



## COVID-19: State Changes in Unemployment Benefits

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<p>Alabama</p> <p><a href="https://www.labor.alabama.gov/COVID-19%20UC%20Changes%20March%2016%202020%20News%20Release.pdf">https://www.labor.alabama.gov/COVID-19%20UC%20Changes%20March%2016%202020%20News%20Release.pdf</a></p> <p>(Last assessed on 3/20/2020)</p>	<p>As of 3/20/2020, the Alabama DOL will waive all charges against those employers who file partial unemployment compensation claims on behalf of their employees until further notice. ADOL is encouraging all employers to file on their employees' behalf.</p> <p>The Alabama Department of Labor is modifying existing unemployment compensation rules to allow workers to file a claim for unemployment compensation benefits who are affected in any of the following way:</p> <ul style="list-style-type: none"> <li>• Those who are quarantined by a medical professional or a government agency,</li> <li>• Those who are laid off or sent home without pay for an extended period by their employer due to COVID-19 concerns,</li> <li>• Those who are diagnosed with COVID-19,</li> <li>• Or, those who are caring for an immediate family member who is diagnosed with COVID-19.</li> </ul> <p>The requirement that a laid-off worker be "able and available" to work while receiving unemployment compensation benefits has been modified for claimants who are affected by COVID-19 in any of the situations listed above. Additionally, claimants will also not have to search for other work provided they take reasonable steps to preserve their ability to come back to that job when the quarantine is lifted or the illness subsides. The waiting week, which is typically the first week of compensable benefits, will also be waived.</p> <p>Certain criteria and exceptions may apply and are subject to change. Verification of illness or quarantine may be required. Workers can file for benefits online at <a href="http://www.labor.alabama.gov">www.labor.alabama.gov</a> or by calling 1-866-234-5382. Online filing is encouraged.</p> <p>People who are being paid to work from home, or those receiving paid sick or vacation leave are NOT eligible for unemployment compensation benefits, regardless if they experience any or all of the situations listed above. Claimants can begin filing these claims on Monday, March 23, 2020.</p> <p>The Alabama Department of Labor has published FAQs about unemployment insurance benefits:</p> <p>Question 1: Will workers qualify for unemployment benefits if the coronavirus (COVID-19) causes an employer to shut down operations?</p> <p>Answer: Alabama unemployment benefits are available to individuals who are unemployed through no fault of their own. If an employer must shut down</p>

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	<p>operations and no work is available, individuals may be eligible for unemployment benefits.</p> <p>Question 2: If an employer lays off employees due to the loss of production caused by the coronavirus, will the employees be eligible for unemployment insurance benefits?</p> <p>Answer: Alabama unemployment benefits are available to any individual who is unemployed through no fault of their own. If an employer must lay off employees due to the loss of production caused by the coronavirus, individuals may be eligible for unemployment benefits.</p> <p>Question 3: If an employee receives unemployment benefits as a result of a coronavirus-related business shutdown, will the employer's unemployment taxes increase? Answer: At this time, no further guidance has been issued. Until such a time, normal procedures will be followed.</p> <p>Question 4: If an employee receives unemployment benefits as a result of a coronavirus-related business shutdown, can the benefits be charged to the mutual account?</p> <p>Answer: At this time, no further guidance has been issued. Until such a time, normal procedures will be followed.</p> <p>Question 5: If an asymptomatic employee imposes a self-quarantine because of the coronavirus, will they be eligible for unemployment benefits?</p> <p>Answer: In most cases, no. Unemployment benefits are available to individuals who are totally or partially unemployed due to no fault of their own. In this example, the individual—not the employer—is choosing not to work and, therefore, would be ineligible. However, the facts of each circumstance are important. If the employer allowed this individual to telework, they would not qualify for benefits because they would not be unemployed. If the employer required the individual to stay home but did not offer telework, the individual might be eligible for benefits if they met the monetary and weekly eligibility criteria.</p> <p>Question 6: If an employee is in mandatory quarantine because of suspicion of having the coronavirus, will they be eligible for unemployment benefits?</p> <p>Answer: Yes, they will be eligible. Certain criteria and exceptions may apply, and are subject to change.</p> <p>Question 7: If an employee is ill because of the coronavirus and unable to work, will they be eligible for unemployment benefits?</p> <p>Answer: Yes, they will be eligible. Certain criteria and exceptions may apply, and are subject to change.</p>

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	<p>Question 8: Is the coronavirus considered a disaster, and can I receive Disaster Unemployment Assistance?</p> <p>Answer: The president of the United States has declared the coronavirus a national disaster, but at this time there has been no Disaster Unemployment Assistance declaration.</p> <p>Question 9: What types of proof may be required to substantiate a COVID-19 claim?</p> <p>Answer: Proof of a medical diagnosis from a health care professional for the claimant and/or the immediate family member, and/or confirmation of quarantine by the employer or applicable government entity.</p> <p>Question 10: What is a partial claim?</p> <p>Answer: A partial claim is filed when an employee is laid off for a short period, but is expected to be rehired at the same job. For more information regarding partial claims, please visit <a href="https://www.labor.alabama.gov/uc/Partials/uc-partials.aspx#facts">https://www.labor.alabama.gov/uc/Partials/uc-partials.aspx#facts</a>.</p> <p>Question 11: How long can I receive benefits?</p> <p>Answer: Generally, up to three weeks, subject to verification.</p> <p>A link to these FAQs about unemployment benefits:  <a href="https://www.labor.alabama.gov/Coronavirus%20Unemployment%20Benefits%20FAQ.pdf">https://www.labor.alabama.gov/Coronavirus%20Unemployment%20Benefits%20FAQ.pdf</a> (Last accessed March 18, 2020)</p>
<p>Alaska</p> <p><a href="https://labor.alaska.gov/unemployment/COVID-19.htm">https://labor.alaska.gov/unemployment/COVID-19.htm</a></p> <p>(Last accessed on March 20, 2020)</p>	<p>On March 18, 2020, the House Labor and Commerce Committee introduced legislation that would offer relief to Alaskans who have had their hours reduced in the wake of the COVID-19 pandemic.</p> <p>The legislation, HB 308, seeks to ease the restrictions on unemployment benefits in cases where an employee or employer are limiting hours due to providing care to others, preventing the spread of COVID-19 or preventing or limiting the economic loss or harm. It would also increase unemployment payments by \$75 per week for each dependent.</p> <p>The measure, if passed, is narrowly tailored to COVID-19 and would be set to expire in April 2021.</p> <p>The Alaska Department of Labor has published FAQs about COVID-19 scenarios and benefits available to claimants:</p> <p><b>Q. If I am no longer working as a result of COVID-19, can I file for UI benefits?</b></p>

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	<p>A. Yes. You can file a UI claim at <a href="https://my.alaska.gov/">https://my.alaska.gov/</a>.</p> <p><b>Q. If my employer has allowed me to work remotely from home, am I eligible for UI benefits?</b></p> <p>A. Potentially. You can file an application and will need to report your earnings.</p> <p><b>Q. What if I had to take leave because my children are out of school due to closures?</b></p> <p>A. You can file a claim and your eligibility will be reviewed. At this time, you may not be eligible to receive payment because you are not considered available for full-time work.</p> <p><b>Q. What if I have to take time off work because I have contracted COVID-19?</b></p> <p>A. If you are unable to work full-time due to illness, you may not be considered eligible for UI benefits currently.</p> <p><b>Q. What is a request to isolate or quarantine?</b></p> <p>A. Instruction from an employer, medical professional, or government official to stay home.</p> <p><b>Q. What if I am advised to quarantine myself, but I am <u>not sick</u> and am still willing and able to work?</b></p> <p>A. If you are given a date when you can return to work, you may be eligible for benefits during the time you are quarantined. You can file a claim and your eligibility will be reviewed.</p> <p><b>Q. What if my employer has had to reduce staff or close their business due to COVID-19?</b></p> <p>A. If your employer has told you they do not have work for you due to reduction in their workforce, or closure of business you are considered to be laid off. You can file for UI benefits.</p> <p><b>Q. What if I contracted COVID-19 on the job?</b></p> <p>A. You may need to contact Workers Compensation if you have questions about your eligibility for these types of benefits.</p> <p><b>Q. How am I supposed to meet deadlines required by the UI program?</b></p> <p>A. Your requirements will be reviewed on a case-by-case basis. If you are asked to contact the UI claim centers by a set deadline, you must still do so. If you are required to complete a Reemployment and Services Assessment through a job center, they are currently working on ways to accommodate alternative options, such as telephone and Skype.</p> <p><b>Q. What if I work for a school and am not working due to school closures outside the regularly scheduled spring break dates?</b></p> <p>A. You may be eligible for benefits. You can apply online and your individual circumstances will be reviewed.</p>

