

HR ExecSupport by Littler Mendelson User Guide

Great American Insurance Group is committed to offering industry- leading customer service and employment practices risk management assistance to our policyholders.

We've joined forces with Littler Mendelson, the world's largest labor and employment law firm, to ensure our policyholders have instant access to a comprehensive employment law and human resources risk management program. Together we provide insureds with employment law hotline advice, online tools, legal updates, compliance forms, harassment training programs, instructional videos and much more. Our risk management program, HR ExecSupport, has been carefully designed to assist our policyholders with managing.



Get Started by Following the Directions Below.

Login Page: [Click Here](#)

To Request New User Access

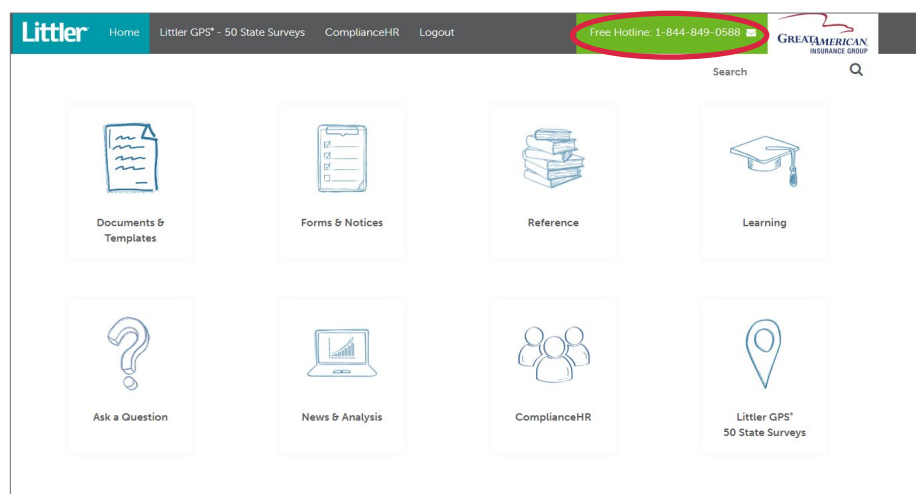
- Click the “Request an Account” link on the bottom-right side of the page. Enter your information in the required fields, including your email address, and your current seven-digit numeric policy number.
- Click “Submit.” You will then receive an email with login credentials. On future visits to the site, just enter your email address.

Home Page

You can access all the content areas from the home page. Each area is highlighted separately below. You can click into any of the areas below to work in that section.

Hotline

The Hotline is always listed at the top for you to reach out as soon as there is a need. A designated team of experienced Littler attorneys is available to assist you with a broad range of employment law questions and issues.



Documents and Templates

Hundreds of sample documents for Onboarding, Continuing Employment, End of Employment, or General Guidance. This section contains handbook templates, LOA and time off information, as well as termination letters and checklists.

The screenshot shows the Litterer website's 'Documents & Templates' page. The header includes the Litterer logo, navigation links (Home, Litterer GPS® - 50 State Surveys, ComplianceHR, Logout), a free hotline number (1-844-849-0588), and the Great American Insurance Group logo. The main navigation bar highlights 'Documents & Templates' and includes links for Forms & Notices, Reference, Learning, and News & Analysis. A search bar is located on the right. The main content area is titled 'Documents & Templates' and features four categories: Onboarding (Pre-Hire Resources, Hiring Resources), Continuing Employment (Template Policies, Performance Management, Time Off and Leaves of Absence, Wages, Hours and Pay Practices), End of Employment (Termination Resources), and General Guidance. Below these categories are expandable sections for each category, each with a plus icon and the category name.

Forms & Notices

The screenshot shows the Litterer website's 'Forms & Notices' page. The header and navigation bar are identical to the previous screenshot. The main content area is titled 'Government Forms & Poster/Notice Requirements'. A dropdown menu is set to 'Pennsylvania'. The page is divided into two main sections: 'State Legal Guide' and 'Poster and Notice Requirements'. The 'State Legal Guide' section includes a 'New Hire' subsection with links to a disclaimer, board/lodging/other facilities, new hire reporting, Philadelphia fair scheduling (April 1, 2020), tipped employees, wage & hour, and workers' compensation. It also includes an 'Exit Forms' subsection with a disclaimer. The 'Poster and Notice Requirements' section lists various forms and notices, each with a plus icon for more details: Disclaimer, Abstract of Equal Pay Law Form LLC-8, Abstract of the Pennsylvania Child Labor Law Form LLC-5, Equal Opportunity and Fair Practices Notices, Hazardous Materials Posting (Pennsylvania Right to Know Law) Form LIBC-262, Hours of Work for Minors Under Eighteen Form LLC-17, Human Trafficking Resource Center Hotline Poster, Minimum Wage Law Poster and Fact Sheet Form LLC-1, PA Clean Indoor Air Act Signage for No Smoking, Unemployment Compensation Form UC-700, and Workers' Compensation Insurance Posting Form LIBC-500.

