

Compliance Management



Meet compliance requirements with a proactive time and labor management engine that helps you adhere to organizational, federal, state, and local labor policies while accommodating employee leave requests, unexpected absences, and coverage demands.



Paid Sick Leave

Automate the administration of paid sick leave laws and streamline leave accrual, caps, and carryover time according to the rules in your jurisdiction.



Fair Labor Standards Act (FLSA) & State Labor Regulations

Our calculation engine efficiently handles complicated overtime rules. Manage employee timecard approvals, objections, and record keeping at the clock or via desktop and mobile apps.



Fair Scheduling

Comply with the latest trend in workplace regulation. Automate notice of schedule changes and penalties, and empower employees to claim, drop, or swap last-minute shifts so you don't incur fines. Make schedule-related communication easy and archived.

Affordable Care Act (ACA)



Created to help employers accurately measure and report on employee hours worked, VisualACA determines employee full-time status according to the ACA, alerts you of potential employee status changes, tracks benefit offers, and partners for IRS filing.

Stay compliant with ACA regulations through a product that integrates with your HR, payroll, or complete workforce management system.

- Calculate information for IRS forms.
- Manage employee status determination.
- Track new and seasonal employees.
- Automate service-hour calculations using the look-back method.

Payroll-Based Journal for Long-Term Care



Report staffing and census information automatically to the Centers for Medicare & Medicaid Services (CMS) and reduce errors associated with manual entry of direct care staffing information.

Critical for long-term care facilities, our PBJ export accurately records paid worked time by CMS job categories. It calculates daily according to the calendar day without changing the way you track time for timecards, payroll, and reports.

Find out how Attendance on Demand's workforce management solutions can ensure compliance for your organization — call us today at 800.465.9980 or visit attendanceondemand.com.