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<p>Arizona</p> <p><a href="https://azdhs.gov/preparedness/epidemiology-disease-control/infectious-disease-epidemiology/index.php#novel-coronavirus-home">https://azdhs.gov/preparedness/epidemiology-disease-control/infectious-disease-epidemiology/index.php#novel-coronavirus-home</a></p> <p>(Last assessed on 3/20/2020)</p>	<p>As of 3/17/2020 at 11 a.m. the Arizona state legislature has been in session working on passing multiple pieces of emergency legislation related to COVID-19. The measures are expected to pass by Friday 3/20/2020. (Still pending as of 3/20/2020 4:30 p.m.).</p> <p>No updates specific to unemployment benefits.</p>
<p>Arkansas</p> <p><a href="https://portal.arkansas.gov/agency/governors-office/news/governor-hutchinson-expedites-unemployment-benefits-for-those-impacted-by-covid/">https://portal.arkansas.gov/agency/governors-office/news/governor-hutchinson-expedites-unemployment-benefits-for-those-impacted-by-covid/</a></p> <p><a href="https://www.dws.arkansas.gov/src/files/500-BOOKLET-8X11-ART-v05-29-2018-1.pdf">https://www.dws.arkansas.gov/src/files/500-BOOKLET-8X11-ART-v05-29-2018-1.pdf</a></p> <p>(Last accessed on 3/20/2020)</p>	<p>Governor Asa Hutchinson has directed the Arkansas Department of Commerce to expedite unemployment benefits to assist Arkansans whose employment status may be impacted by the COVID-19 outbreak, he announced at a press conference on March 17. Under current Arkansas law (Ark. Code Ann. §11-10-507(4)), individuals who claim unemployment insurance must wait one week, which is not counted as a week of unemployment. The Governor has directed the Arkansas Department of Commerce to waive the waiting period. This directive will allow the department to pay claims more quickly. Governor Hutchinson has also directed the Department of Commerce to waive current work-search requirements for 30 days, allowing the unemployed to receive benefits without seeking other employment. This exception applies only to those employed by businesses that are temporarily closed with plans to reopen. In a third action, the Governor has directed the Department of Commerce to allow the unemployed to apply for benefits online or by telephone rather than in person in a further effort to minimize the risk of spreading COVID-19. "These important changes will allow Arkansans impacted by COVID-19 to file unemployment insurance claims, register for work, and seek job-placement assistance in a timely manner while also protecting ADWS employees and mitigating the spread of the virus," Governor Hutchinson said.</p>
<p>California</p> <p><a href="https://www.edd.ca.gov/about_edd/coronavirus-2019.htm">https://www.edd.ca.gov/about_edd/coronavirus-2019.htm</a></p> <p><a href="https://www.edd.ca.gov/about_edd/coronavirus-2019/faqs.htm">https://www.edd.ca.gov/about_edd/coronavirus-2019/faqs.htm</a></p>	<p>The California <a href="#">Governor's Executive Order</a> waives the one-week unpaid waiting period, so you can collect DI benefits for the first week you are out of work. If you are eligible, the EDD processes and issues payments within a few weeks of receiving a claim.</p> <p>DI provides short-term benefit payments to eligible workers who have a full or partial loss of wages due to a non-work-related illness, injury, or pregnancy. Benefit amounts are approximately 60-70 percent of wages (depending on income) and range from \$50-\$1,300 a week.</p> <p>Caregiving If employees are unable to work because you are caring for an ill or quarantined family member with COVID-19 (certified by a medical professional), employees</p>

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<p> <a href="https://www.dir.ca.gov/dlse/2019-Novel-Coronavirus.htm">https://www.dir.ca.gov/dlse/2019-Novel-Coronavirus.htm</a>  <a href="https://www.labor.ca.gov/coronavirus/2019/">https://www.labor.ca.gov/coronavirus/2019/</a>            (Last assessed on 3/20/2020)         </p>	<p>can <a href="#">file a Paid Family Leave (PFL) claim</a>. PFL provides up to six weeks of benefit payments to eligible workers who have a full or partial loss of wages because they need time off work to care for a seriously ill family member or to bond with a new child. Benefit amounts are approximately 60-70 percent of wages (depending on income) and range from \$50-\$1,300 a week.</p> <p><b>School Closures</b> If an employee's child's school is closed, and the employee has to miss work to be at home, the employee may be eligible for Unemployment Insurance benefits.</p> <p><b>Reduced Work Hours</b> If your employer has reduced your hours or shut down operations due to COVID-19, employees can <a href="#">file an Unemployment Insurance (UI) claim</a>. UI provides partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own. Workers who are temporarily unemployed due to COVID-19 and expected to return to work with their employer within a few weeks are not required to actively seek work each week. However, they must remain able and available and ready to work during their unemployment for each week of benefits claimed and meet all other eligibility criteria. Eligible individuals can receive benefits that range from \$40-\$450 per week. The <a href="#">Governor's Executive Order</a> waives the one-week unpaid waiting period, so you can collect UI benefits for the first week you are out of work.</p> <p><b>Workplace Health and Safety</b> For information on protecting workers from COVID-19, refer to the <a href="#">Cal/OSHA Guidance on Coronavirus</a>.</p> <p><b>Reduced Work Hours</b> Employers experiencing a slowdown in their businesses or services as a result of the coronavirus impact on the economy may apply for the UI Work Sharing Program. This program allows employers to seek an alternative to layoffs — retaining their trained employees by reducing their hours and wages that can be partially offset with UI benefits. Workers of employers who are approved to participate in the Work Sharing Program receive the percentage of their weekly UI benefit amount based on the percentage of hours and wages reduced, not to exceed 60 percent. Visit <a href="#">Work Sharing Program</a> to learn more about its benefits for employers and employees, and how to apply.</p> <p>The Employment Development Department has published guidance:</p> <p><b>Disability or Paid Family Leave Benefits</b></p> <p>1. <b>What benefits are available if I'm sick and can't work?</b></p> <p>If you're unable to work due to having or being exposed to COVID-19 and if you have the necessary supporting medical documentation (see question #2), you are encouraged to <a href="#">file a Disability Insurance (DI) claim</a>. DI provides</p>

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	<p>short-term benefit payments to eligible workers who have a full or partial loss of wages due to a non-work-related illness, injury, or pregnancy. Most California workers are covered by DI through deductions from their paychecks (noted as “CASDI” on most paystubs).</p> <p>The <a href="#">Governor’s Executive Order</a> waives the one-week unpaid waiting period, so you can collect DI benefits for the first week you are out of work. If you are eligible, the EDD processes and issues payments within a few weeks of receiving a claim.</p> <p><b>2. What kind of medical documentation is required to support a claim for Disability Insurance benefits?</b></p> <p>To be eligible for Disability Insurance (DI) benefits, you must submit certain medical documentation. This requirement can be met by a medical certification signed by a treating physician or a practitioner that includes a diagnosis and ICD-10 code, or if no diagnosis has been obtained, a statement of symptoms; the start date of the condition; its probable duration; and the treating physician’s or practitioner’s license number or facility information. This requirement can also be met by a written order from a state or local health officer that is specific to you.</p> <p>For fastest processing of your claim, <a href="#">submit your claim online</a> and have your supporting medical documentation submitted online immediately after.</p> <p>You may also request that the EDD send you a <a href="#">Claim for Disability Insurance (DI) Benefits (DE 2501) (PDF)</a> form, which can be <a href="#">ordered online</a> and sent to you. Submit the completed form to the EDD using the envelope provided. If your medical documentation is provided in any other form other than EDD’s designated claim form, it should be submitted separately by mail to:</p> <p>Employment Development Department PO Box 10402 Van Nuys, CA 91410-0402</p> <p><b>3. How much can I earn in disability benefits?</b></p> <p>Benefit amounts are approximately 60-70 percent of wages (depending on income) and range from \$50-\$1,300 a week. The EDD provides a <a href="#">Disability Insurance Calculator</a> to estimate your potential benefit amount. Disability benefits are paid through the date your doctor certifies or when you exhaust your available benefits, whichever comes first within a 52-week period.</p> <p>The <a href="#">Governor’s Executive Order</a> waives the one-week unpaid waiting period, so you can collect DI benefits for the first week you are out of work. If you are eligible, the EDD processes and issues payments within a few weeks of receiving a claim.</p>

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	<p data-bbox="516 247 1219 281"><b>4. Can I qualify for disability benefits if I'm quarantined?</b></p> <p data-bbox="565 321 1455 426">Yes, if your quarantine is certified by a medical professional or a state or local health officer. If you are not found eligible for DI, you are encouraged to apply for an Unemployment Insurance (UI) claim. See question #10.</p> <p data-bbox="516 466 1442 531"><b>5. What benefits are available if a family member is sick and I have to miss work to care for that person?</b></p> <p data-bbox="565 571 1471 888">If you're unable to work because you are caring for an ill or quarantined family member with COVID-19, you are encouraged to <a href="#">file a Paid Family Leave (PFL) claim</a>. PFL provides up to six weeks, this extends to eight weeks starting July 1, 2020, of benefit payments to <a href="#">eligible workers</a> who have a full or partial loss of wages because they need time off work to care for a seriously ill family member or to bond with a new child. For the purposes of PFL coverage, a family member is defined as seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner.</p> <p data-bbox="516 928 1474 993"><b>6. What kind of medical documentation is required to support a claim for PFL benefits?</b></p> <p data-bbox="565 1033 1474 1461">To be eligible for PFL benefits, you must submit certain medical documentation regarding the family member in your care who is either ill or quarantined due to COVID-19. This requirement can be met by a medical certification for that person from a treating physician or a practitioner that includes a diagnosis and ICD-10 code, or if no diagnosis has been obtained, a statement of symptoms; the start date of the condition; its probable duration; and the treating physician's or practitioner's license number or facility information. This requirement can also be met by a written order from a state or local health officer that is specific to your family member's situation. Absent those documents from a physician or health officer, you may be eligible for an Unemployment Insurance (UI) claim instead. See question #10.</p> <p data-bbox="565 1484 1463 1551">For fastest processing of your claim, <a href="#">submit your claim online</a> and have the supporting medical documentation submitted online immediately after.</p> <p data-bbox="565 1575 1471 1751">You may also request that the EDD send you a <a href="#">Claim for Paid Family Leave (PFL) Benefits (DE 2501F) (PDF)</a> form, which can be <a href="#">ordered online</a> and sent to you. Submit the completed form to the EDD using the envelope provided. If your medical documentation is provided in any other form other than the EDD's designated claim form, it should be submitted separately by mail to:</p> <p data-bbox="565 1774 1037 1877">Employment Development Department PO Box 45011 Fresno, CA 93718-5011</p>