Reference

Employer Library comprises separate reference manuals for each state covering a wide range of labor and employment law topics. The Reference section also contains the Littler Mendelson Guide to International Employment and Labor Law provides a comprehensive, comparative analysis of international employment and labor laws for corporate counsel, cross-border legal practitioners and HR professionals.

The screenshot shows the 'Reference' section of the Littler website. The navigation bar includes 'Home', 'Littler GPS® - 50 State Surveys', 'ComplianceHR', 'Logout', and a 'Free Hotline: 1-844-849-0588' button. The main menu has 'Documents & Templates', 'Forms & Notices', 'Reference' (selected), 'Learning', and 'News & Analysis'. The 'Reference' section title is followed by a paragraph explaining the Employer Library and the Littler Mendelson Guide to International Employment and Labor Law. Below this is a 'State Reference' section with a grid of links to state-specific guides, each preceded by a red document icon. The links are organized into three columns.

State Reference		
Littler on Alabama	Littler on Kentucky	Littler on North Dakota
Littler on Alaska	Littler on Louisiana	Littler on Ohio
Littler on Arizona	Littler on Maine	Littler on Oklahoma
Littler on Arkansas	Littler on Maryland	Littler on Oregon
Littler on California	Littler on Massachusetts	Littler on Pennsylvania
Littler on Colorado	Littler on Michigan	Littler on Rhode Island
Littler on Connecticut	Littler on Minnesota	Littler on South Carolina
Littler on Delaware	Littler on Mississippi	Littler on South Dakota
Littler on District of Columbia	Littler on Missouri	Littler on Tennessee
Littler on Florida	Littler on Montana	Littler on Texas

Learning

Library of HR compliance videos and live and recorded webinars. This section also provides videos on hot HR topics like employment focused AI, DE&I Objectives for Executive Compensation.

The screenshot shows the 'Learning' section of the Littler website. The navigation bar is identical to the Reference section. The main menu has 'Documents & Templates', 'Forms & Notices', 'Reference', 'Learning' (selected), and 'News & Analysis'. The 'Learning' section title is followed by a video player showing a man speaking, with the name 'Brian McMillan' at the bottom. To the right of the video player are two event cards. The first card is for the '2022 Rocky Mountain Regional Employer Conference' with a 'Sign Up' button. The second card is for 'Session Three: How Employers Can Prepare for the Future Legislative and Regulatory Framework Governing the Use of AI Tools in HR Decisions' with a 'Sign Up' button and a time slot of 'Time: 12:00 - 1:00 p.m. ET'.

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Videos

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Harassment Education Video

Conducting Workplace Investigations

Employee Leaves and Reasonable Accommodation

Immigration and I-9 Compliance

What is Working Time?

Wage and Hour Compliance

Paid Sick Leave

New EEOC Electronic Filing Requirements

Release of Claims

Unemployment Claims

Arbitration

Employee Background Checks

Data Security

Responding to EEOC Charges

Questions

Great American Insurance Group has arranged for you to receive guidance from an experienced employment attorney at the nation's largest employment law firm. This guidance is provided with a current Unemployment Insurance policy purchased from Great American. An attorney at Littler Mendelson is available to assist you if you have a question or need assistance about a termination, discipline, or harassment issue.

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Search

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Free Assistance Hotline

Great American Insurance Group has arranged for you to receive guidance from an experienced employment attorney at the nation's largest employment law firm. This guidance is provided with a current employment practices liability policy purchased from Great American. An attorney at Littler Mendelson is available to assist you if you have a question or need assistance about a termination, discipline, or harassment issue.

See Terms of Use Below

Ask a question or call us at 1-844-849-0588

First Name *

Last Name *

Company *

City *

State *

Email *

Phone *

Question *

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News & Analysis

This section provides links to news articles and analysis on upcoming legislation and events affecting employment law.

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LITTLER REPORT | OCTOBER 18, 2022

The Littler 2022 European Employer Survey Report

Drawing on insights from nearly 700 human resources executives, in-house attorneys, and business leaders, this year's survey finds employers pulled in different directions related to in-person work and hybrid scheduling.

[International Employment Law](#) [Global Workplace Transformation Initiative](#)

ASAP | OCTOBER 18, 2022

Canada Proposes Two CLC Regulations on Service of Documents, Regular Rate of Wages, and Reimbursement of Reasonable Work-Related Expenses

On October 1, 2022, Canada published two proposed Regulations under the Canada Labour Code (CLC) and requested comments by October 31, 2022, via a new embedded commenting feature.

