requiring vaccination amid the spread of the delta variant.

Launched in July 2020, ComplianceHR SmartScreen already provided employers with an automated solution for screening employees for COVID-19-related symptoms and risk factors, as well as tracking employees’ vaccination status. In addition to helping companies safely return employees to the workplace, the web-based solution allows employers to maintain employee privacy by tracking important information without a need for paper or spreadsheets.

About ComplianceHR

ComplianceHR combines the unparalleled experience and knowledge of Littler, the world’s largest global employment law practice, with the power of Neota Logic’s innovative AI software platform. ComplianceHR’s suite of solutions provides quick, straightforward, cost-effective and comprehensive answers to the countless compliance issues employers confront in an ever-changing and complex regulatory environment. For more information, visit www.compliancehr.com.