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	<p data-bbox="521 254 1192 281"><b>7. How much can I earn in Paid Family Leave benefits?</b></p> <p data-bbox="570 323 1455 426">Benefit amounts are approximately 60-70 percent of wages (depending on income) and range from \$50-\$1,300 a week. You can use the <a href="#">Paid Family Leave Calculator</a> to help estimate your potential benefit amount.</p> <p data-bbox="570 449 1409 516">If you are eligible, the EDD processes and issues payments within a few weeks of receiving a claim.</p> <p data-bbox="521 560 1471 627"><b>8. If I am self-employed, and am sick or caring for a sick family member, can I apply for benefits?</b></p> <p data-bbox="570 669 1461 840">If you are self-employed, you may have benefits available from the EDD employment insurance programs that you or your employer may have paid into over the past 5 to 18 months. You may have contributions from a prior job, or it's possible you may have been misclassified as an independent contractor instead of an employee.</p> <p data-bbox="570 863 1471 1033">We encourage you to <a href="#">file a Disability Insurance (DI) claim</a> if you are sick or quarantined. If you are caring for an ill or medically quarantined family member, <a href="#">file a Paid Family Leave claim</a>. Our EDD representatives will review your case and determine your eligibility for benefits. For fastest processing of your claim, <a href="#">submit your claim online</a>.</p> <p data-bbox="570 1056 1471 1270">You may also be eligible for benefits if you pay into Disability Insurance Elective Coverage (DIEC). DIEC is an option for self-employed people (such as independent contractors) and employers to apply for coverage under State Disability Insurance (SDI). This includes school district and state employees who are exempt from SDI, but can negotiate to participate in the DIEC. Visit <a href="#">Self-Employed/Independent Contractor</a> to learn more.</p> <p data-bbox="521 1314 1471 1381"><b>9. If I am not covered by State Disability Insurance (SDI), can I collect benefits if I am sick or caring for a sick family member?</b></p> <p data-bbox="570 1423 1471 1596">You may have benefits available through other insurance programs that your employer have paid into in the past 5 to 18 months. California law allows your employer to offer you a <a href="#">Voluntary Plan</a> option instead of the SDI program. You should check with your employer's personnel or benefits office about filing a Disability Insurance or Paid Family Leave.</p> <p data-bbox="570 1619 1471 1722">You also may have contributions from a prior job in the past 5 to 18 months, or it's possible you may have been misclassified as an independent contractor instead of an employee.</p> <p data-bbox="472 1766 893 1793"><b>Unemployment Insurance Benefits</b></p>

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	<p data-bbox="521 233 1438 296"><b>10. What benefits are available if I am subject to quarantine, am not ill, and am not found eligible for a Disability Insurance claim?</b></p> <p data-bbox="566 342 1438 405">You are encouraged to apply for Unemployment Insurance (UI) benefits if you are unemployed, which includes reasons such as:</p> <ul data-bbox="615 451 1451 583" style="list-style-type: none"> <li>○ Your hours are reduced due to the quarantine.</li> <li>○ You were separated from your employer during the quarantine.</li> <li>○ You are subject to a quarantine required by a medical professional or state or local health officer.</li> </ul> <p data-bbox="566 630 1446 800">You can be eligible for benefits if you have enough earnings over the past 12-18 months and meet other <a href="#">eligibility criteria</a>. The <a href="#">Governor's Executive Order</a> waives the one-week unpaid waiting period, so you can collect UI benefits for the first week you are out of work. If you are eligible, the EDD processes and issues payments within a few weeks of receiving a claim.</p> <p data-bbox="566 827 1406 890">EDD representatives may need to set up a phone interview with you to collect more details.</p> <ul data-bbox="615 936 1455 1352" style="list-style-type: none"> <li>○ If you are temporarily out of work and plan to return to the same employer, you do not need to meet the usual requirement of looking for work while you are collecting unemployment benefits. The EDD will inform you if you are not required to look for work each week.</li> <li>○ If you are not connected to a certain employer with a job to return to, you are required to look for work while collecting benefits. Looking for work can be done from home including using online channels, mailing job applications, calling about job openings, registering in <a href="#">CalJOBS<sup>SM</sup></a> (the state's online labor exchange system), etc. The EDD will inform you if you are required to look for work each week.</li> </ul> <p data-bbox="521 1362 1373 1394"><b>11. Can I file an Unemployment Insurance claim if I am self-employed?</b></p> <p data-bbox="566 1436 1468 1535">If you are self-employed and unable to work or have had your hours reduced due to COVID-19, you may be eligible for Unemployment Insurance (UI) benefits under a few different scenarios:</p> <ul data-bbox="615 1581 1463 1820" style="list-style-type: none"> <li>○ You chose to contribute to UI Elective Coverage and paid the required contributions to be considered potentially eligible for benefits.</li> <li>○ our past employer made contributions on your behalf over the past 5 to 18 months.</li> <li>○ You may have been misclassified as an independent contractor instead of an employee.</li> </ul>

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	<p data-bbox="521 237 1438 300"><b>12. Would I qualify for benefits if I choose to stay home from work due to underlying health conditions and concerns about exposure to the virus?</b></p> <p data-bbox="566 342 1469 615">You could be eligible for unemployment benefits. Our EDD representatives will seek details from you to determine eligibility based on the reason you are unemployed and the reason for restricting your availability to work. You may be required to actively seek work each week to show that you are still making yourself available for work. The work search could include looking for work through online channels, mailing job applications, calling about job openings, registering in <a href="#">CalJOBS<sup>SM</sup></a> (the state's online job exchange system), etc.</p> <p data-bbox="521 667 1446 730"><b>13. Would I qualify for benefits if my child's school shuts down and I have to miss work to care for that child who is not ill?</b></p> <p data-bbox="566 772 1474 1050">You may be eligible for unemployment benefits. Our EDD representatives will determine eligibility on a case-by-case basis by scheduling a phone interview with you. For example, you may be eligible for unemployment benefits if your employer has temporarily allowed you to work less than full-time hours due to your child care situation. In such case, you may be eligible for reduced benefits based on the amount of your weekly earnings, as long as you meet all other eligibility requirements. The EDD will contact you and your employer for information to determine your eligibility.</p> <p data-bbox="521 1098 1430 1197"><b>14. Can I collect benefits if my child's school shuts down and I have to stay home to care for my child if I'm not currently employed or I had to quit work because of my child care needs?</b></p> <p data-bbox="566 1239 1438 1337">You may be eligible for unemployment benefits. Our EDD representatives will determine eligibility on a case-by-case basis by scheduling a phone interview with you.</p> <p data-bbox="521 1386 1422 1449"><b>15. Are benefits available if my employer reduces my hours or shuts down operations due to impacts of the coronavirus?</b></p> <p data-bbox="566 1491 1469 1810">If your employer reduced your hours or shut down operations due to COVID-19, you are encouraged to <a href="#">file an Unemployment Insurance (UI) claim</a>. UI provides partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own. Workers who are temporarily unemployed due to COVID-19 and expected to return to work with their employer within a few weeks are not required to actively seek work each week. However, they must remain able, available, and ready to work during their unemployment for each week of benefits claimed and meet all other eligibility criteria.</p>

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	<p data-bbox="521 247 1455 315"><b>16. How much can I collect in benefits with an Unemployment Insurance (UI) claim?</b></p> <p data-bbox="566 359 1468 636">Eligible individuals can receive benefits that range from \$40-\$450 per week. Depending on your maximum award for your UI claim and your weekly benefit amounts paid, the number of weeks you can potentially receive benefit payments ranges from 13 to 26 weeks if you are paid at your full weekly benefit amount for each of those weeks. Your payments could stretch to a longer duration if you perform some work for pay or if you receive other deductible income during the course of a claim, and you receive reduced unemployment benefits as a result during those weeks.</p> <p data-bbox="566 661 1458 728">You can use the <a href="#">Unemployment Insurance Calculator</a> to help estimate your potential weekly benefit amount.</p> <p data-bbox="566 753 1463 892">The <a href="#">Governor's Executive Order</a> waives the one-week unpaid waiting period, so you can collect UI benefits for the first week you are out of work. If you are eligible, the EDD processes and issues payments within a few weeks of receiving a claim.</p> <p data-bbox="521 932 1421 999"><b>17. Can I still collect unemployment benefits if I am able to work remotely from home?</b></p> <p data-bbox="566 1043 1474 1358">Working your full normal hours remotely would not qualify you for benefits. However, you could collect some Unemployment Insurance benefits if your usual number of work hours are reduced through no fault of your own. The first \$25 or 25 percent of your wages, whichever is the greater amount, is not counted as wages earned and will not be reduced from your UI weekly benefit amount. For example, if you earned \$100 in a week, the Department would not count \$25 as wages and would only deduct \$75 from your weekly benefit amount. For someone who has a weekly benefit amount of \$450, they would be paid a reduced amount of \$375.</p> <p data-bbox="521 1398 1404 1432"><b>18. Can I collect disability and unemployment benefits at the same time?</b></p> <p data-bbox="566 1472 1474 1682">You have the right to apply and file a claim for unemployment and disability benefits at the same time, but you can only collect payments under one benefit program at a time. You're encouraged to file a claim under one program based on your circumstances or file under both programs if you are unsure of which program is most appropriate. The EDD will review the facts and determine your eligibility for the appropriate program.</p> <p data-bbox="521 1722 1357 1827"><b>19. Can I start collecting disability benefits and then transition to an unemployment claim if my workplace operations continues to be impacted with a slowdown or shutdown?</b></p>