[International Employment Law](#) [Wage and Hour](#) [Litigation and Trials](#)

INSIGHT | OCTOBER 18, 2022

California Changes "Close Contact" Definition Under Cal/OSHA COVID Emergency Standard and Issues Revised Proposal for Non-Emergency Standard

The California Department of Public Health issued an order effective updating the definition of close contact under the Third Revised COVID Emergency Temporary Standard and providing "strategies to prioritize response to potential exposures."

[Coronavirus \(COVID-19\)](#) [Workplace Safety and Health \(OSHA & MSHA\)](#)

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SEARCH NEWS & ANALYSIS

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ComplianceHR

ComplianceHR Navigator Suite – a set of solutions that address some of the most complex and recurring compliance issues that decision makers face during the employee lifecycle. Regardless of your company's size, industry, or location, we have an easy solution that's right for you. And because we update our tools in real-time, you can be confident that the results and guidance you receive are accurate and up-to-date.

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Search

ComplianceHR - Intelligent Employment Applications

ComplianceHR ComplianceHR Navigator Suite – a set of solutions that address some of the most complex and recurring compliance issues that decision makers face during the employee lifecycle. Regardless of your company's size, industry, or location, we have an easy solution that's right for you. And because we update our tools in real-time, you can be confident that the results and guidance you receive are accurate and up-to-date.

Get a Free Trial of Navigator Suite!

[Free Trial](#)

Take a test ride with the first ever and only award winning suite of intelligent employment applications which deliver expert guidance at internet speed and scale.

ComplianceHR SmartScreen™

Easily screen employees for COVID-19-related symptoms and risk factors before physically returning to the workplace.

ComplianceHR SmartScreen is an automated screening solution that allows employers to easily send jurisdiction-specific screening questionnaires for select employees to complete before they come into the office each day. Employers maintain privacy by tracking information without a need for paper or spreadsheets.

Littler GPS 50 State Survey

Recently passed legislation by state or topic.

The screenshot shows the Littler GPS website interface. At the top, there is a search bar with the text "Search Terms" and a "Find" button. Below the search bar is a green navigation bar with four links: "Home", "Topics", "Legislation", and "Multi-State Surveys". The "Topics" link is circled in red. Below the navigation bar, the page displays a grid of topic categories under the heading "Home » Topics". The categories include:

- Artificial Intelligence (AI) & Robotics**
- Alternative Dispute Resolution (ADR)**
 - Arbitration Procedures & Proceedings
- Background Checks**
 - Credit Checks
 - Criminal Background Checks
- Benefits**
 - 401k/Retirement/Pension
 - Consolidated Omnibus Budget Reconciliation Act (COBRA)
 - Employment Retirement Income Security Act (ERISA)
 - Disability
 - Equity Compensation
 - Executive Compensation
 - Non-Qualified Plans
 - Government and Tax Exempt Plans
 - Health Care Reform
 - Health Savings/Flexible Spending Accounts
 - Other Employee Benefits
 - Reproductive Health
 - Wellness
- Business Restructuring**
 - Furloughs
- Discrimination/Harassment**
 - Age
 - Disability
 - Definition of Disability
 - Public Access Issues
 - Reasonable Accommodation of Disability
 - Employee Off-Duty Conduct
 - Gender Identity/Expression
 - Genetic Information
 - Gender/Sex
 - Marital Status
 - Military/Veteran Status
 - National Origin/Ethnicity/Language/Ancestry
 - Other Protected Classifications
 - Pay Equity
 - Salary History
 - Wage Transparency
 - Political Activity
 - Pregnancy
 - Protected Classification
 - Race/Color
 - Religion/Creed
 - Retaliation
 - Sexual Orientation
- Domestic Partners/Civil Unions**
- Immigration**
 - E-Verify
 - Employment Eligibility
 - I-9 Compliance
- Industry**
 - Home Healthcare
 - Hospitality
 - Retail
- Joint Employment**
- Labor Relations**
 - Captive Audience
 - Collective Bargaining
 - Grievance/Arbitration
 - Union Organizing
- Leaves of Absence**
 - Bone Marrow/Blood/Organ Donation
 - Crime Victim
 - Disability Leaves
 - State Disability Insurance (SDI)
 - Domestic & Sexual Violence
 - Emergency Responder
 - FMLA/State Equivalents
 - Paid Family/Medical Leave & Insurance
 - Family Military
- Unemployment**
 - Unfair Competition & Trade Secrets**
 - Noncompete Agreements
 - Wage & Hour**
 - Lactation Breaks
 - Business Expenses
 - Compensable Time/Off the Clock
 - Living Wages
 - Meal & Rest Breaks
 - Minimum Wage
 - Holiday/Days of Rest
 - Misclassification
 - Other Wage and Hour
 - Overtime/Exemptions
 - Prevailing Wage Obligations
 - Scheduling
 - Tips
 - Uniforms
 - Wage & Hour Penalties
 - Vacation
 - Wage Payment Obligations**
 - Bonuses
 - Commissions
 - Deductions from Paychecks
 - Direct Deposit