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	<p data-bbox="565 233 1448 405">Yes. If your employer shuts down operations or reduces hours for workers while you are on your disability claim, you may apply for unemployment benefits at that time. The EDD will help determine the start of your Unemployment Insurance claim as long as you meet all other eligibility requirements.</p> <p data-bbox="518 449 1468 548"><b>20. Can I start collecting unemployment benefits because I am laid off or have had my work hours reduced, and then switch to a disability claim if I become sick?</b></p> <p data-bbox="565 592 1471 869">Yes. If you become sick while you are out of work, you can apply for a disability claim, which can provide a higher benefit amount if you're eligible. A medical certification is required to substantiate your illness. If you are approved for a Disability Insurance claim, your Unemployment Insurance (UI) claim will be suspended. If you recover but remain unemployed, you may then return to the remainder of your UI claim benefits as long as you remain out of work and are otherwise eligible. You will need to reapply to reopen your UI claim.</p> <p data-bbox="518 913 1468 1012"><b>21. Can I start collecting unemployment benefits because I am laid off or have had my work hours reduced, and then switch to a Paid Family Leave claim if I have to care for a family member who is sick?</b></p> <p data-bbox="565 1056 1476 1373">Yes. If you have a family member who becomes sick while you are out of work, you can apply for a Paid Family Leave claim which can provide a higher benefit amount if you're eligible. A medical certification is required to substantiate your family member's illness. If you are approved for a Paid Family Leave claim, your Unemployment Insurance (UI) claim will be suspended. If you complete your Paid Family Leave claim and remain unemployed, you may then return to the remainder of your UI claim benefits as long as you remain out of work and otherwise eligible. You will need to reapply to reopen your UI claim.</p> <p data-bbox="472 1398 740 1428"><b>Employer Information</b></p> <p data-bbox="518 1472 1276 1501"><b>22. What can I do if my business has slowed due to COVID-19?</b></p> <p data-bbox="565 1545 1464 1822">If COVID-19 has impacted your business or services, you can avoid potential layoffs by participating in the Unemployment Insurance (UI) <a href="#">Work Sharing Program</a>. This program allows you to retain your workers by reducing their hours and wages no more than 60 percent and partially offsetting the wage loss with UI benefits. This helps you avoid the cost of recruiting, hiring, and training new workers and helps your workers keep their jobs and receive some financial support with UI benefits. You and your workers can also be prepared to quickly adjust when business improves.</p>

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	<p data-bbox="521 247 1451 310"><b>23. What if I have to let go of some of my workers temporarily until business improves?</b></p> <p data-bbox="566 359 1479 562">Your workers can <a href="#">file for unemployment benefits</a> as long as they are unemployed and otherwise eligible. Workers who expect to return to work for you within a few weeks are not required to actively seek work each week as long as they are able and available to return to work during their unemployment and meet all other eligibility criteria. The EDD will explain the requirements to your workers when they apply for benefits.</p> <p data-bbox="521 611 1333 636"><b>24. What can I do if I have to shut down my business permanently?</b></p> <p data-bbox="566 684 1471 1031">If you are facing potential layoffs or plant closures, you can get help through the Rapid Response program. Rapid Response teams will meet with you to discuss your needs, help avoid layoffs where possible, and support your workers through the process. Services can include upgrades to current worker skills, customized training, career counseling, job search assistance, help with filing unemployment insurance claims, and information about education and training opportunities. For more information, refer to <a href="#">Rapid Response Services for Businesses Fact Sheet (DE 87144RRB) (PDF)</a>. You can also contact your local <a href="#">America's Job Center of California</a> for more information about available Rapid Response services.</p> <p data-bbox="521 1079 1446 1104"><b>25. What if I can't file or pay my payroll taxes on time because of COVID-19?</b></p> <p data-bbox="566 1152 1463 1425">With the <a href="#">Governor's emergency declaration</a>, if your business is directly affected by COVID-19, you can request up to a 60-day extension to file your state payroll reports and deposit state payroll taxes without penalty or interest. The written request for extension, noting the impact of COVID-19, must be received within 60 days from the original delinquent date of the payment or return. For the address to send the request, along with other information, please see the <a href="#">State of Emergency or Disaster Fact Sheet (DE 231SED) (PDF)</a>.</p> <p data-bbox="566 1453 1425 1516">You can also call the EDD Taxpayer Assistance Center with any questions you may have about your payroll tax responsibilities.</p> <ul data-bbox="615 1564 1256 1661" style="list-style-type: none"> <li>○ Toll-free from the U.S. or Canada: 1-888-745-3886</li> <li>○ Hearing impaired (TTY): 1-800-547-9565</li> <li>○ Outside the U.S. or Canada: 1-916-464-3502</li> </ul> <p data-bbox="521 1780 1214 1806"><b>26. What can I do to protect my workers from COVID-19?</b></p>

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	<p>The <a href="#">Centers for Disease Control and Prevention Guidance for Business and Employers</a> includes basic precautions like proper handwashing and cleaning, as well as making sure your sick leave policies are flexible and consistent with public health guidance. Visit <a href="#">Cal/OSHA Guidance on Coronavirus</a> to learn more about workplace requirements.</p> <p>The Department of Industrial Relations has published FAQs on laws enforced by the California Labor Commissioner's Office:</p> <ol style="list-style-type: none"> <li> <p><b>1. Can an employee use California Paid Sick Leave due to COVID-19 illness?</b></p> <p>Yes. If the employee has paid sick leave available, the employer must provide such leave and compensate the employee under <a href="#">California paid sick leave laws</a>.</p> <p>Paid sick leave can be used for absences due to illness, the diagnosis, care or treatment of an existing health condition or preventative care for the employee or the employee's family member.</p> <p>Preventative care may include self-quarantine as a result of potential exposure to COVID-19 if quarantine is recommended by civil authorities. In addition, there may be other situations where an employee may exercise their right to take paid sick leave, or an employer may allow paid sick leave for preventative care. For example, where there has been exposure to COVID-19 or where the worker has traveled to a high risk area.</p> </li> <li> <p><b>2. If an employee exhausts sick leave, can other paid leave be used?</b></p> <p>Yes, if an employee does not qualify to use paid sick leave, or has exhausted sick leave, other leave may be available. If there is a vacation or paid time off policy, an employee may choose to take such leave and be compensated provided that the terms of the vacation or paid time off policy allows for leave in this circumstance.</p> </li> <li> <p><b>3. Can an employer require a worker who is quarantined to exhaust paid sick leave?</b></p> <p>The employer cannot require that the worker use paid sick leave; that is the worker's choice. If the worker decides to use paid sick leave, the employer can require they take a minimum of two hours of paid sick leave. The determination of how much paid sick leave will be used is up to the employee.</p> </li> <li> <p><b>4. What options do I have if my child's school or day care closes for reasons related to COVID-19?</b></p> <p>Employees should discuss their options with their employers. There may be paid sick leave or <a href="#">other paid leave</a> that is available to employees. Employees at worksites with 25 or more employees may also be provided up to 40 hours of leave per year for specific school-related emergencies, such as the</p> </li> </ol>

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	<p data-bbox="565 233 1471 478">closure of a child's school or day care by civil authorities (see <a href="#">Labor Code section 230.8</a>). Whether that leave is paid or unpaid depends on the employer's paid leave, vacation or other paid time off policies. Employers may require employees use their vacation or paid time off benefits before they are allowed to take unpaid leave, but cannot mandate that employees use paid sick leave. However, a parent may choose to use any available paid sick leave to be with their child as preventative care.</p> <p data-bbox="518 520 1430 617"><b>5. Can an employer require a worker to provide information about recent travel to countries considered to be high-risk for exposure to the coronavirus?</b></p> <p data-bbox="565 640 1471 812">Yes. Employers can request that employees inform them if they are planning or have traveled to <a href="#">countries considered by the Centers for Disease Control and Prevention to be high-risk areas for exposure to the coronavirus</a>. However, employees have a right to medical privacy, so the employer cannot inquire into areas of medical privacy.</p> <p data-bbox="518 854 1455 919"><b>6. Is an employee entitled to compensation for reporting to work and being sent home?</b></p> <p data-bbox="565 940 1438 1077">Generally, if an employee reports for their regularly scheduled shift but is required to work fewer hours or is sent home, the employee must be compensated for at least two hours, or no more than four hours, of reporting time pay.</p> <p data-bbox="565 1102 1471 1239">For example, a worker who reports to work for an eight-hour shift and only works for one hour must receive four hours of pay, one for the hour worked and three as reporting time pay so that the worker receives pay for at least half of the expected eight-hour shift.</p> <p data-bbox="565 1264 1304 1295"><a href="#">Additional information on reporting time pay</a> is posted online.</p> <p data-bbox="518 1337 1325 1369"><b>7. If a state of emergency is declared, does reporting time apply?</b></p> <p data-bbox="565 1388 1471 1524"><a href="#">Reporting time pay</a> does not apply when operations cannot commence or continue when recommended by civil authorities. This means that reporting time pay does apply under a state of emergency, unless the state of emergency includes a recommendation to cease operations.</p> <p data-bbox="518 1566 1471 1631"><b>8. If an employee is exempt, are they entitled to a full week's salary for work interruptions due to a shutdown of operations?</b></p> <p data-bbox="565 1652 1471 1824">An employee is exempt if they are paid at least the minimum required salary and meet the other qualifications for exemption. Federal regulations require that employers pay an exempt employee performing any work during a week their full weekly salary if they do not work the full week because the employer failed to make work available.</p>



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	<p>An exempt employee who performs no work at all during a week may have their weekly salary reduced.</p> <p>Deductions from salary for absences of less than a full day for personal reasons or for sickness are not permitted. If an exempt employee works any portion of a day, there can be no deduction from salary for a partial day absence for personal or medical reasons.</p> <p>Federal regulations allow partial day deductions from an employee's sick leave bank so that the employee is paid for their sick time by using their accrued sick leave. If an exempt employee has not yet accrued any sick leave or has exhausted all of their sick leave balance, there can be no salary deduction for a partial day absence.</p> <p>Deductions from salary may also be made if the exempt employee is absent from work for a full day or more for personal reasons other than sickness and accident, so long as work was available for the employee, had they chosen to work.</p> <p><b>9. What protections does an employee have if they suffer retaliation for using their paid sick leave?</b></p> <p>The Labor Commissioner's Office <a href="#">enforces several laws</a> that protect workers from retaliation if they suffer adverse action for exercising their labor rights, such as using paid sick leave or time off related a specified school activity as outlined in question 4. Additional information on <a href="#">how to file a retaliation or discrimination complaint</a> is posted online.</p> <p>Given the evolving nature of this unprecedented health emergency, if you choose not to use available paid sick leave, or have no other paid leave available, employees and employers should discuss what <a href="#">unpaid or paid leave options</a> may be available.</p> <p>Making immigration-related threats against employees who exercise their rights under these laws is unlawful retaliation.</p> <p><b>10. If I am a party in an action filed with the Labor Commissioner's Office, can I seek an accommodation to participate remotely due to the coronavirus?</b></p> <p>Yes. Requests to participate remotely should be emailed to the district office in which the claim has been filed. These requests will be evaluated on a case-by-case basis. A <a href="#">full listing of Labor Commissioner's Office locations including email addresses</a> is posted online.</p> <p>For information about benefits available for workers impacted by COVID-19: <a href="https://www.labor.ca.gov/coronavirus2019/#chart">https://www.labor.ca.gov/coronavirus2019/#chart</a></p>
Colorado	<ul style="list-style-type: none"> <li>Employees whose hours have been reduced below 32 hours per week and earning less than the established weekly amount for eligibility requirements</li> </ul>

Location	Changes
<p><a href="https://www.colorado.gov/cdle">https://www.colorado.gov/cdle</a></p> <p><a href="https://www.colorado.gov/pacific/cdle/unemployment-insurance-worker-faqs">https://www.colorado.gov/pacific/cdle/unemployment-insurance-worker-faqs</a></p> <p>(Last assessed on March 20, 2020)</p>	<p>(approximately 55 percent of your average wage over a 12-month time period) may receive unemployment benefits.</p> <ul style="list-style-type: none"> <li>• Employees whose employers have closed due to COVID-19 may be eligible for unemployment insurance, subject to the one-week waiting period.</li> <li>• Whether employees with symptoms or who have been quarantined will be eligible for benefits will be established based on federal proposals and guidelines.</li> </ul> <p>Colorado's Department of Labor and Employment has published FAQs related to the Unemployment Insurance Program:</p> <p>Q. Am I eligible for unemployment benefits if:</p> <p><b>I work part time and my employer reduced hours to zero for the next 30 days.</b></p> <p>A: Yes, if you are working fewer than 32 hours a week and earning less than the weekly amount of unemployment benefits pay (approximately 55 percent of your average wage over a 12-month time period), you may receive unemployment benefits.</p> <p><b>I work for a ski resort who closed for one week</b></p> <p>A: Yes. If you are not working, you can file a claim (or reopen a claim you filed in the last 12 months if money remains on the claim). If you file a new claim, you must serve one unpaid waiting week before any payments can be issued. However, a claim is active for one year (52 weeks), and you may be paid unemployment benefits for any weeks you are unemployed in the next year.</p> <p><b>I work for an entertainment venue full time and my hours were reduced</b></p> <p>A: Yes, if you are working fewer than 32 hours a week and earning less than the weekly amount that unemployment benefits pay (approximately 55 percent of your average wage over a 12-month time period), you may receive unemployment benefits.</p> <p><b>I tested positive for COVID-19 and am quarantined for 14 days</b></p> <p>A: Undetermined at this point pending federal proposal and proposed emergency rules.</p> <p><b>I have flu-like symptoms and my employer asked me to self quarantine</b></p> <p>A: Undetermined at this point pending federal proposal and proposed emergency rules.</p> <p><b>My employer laid off all employees</b></p>

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	<p>A: Yes. If you are not working, you can file a claim (or reopen a claim you filed in the last 12 months if money remains on the claim). If you file a new claim, you must serve one unpaid waiting week before any payments can be issued.</p> <p>Q. How do I file a claim?</p> <p><a href="http://coloradoui.gov/fileaclaim">coloradoui.gov/fileaclaim</a>.</p> <p><b>Q: How long before I receive unemployment?</b></p> <p>A: It may take as little as 2 weeks but as many as 6 to complete the processing, depending on how many employers are a part of the claim. The first eligible week is an unpaid waiting week before any payments can be issued.</p> <p><b>How much does unemployment pay?</b></p> <p>A: Unemployment benefits are approximately 55 percent of a person's average weekly wage over a 12-month time period. <a href="#">Estimate your potential payments</a>.</p> <p><b>Q: If I work them a few hours a week, can I still get federal and state aid?</b></p> <p>A: For unemployment insurance, you may still receive partial benefits if you are working fewer than 32 hours a week and earning less than the weekly unemployment benefit amount. You must report all hours worked and earnings, including tips, for the hours worked when you request payment of unemployment benefits.</p> <p><b>Q: What other resources exist?</b></p> <p>A: A link to other resources CDLE refers our customers: <a href="https://www.colorado.gov/pacific/cdle/more-assistance">https://www.colorado.gov/pacific/cdle/more-assistance</a></p>
<p>Connecticut</p> <p><a href="http://www.ctdol.state.ct.us/">http://www.ctdol.state.ct.us/</a></p> <p><a href="http://www.ctdol.state.ct.us/DOLCOV1DFAQ.PDF">http://www.ctdol.state.ct.us/DOLCOV1DFAQ.PDF</a></p> <p>(Last accessed on March 20, 2020)</p>	<p>The Connecticut Department of Labor issued guidance for workers and employers about COVID-19:</p> <p><u>For workers:</u></p> <p>If I need to take time off from work because I come down with COVID-19 and have no paid time off through my employer, can I collect unemployment benefits? If I am terminated from my job because I come down with COVID-19 can I collect UI benefits?</p> <ul style="list-style-type: none"> <li>You may file for UI benefits and a determination will be made concerning your eligibility. Determinations will be made on a case-by-case basis. However, please note that individual must be physically able and available</li> </ul>

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	<p>for full time work in order to qualify for unemployment benefits, unless the individual has a note from a physician stating that the individual is only available for part time work.</p> <ul style="list-style-type: none"> <li>• For faster processing of your claim, please have your employer's registration number and a return to work date readily available when you file your claim online.</li> <li>• Your employer should provide you with an Unemployment Separation package, but do not delay filing if you do not have it.</li> </ul> <p>My employer is requiring that I self-quarantine for 14 days even though I am not sick, and I am not getting paid. Can I collect unemployment benefits? My employer closed its doors and is requiring all employees to stay home for 14 days. My employer does not offer teleworking, and we are not getting paid. Can I collect unemployment benefits?</p> <ul style="list-style-type: none"> <li>• You may file for UI benefits and a determination will be made concerning your eligibility. Determinations will be made on a case-by-case basis.</li> <li>• For faster processing of your claim, please have your employer's registration number and a return to work date readily available when you file your claim online.</li> <li>• Your employer should provide you with an Unemployment Separation package, but do not delay filing if you do not have it.</li> </ul> <p>I am unable to work because of a family member's illness. Can I collect unemployment benefits?</p> <ul style="list-style-type: none"> <li>• If you are unable to work, you are most likely ineligible for UI until you are able to work. However, you may file for unemployment benefits and a determination will be made concerning your eligibility. Determinations will be made on a case-by-case basis.</li> <li>• For faster processing of your claim, please have your employer's registration number and a return to work date readily available when you file your claim online.</li> <li>• Your employer should provide you with an Unemployment Separation package, but do not delay filing if you do not have it.</li> </ul> <p>If my employer only permits me to work part-time rather than my full-time hours, will I be able to collect unemployment benefits? If I have a full time and part time job and my full-time employer closes because of COVID-19, will I be able to collect while still working part time?</p> <ul style="list-style-type: none"> <li>• You should file for benefits as you may be eligible for partial unemployment. Please note: when working and filing, all hours and gross earnings must be reported. A portion of your gross earnings will be deducted from your weekly benefit rate.</li> </ul>

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	<p>Churches and religious schools and churches are generally not covered by unemployment. Are teachers there eligible for UI benefits?</p> <ul style="list-style-type: none"> <li>• Generally, no, unless the specific employer has “opted in” to voluntarily participate in the Unemployment Compensation program.</li> <li>• Affected workers should file for unemployment benefits, and a determination will be made on the individual’s eligibility for benefits on a case-by-case basis.</li> </ul> <p>My employer may have retaliated against me because I filed for unemployment benefits. Is there any recourse?</p> <ul style="list-style-type: none"> <li>• Yes. It is illegal for an employer to retaliate against individuals who have exercised their rights under the Connecticut Unemployment Compensation Act. Conn. Gen. Stat. § 31-226a provides individuals who believe that they have been retaliated against with an opportunity for a hearing.</li> </ul> <p><u>For employers:</u></p> <p>I am a business owner and do not pay taxes on my salary. Am I eligible for unemployment benefits? Am I eligible for unemployment benefits if I’m self-employed or an independent contractor?</p> <ul style="list-style-type: none"> <li>• Generally, no. But individual circumstances differ so you may file for unemployment benefits and a determination will be made on your eligibility.</li> <li>• A wage investigation will need to be conducted to determine if you are an employee of your business or if you have discontinued your business because of compelling financial necessity. Depending upon those findings, you would then need to establish that you are able and available for full-time work.</li> </ul> <p>Can I require my employees to stay home if they are sick with COVID-19?</p> <ul style="list-style-type: none"> <li>• Yes, you can require your employee to stay home. However, you should issue the employee an Unemployment Separation Package.</li> <li>• Your employee may file for unemployment benefits and a determination will be made concerning their eligibility. Determinations will be made on a case-by-case basis. However, please note that an individual must be physically able and available for full time work in order to qualify for unemployment benefits.</li> </ul> <p>If I have to close the doors of my business for 14 days because an employee is sick and other employees need to be isolated, how do my employees file for unemployment benefits?</p>

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	<ul style="list-style-type: none"> <li>• Please direct your employees to <a href="http://www.filectui.com">www.filectui.com</a> and click the blue button to file their new claim for unemployment benefits.</li> <li>• For ongoing weekly continued claims filing, employees should go to <a href="http://www.filectui.com">www.filectui.com</a> and click the green button.</li> <li>• The agency issues important emails throughout the initial claim filing process. Please advise your employees to look for these emails and read them carefully for next steps.</li> </ul> <p>If I have to close the doors of my business for 14 days because an employee is sick and other employees need to be isolated, will I be liable for unemployment benefit charges?</p> <ul style="list-style-type: none"> <li>• You will be liable in the same way you would be for a layoff or a shut down.</li> <li>• If the President declares a disaster that includes Connecticut and your company, it is possible you may not be liable.</li> </ul> <p>Is there an alternative to laying off my employees if business has slowed down as a result of COVID-19?</p> <ul style="list-style-type: none"> <li>• Yes. The Department of Labor offers a SharedWork program which is a smart alternative to a layoff. The program allows employers to reduce the hours of fulltime employees by as much as 60 percent, while their workers collect partial unemployment benefits to replace a portion of their lost wages.</li> <li>• All employers with two or more full-time or permanent part-time employees can participate in the program, which is not designed for seasonal separations. To qualify, the business' reduction of work cannot be less than 10 percent or more than 60 percent.</li> </ul> <p>Paid Sick Leave and other absences</p> <p>Does the Paid Sick Leave (PSL) law cover my absence due to COVID-19?</p> <ul style="list-style-type: none"> <li>• For covered service workers and employers with 50 or more employees, PSL will cover certain absences caused by COVID-19.</li> <li>• PSL provides up to 40 hours of leave for certain workers per year for the following reasons: <ul style="list-style-type: none"> <li>○ A service worker's illness, injury or health condition</li> <li>○ The medical diagnosis, care or treatment of a service worker's mental illness or physical illness, injury or health condition</li> <li>○ Preventative medical care for a service worker</li> <li>○ A service worker's child's or spouse's illness, injury or health condition</li> <li>○ The medical diagnosis, care or treatment of a service worker's child's or spouse's mental or physical illness, injury or health condition</li> <li>○ Preventative medical care for a child or spouse of a service worker</li> </ul> </li> </ul>

Location	Changes
	<p data-bbox="467 268 1481 336">My employer, who has 20 employees in CT, sent me home because I had a fever and then terminated my employment. Can he do that?</p> <ul data-bbox="516 378 1481 871" style="list-style-type: none"> <li data-bbox="516 378 1481 514">• Employees in CT are generally considered at-will employees, which means that either the employer or the employee is free to end the relationship at any time unless there is an applicable contract or collective bargaining agreement.</li> <li data-bbox="516 520 1481 835">• Therefore, in most cases, an employer who is not covered by the CT FMLA (over 75 employees in CT), federal FMLA (50 or more employees in a 75-mile radius) or CT's Paid Sick Leave law (50 employees in CT) may terminate an employee for any reason as long as such termination is not based on an employee's protected status such as the employee's race, color, religious creed, age, sex, gender identity or expression, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability, physical disability, including, but not limited to, blindness or status as a veteran or any other applicable contract or law.</li> <li data-bbox="516 842 1481 871">• The employer may institute a more lenient absenteeism policy.</li> </ul> <p data-bbox="467 913 665 945">Wage and hours</p> <p data-bbox="467 982 1425 1050">If my employer decides not to open the business for the day or my specific work shift, and notifies me not to report for work, must I be paid?</p> <ul data-bbox="516 1092 1481 1480" style="list-style-type: none"> <li data-bbox="516 1092 1481 1186">• If you are a non-exempt "hourly" employee, no. An employer is not required to pay a non-exempt employee for the time in which he or she performs no work.</li> <li data-bbox="516 1192 1481 1297">• If you are an exempt employee and you have worked for any portion of the week, yes. The employer is required to pay you the full weekly salary if you work for any portion of the week.</li> <li data-bbox="516 1304 1481 1480">• Also, it is not permissible for the employer to make any deduction for the time that the exempt employee is absent from work from the employee's accrued Paid Time Off ("PTO") benefits, because Conn. State Agencies Regs. § 31-60-14(b)(2)(A) does not permit a deduction "of any kind" when a lack of work is occasioned by the operating requirements of the employer.</li> </ul> <p data-bbox="467 1522 1442 1589">If an employer decides to keep the business open, but the employee elects not to report for work, must the employee be paid?</p> <ul data-bbox="516 1631 1481 1801" style="list-style-type: none"> <li data-bbox="516 1631 1481 1801">• No. For the non-exempt employee, an employer is not required to pay a nonexempt employee for the time in which he or she performs no work. For the exempt employee, the employer may make a deduction in pay in full-day increments pursuant to Conn. State Agencies Regs. § 31-60-14(b)(1)(B) because the employee is asking for the day off for personal reasons.</li> </ul>

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	<p>I am shutting down my business for 14 days. Do I have to pay a non-exempt or exempt employee who does not work at all during the 14 days?</p> <ul style="list-style-type: none"> <li>No. Employees are not required to be paid for any work week in which he or she performs no work at all during the week.</li> </ul> <p>If I need to send one of my employees home during her shift because she is coughing but I am requiring her to work from home, must I pay that employee?</p> <ul style="list-style-type: none"> <li>Yes, in the same manner as she was paid when she worked on the employer's premises.</li> <li>If she is a non-exempt, "hourly" employee, she must be paid for the actual amount of time that you are requiring her to work. You are not required to pay a nonexempt employee for the time in which he or she performs no work.</li> <li>If she is an exempt "salaried with qualifying duties" employee, the employer is required to pay her the full weekly salary if she works for any portion of the week. No deductions can be made from the exempt employee's Paid Time Off (PTO) fringe benefit leave banks to cover the time off, pursuant to Conn. State Agencies Regs. § 31-60-14(b)(2)(A).</li> </ul> <p>FMLA</p> <ul style="list-style-type: none"> <li>On March 18, 2020, the President signed into law the Families First Coronavirus Response Act which includes the FMLA Emergency Paid Sick Leave Act.</li> <li>These two Acts will become effective on April 2, 2020, and expire on December 31, 2020. This is a federal law and CT DOL will not have jurisdiction. Information and guidance will be forthcoming from the US Department of Labor.</li> <li>As part of the Act, there is an Emergency Unemployment Insurance Stabilization and Access Act of 2020. Guidance will be forthcoming from USDOL on this Act and we will update our website as soon as additional information is available.</li> </ul> <p>Does the CT FMLA protect my job if my employer sends me home because I have a fever?</p> <p>You may be protected if:</p> <ul style="list-style-type: none"> <li>You are an eligible employee, who worked for the employer for at least 12 months and 1,000 hours in the past year</li> <li>The employer is a covered employer for FMLA purposes (75 or more employees in CT) and you have FMLA time available Your employer may require you to submit a medical certification from your health care provider, in order to determine if this is a serious health condition under the FMLA. If your health care provider substantiates a serious health condition, FMLA will</li> </ul>



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	<p>protect your job. Also, your employer may institute a more lenient medical certification policy if it so wishes.</p> <p>Does the FMLA protect me if my employer sends me home because I told him that my 17-year-old daughter just returned from travel to a Level 3 country and has a cough and a fever?</p> <p>You may be protected if:</p> <ul style="list-style-type: none"> <li>• You are an eligible employee, the employer is a covered employer for FMLA purposes, and you have FMLA time available.</li> <li>• Your employer may require you to submit a medical certification from your daughter's health care provider, in order to determine if she has a serious health condition under the FMLA.</li> <li>• If her health care provider substantiates a serious health condition, the FMLA will protect your job. Also, your employer may institute a more lenient medical certification policy if it so wishes.</li> </ul> <p>If I send an employee home because he told me that his 17-year-old daughter just returned from travel to a Level 3 country but she has no signs or symptoms of COVID-19, does FMLA protect his job?</p> <ul style="list-style-type: none"> <li>• At this time, if his daughter does not have a serious health condition under the FMLA, then his job will not be protected. You may institute a more lenient absenteeism policy if you so wish.</li> </ul>
<p>Delaware</p> <p><a href="https://news.delaware.gov/2020/03/17/the-delaware-department-of-labor-expands-unemployment-benefits-to-workers-affected-by-the-covid-19-pandemic/">https://news.delaware.gov/2020/03/17/the-delaware-department-of-labor-expands-unemployment-benefits-to-workers-affected-by-the-covid-19-pandemic/</a></p> <p>(Last accessed on March 20, 2020)</p>	<p>The Delaware Department of Labor expands unemployment benefits to workers affected by COVID-19 pandemic and has issued guidelines to enhance the flexibility of Delaware's unemployment insurance program:</p> <ul style="list-style-type: none"> <li>• Workers will be eligible to receive unemployment benefits if an employer needs to curtail or shut down operations temporarily because of the Governor's State of Emergency declaration or the coronavirus outbreak.</li> <li>• A worker who has been ordered by a medical doctor to self-quarantine as a result, or due to risk of exposure to coronavirus COVID-19 will be eligible to receive unemployment benefits.</li> <li>• Parents or guardians who have been forced to quit or take unpaid leave from their jobs to care for children due to the Governor's emergency closure of schools will be eligible for benefits.</li> <li>• Workers who have been forced to quit or take unpaid leave to care for a loved one who has contracted coronavirus COVID-19 will be eligible for benefits.</li> <li>• If a worker falls ill to COVID-19 and is unable to work, they may be eligible for unemployment benefits.</li> <li>• Part-time workers may be eligible for benefits.</li> <li>• The definition of weekly work search requirements will expand to include a wide variety of activities that meet the requirement, unemployment insurance deadlines may be modified for mandatory appointments, and</li> </ul>

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	<p data-bbox="565 233 1377 296">applying for training programs or mandatory re-employment service appointments and workshops.</p> <p data-bbox="467 338 1422 401">1. Will workers qualify for unemployment benefits if the coronavirus (COVID-19) causes an employer to slow down or cease operations?</p> <p data-bbox="467 485 1479 688">Answer: Unemployment benefits are available to individuals who are unemployed through no fault of their own. If an employer must shut down operations and no work is available, individuals may be eligible for unemployment benefits if they meet the monetary criteria and the federal weekly eligibility criteria. Claimants who are working reduced hours may be eligible and must report their gross wages at the time they are earned, not paid.</p> <p data-bbox="467 730 1403 793">2. If an employee without symptoms decides to self-quarantine because of the coronavirus, will they be eligible for unemployment benefits?</p> <p data-bbox="467 842 1468 1150">Answer: In most cases, no. Unemployment benefits are available to individuals who are totally or partially unemployed due to no fault of their own. In this example, the individual—not the employer—is choosing not to work and, therefore, would be ineligible. However, the facts of each circumstance are important. If the employer allowed this individual to telework, they would not qualify for benefits because they would not be unemployed. If the employer required the individual to stay home but did not offer telework, the individual might be eligible for benefits if they met the monetary and weekly eligibility criteria. Each claim must be investigated after it is filed.</p> <p data-bbox="467 1192 1419 1255">3. if an employee is in mandatory quarantine because of suspicion of having the coronavirus, will they be eligible for unemployment benefits?</p> <p data-bbox="467 1304 1435 1402">Answer: They might meet the initial eligibility criteria but not the ongoing federal eligibility criteria, which require them to be able to work, available for work, and actively seeking suitable work and would not be eligible for benefits.</p> <p data-bbox="467 1444 1443 1507">4. If an employee is ill because of the coronavirus and unable to work, will they be eligible for unemployment benefits?</p> <p data-bbox="467 1556 1451 1654">Answer: No. The federal requirements mandate that claimants be able to work, available for work, and actively seeking suitable work. If someone is ill, they would not meet these criteria and would be ineligible for benefits.</p> <p data-bbox="467 1696 1451 1759">5. Are workers required to submit medical documentation if they are unemployed due to their own inability to work or the need to care for a minor child?</p> <p data-bbox="467 1801 1443 1864">Answer: Yes. Medical certificates should be completed by the doctor who advised the individual to be absent from work either due to their own condition or that of</p>

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	<p>another. Medical certificates can be found on our claimant portal and returned by fax, e-mail or in one of our drop boxes.</p> <p>6. Is the coronavirus considered a disaster, and can I receive disaster unemployment assistance?</p> <p>Answer: If the president of the United States declares the coronavirus a national disaster, and if individuals experience a loss of work as a result, they may be eligible for unemployment benefits and/or Disaster Unemployment Assistance.</p> <p>7. If an employee receives unemployment benefits as a result of a coronavirus-related business shutdown, will the employer's unemployment taxes increase?</p> <p>Answer: Unemployment benefits are proportionately charged to each employer based on weeks worked and wages earned in each individual's base period. Contributory employers could see an increase in their tax rate, which could result in higher taxes. Reimbursing employers would be charged dollar for dollar for benefits paid, which could result in higher than expected unemployment costs.</p> <p>The Delaware Division of Unemployment Insurance has also issued FAQs regarding the potential impact of COVID-19:  <a href="https://dol.delaware.gov/documents/COVID19/UI-FAQ.pdf">https://dol.delaware.gov/documents/COVID19/UI-FAQ.pdf</a>  (Last accessed on March 19, 2020)</p>
<p>District of Columbia</p> <p><a href="https://coronavirus.dc.gov/">https://coronavirus.dc.gov/</a></p> <p>(Last accessed on March 20, 2020)</p>	<p>On 3/17/2020, D.C. Council extended unemployment compensation to employees who can't work due to COVID-19:</p> <ul style="list-style-type: none"> <li>• Work-search requirement is waived.</li> <li>• An affected employee shall be eligible for UI regardless of whether the employer has provided a date certain for the employee's return to work; or employee has a reasonable expectation of continued employment with the current employer.</li> <li>• Benefits paid will not be charged to the experience rating accounts of employers.</li> </ul> <p>Affected employees include an employee who has been quarantined or isolated by the Department of Health or any other applicable District or federal agency; an employee who has self-quarantined or self-isolated in a manner consistent with the recommendations or guidance of the Department of Health, any other applicable District or federal agency, or a medical professional; or an employee of an employer that ceased or reduced operations due to an order or guidance from the Mayor or the Department of Health or a reduction in business revenue resulting from the circumstances giving rise to the public health emergency, as determined by the Mayor, all as demonstrated by reasonable documentation required by the Mayor or the Mayor's designee.</p>

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	<p>A copy of the introduced bill can be found here:  <a href="http://lims.dccouncil.us/Download/44469/B23-0718-Introduction.pdf">http://lims.dccouncil.us/Download/44469/B23-0718-Introduction.pdf</a></p> <p>A copy of the COVID-19 Response Emergency Amendment Act of 2020 can be found here: <a href="http://lims.dccouncil.us/Download/44469/B23-0718-SignedAct.pdf">http://lims.dccouncil.us/Download/44469/B23-0718-SignedAct.pdf</a></p>
Florida	As of 3/19/20, there is no expansion of Florida unemployment access related to the COVID-19 outbreak.
<p>Georgia</p> <p><a href="https://dol.georgia.gov/blog/new-information-filing-unemployment-partial-claims-and-reemployment-services">https://dol.georgia.gov/blog/new-information-filing-unemployment-partial-claims-and-reemployment-services</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>In response to the recent development of COVID-19, the Georgia Department of Labor (GDOL) is temporarily suspending in-person requirements for services provided by the agency. In accordance with Governor Kemp's recommendation, the GDOL is providing online access to unemployment services, partial claim access for employers, and other reemployment services.</p> <p>Employers are required to file partial claims on behalf of their employees whenever it is necessary to temporarily reduce work hours or there is no work available for a short period. Any employer found to be in violation of this rule will be required to reimburse GDOL for the full amount of unemployment insurance benefits paid to the employee.</p>
Hawaii	<p>On 3/16/2020, the one week waiting period for unemployment is currently waived by executive order of the Governor.</p> <p>A copy of the Proclamation can be found here: <a href="https://governor.hawaii.gov/wp-content/uploads/2020/03/2003109-ATG_COVID-19-Supplementary-Proclamation-signed.pdf">https://governor.hawaii.gov/wp-content/uploads/2020/03/2003109-ATG_COVID-19-Supplementary-Proclamation-signed.pdf</a> (Last accessed on March 19, 2020).</p>
Idaho	<p>The Idaho Department of Labor has published FAQs for claimants and employers about unemployment insurance and COVID-19.</p> <p><u>FAQs for employers:</u></p> <p><b>Will workers qualify for unemployment benefits if the coronavirus (COVID-19) causes an employer to temporarily or permanently shut down operations?</b>  Unemployment insurance (UI) benefits are available to individuals who are unemployed through no fault of their own. If an employer must shut down operations and no work is available, individuals may be eligible for unemployment benefits. Click <a href="#">here</a> for more information.</p> <p><b>How do workers file for UI?</b>  They can file online at <a href="http://labor.idaho.gov/claimantportal">labor.idaho.gov/claimantportal</a>. If they require assistance or do not have access to a computer, they may call our claims center at (208) 332-8942. Click <a href="#">here</a> for filing information.</p> <p><b>If an employee receives unemployment benefits as a result of a coronavirus-related business shutdown, could it impact the employer's unemployment taxes?</b></p>

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	<p>Yes. There are no provisions to waive charge requirements as a result of the coronavirus.</p> <p><b>Is the coronavirus considered a disaster, and can I receive Disaster Unemployment Assistance?</b></p> <p>The president of the United States has declared the coronavirus a national disaster, but at this time there has been no Disaster Unemployment Assistance declaration.</p> <p><b>If there is a separation due to the coronavirus, am I required to pay accrued vacation/PTO or sick pay?</b></p> <p>It depends. Idaho law does not require the payment of vacation, holiday or sick pay. These items are agreed upon between the employer and the employee. If there is any change in a policy, the employee must be notified prior to the change.</p> <p><u><a href="#">FAQs for claimants:</a></u></p> <p><b>COVID-19 and Unemployment Benefits</b></p> <p>Unemployment benefits may be available to some individuals whose unemployment is attributable to COVID-19.</p> <p><b>What is unemployment insurance (UI)?</b></p> <p>UI provides temporary income maintenance to individuals who have been separated from employment through no fault of their own and who meet all eligibility requirements, including the requirements that they be able and available for work, register with the state employment service and actively seek work. Click <u><a href="#">here</a></u> for more information.</p> <p><b>What if I'm temporarily laid off because the place where I work is temporarily closed due to the COVID-19 virus?</b></p> <p>An individual temporarily laid off may qualify for benefits if he or she was able, available for and actively seeking work or returning to work with their employer within 16 weeks.</p> <p><b>How do I file for UI?</b></p> <p>File online at <u><a href="http://labor.idaho.gov/claimantportal">labor.idaho.gov/claimantportal</a></u>. If you require assistance or do not have access to a computer, please call our claims center at (208) 332-8942.</p> <p><b>What determines if I am able to work?</b></p> <p>An individual must be mentally and physically capable of performing a job.</p> <p><b>What determines if I am available for work?</b></p> <p>An individual cannot have barriers preventing them from accepting work. A barrier could include lack of child care or transportation.</p> <p><b>Do I have to seek work?</b></p> <p>It depends. If your employer expects you to return to employment within 16 weeks, make sure to answer 'yes' to the question asking if you are returning to work within 16 weeks on your UI application. If not, you will be required complete two work search activities per week. Click <u><a href="#">here</a></u> for more information.</p>

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	<p><b>I have exhausted my UI benefits. Are additional benefits available?</b>  No. No additional UI is available to individuals who have exhausted benefits for their current benefit year. If this situation changes, we will update our website.</p> <p><b>Will my waiting week be waived?</b>  No. There are no provisions to waive the waiting week. Click <a href="#">here</a> for more information.</p> <p><b>What if I quit my job because I am generally concerned over the COVID-19 virus?</b>  It depends. Quitting for health reasons may be good cause. This would be determined on a case-by-case review.</p> <p><b>What if I am confined to my home 1) because a medical professional has diagnosed me as having COVID-19 or 2) because I must stay home to care for my spouse, parent or child, whom a medical professional has diagnosed as having COVID-19?</b>  If you are unable or unavailable for work, you would not meet the able and available requirements to qualify for benefits. Individuals still need to meet all eligibility requirements, including the requirements that the individual be able and available for work, and actively seeking work.</p> <p><b>What if I leave work because my child's school has temporarily closed, and I feel I have to stay home with the child?</b>  An individual who leaves work voluntarily without a reason attributable to the employer is generally disqualified from receiving UI. The reason the individual in this situation left work would not be considered attributable to the employer. Consequently, the individual would likely not qualify for UI. If you are unable or unavailable for work, you would not meet the able and available requirements to qualify for benefits.</p> <p><b>What if I am currently in isolation due to COVID-19, but have not been diagnosed?</b>  You could be eligible for benefits. This would be determined on a case-by-case review.</p> <p><b>If there is a separation due to the coronavirus, will I receive accrued vacation/PTO or sick pay?</b>  It depends. Idaho law does not require the payment of vacation, holiday or sick pay. These items are agreed upon between the employer and the employee. If there is any change in a policy, the employee must be notified prior to the change.</p> <p>The FAQs can be found here: <a href="https://idahoatwork.com/2020/03/18/employer-faqs-about-unemployment-insurance-and-covid-19/">https://idahoatwork.com/2020/03/18/employer-faqs-about-unemployment-insurance-and-covid-19/</a> and <a href="https://idahoatwork.com/2020/03/18/faqs-about-unemployment-insurance-and-covid-19/">https://idahoatwork.com/2020/03/18/faqs-about-unemployment-insurance-and-covid-19/</a> (last accessed on March 19, 2020)</p>
Illinois	Under an Illinois Executive Order issued March 16, 2020, during the duration of the Gubernatorial Disaster Proclamation, the one-week waiting period for unemployment benefits claims is suspended.

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	<p>with his or her employer to resolve whatever issues have caused the individual to consider quitting.</p> <p><i>What if I'm confined to my home 1) because a medical professional has diagnosed me as having COVID-19 or 2) because I must stay home to care for my spouse, parent or child, whom a medical professional has diagnosed as having COVID-19 or 3) because of a government-imposed or government-recommended quarantine?</i>  An individual in any of those situations would be considered to be unemployed through no fault of his or her own. However, to qualify for UI, he or she would still need to meet all other eligibility requirements, including the requirements that the individual be able and available for work, registered with the state employment service and actively seeking work from the confines of his or her home. The individual would be considered able and available for work if there was some work that he or she could perform from home (e.g., transcribing, data entry, virtual assistant services) and there is a labor market for that work.</p> <p><i>What if I leave work because my child's school has temporarily closed, and I feel I have to stay home with the child?</i>  An individual who leaves work voluntarily without a good reason attributable to the employer is generally disqualified from receiving UI. The reason the individual in this situation left work would not be considered attributable to the employer. Consequently, the individual would likely not qualify for UI.</p> <p><i>I have exhausted my rights to UI. Will additional benefits be available because of the COVID-19 situation?</i>  At this point, no additional UI is available to individuals who have already received the full 26 weeks' worth of benefits for their current benefit years.</p> <p>A link to FAQs about COVID-19 and unemployment benefits can be found here: <a href="https://www2.illinois.gov/ides/Pages/COVID-19-and-Unemployment-Benefits.aspx">https://www2.illinois.gov/ides/Pages/COVID-19-and-Unemployment-Benefits.aspx</a> (last accessed on March 19, 2020)</p>
<p>Indiana</p> <p><a href="https://www.in.gov/dwd/19.htm">https://www.in.gov/dwd/19.htm</a>  (Last accessed on March 18, 2020)</p>	<p>The Department of Workforce Development (DWD) has suspended rules requiring certain unemployment insurance claimants to physically appear at a Work One location to engage in reemployment services for the next four weeks. This will ensure that individuals who may be symptomatic do not have to physically appear to continue their unemployment insurance eligibility.</p> <p>The DWD will also request flexibility under federal and state law to expand eligibility for claimants and ease burdens on employers.</p> <p>The DWD has published FAQs for COVID-19 work-related issues, effective March 16, 2020:</p> <p><i>Q1: If an employer temporarily lays off employees due to the loss of production, lack of demand for their products/services or out of precaution caused by COVID-19, will the employees be eligible for unemployment insurance benefits?</i></p>



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	<p>A1: Indiana unemployment benefits are available to any individual who is unemployed through no fault of his/her own. If an employer must lay off employees due to the loss of production caused by the coronavirus, individuals may be eligible for unemployment benefits if they meet the monetary criteria and the weekly eligibility criteria. Employees must stay in contact with their employer and be available to work when called back.</p> <p><i>Q2: If I received a letter to attend an in-person Reemployment Services &amp; Eligibility Assessment (RESEA) program session at my local WorkOne for the weeks of March 16 or March 23, 2020, do I have to attend?</i></p> <p>A2: No. The previously scheduled in-person meetings for the week of March 16 and March 23, 2020, are suspended. UI Claimants who received a letter to attend should receive communication from their local WorkOne that those meetings are suspended. If you have questions regarding attendance, please contact your local WorkOne.</p> <p><i>Q3: Will DWD schedule future in-person Reemployment Services &amp; Eligibility Assessment (RESEA) program sessions at WorkOne centers?</i></p> <p>A3: DWD will not be scheduling new RESEA in-person meetings until further notice but will be working to implement virtual services. UI Claimants who are required to participate in virtual services will be contacted.</p> <p><i>Q4. How much is an individual entitled to receive in unemployment benefits?</i></p> <p>A4: To determine an individual's weekly payment, divide the total wages earned in the four quarters (12 months) prior to the last quarter the individual worked by 52. Then multiply the sum by 0.47. For example, if the individual earned a total of \$30,000 in the four quarters prior to the last quarter worked: <math>\\$30,000 \div 52 = \\$576.92 \times 0.47 = \\$271</math> (weekly benefit amount). The weekly benefit amount should be rounded down to the next whole dollar amount and will not exceed \$390.</p> <p><i>Q5: When will an individual receive his/her first unemployment insurance payment?</i></p> <p>A5: An individual should receive his/her first payment within three weeks if there are no issues on the claim for benefits. There is a one week waiting period for payment of unemployment insurance. This means that benefits are not paid for the first week of eligibility. Individuals must still file a voucher for that week.</p> <p>For more information, visit Indiana Unemployment at the Indiana Department of Workforce Development website: <a href="https://www.in.gov/dwd/">https://www.in.gov/dwd/</a>.</p> <p>A link to the FAQs for COVID-19 work-related issues:  <a href="https://www.in.gov/dwd/files/Indiana_Unemployment_FAQ.pdf">https://www.in.gov/dwd/files/Indiana_Unemployment_FAQ.pdf</a> (Last accessed on March 18, 2020).</p>

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<p>Iowa</p> <p><a href="https://www.iowa workforce development.gov/updates-and-resources-about-covid-19">https://www.iowa workforce development.gov/updates-and-resources-about-covid-19</a></p> <p>(Last accessed on March 19, 2020)</p> <div data-bbox="269 802 318 856" data-label="Image"> </div> <p>Employer COVID-19 QA.pdf</p> <p><a href="#">Link to Webinar Recording about Unemployment Insurance for Employers and Workers</a></p>	<p>The Iowa Department of Workforce Development recently released the FAQs for employers:</p> <p><i>Question 1: We may experience a shut-down or layoff in response to the coronavirus. What do we need to consider?</i></p> <p>Answer: If your business is considering a major layoff or shut-down, Iowa Workforce Development's Dislocated Worker Program staff can help guide you through what will be a difficult process for your company and a difficult time for your employees. Our Rapid Response Team can help ensure compliance with federal regulations that apply to mass layoffs, and can provide a variety of services for your employees.</p> <p><i>Question 2: We may need to reduce work hours; what options do we have?</i></p> <p>Answer: Employers experiencing a slowdown in their businesses or services as a result of the COVID-19 impact on the economy may apply for the Voluntary Shared Work Program. This program allows employers to seek an alternative to layoffs — retaining their trained employees by reducing their hours and wages that can be partially offset with unemployment insurance benefits. Visit <a href="https://www.iowaworkforcedevelopment.gov/voluntary-shared-work-frequently-asked-questions">https://www.iowaworkforcedevelopment.gov/voluntary-shared-work-frequently-asked-questions</a> to learn more about its benefits for employers and employees, and how to apply.</p> <p><i>Question 3: If an employee receives unemployment benefits as a result of a COVID-19 related business shutdown, will the employer's unemployment taxes increase?</i></p> <p>Answer: All unemployment claims filed and paid as a result of COVID-19 will have the charges waived for employers. This means that an employer's Tax rate will not be affected.</p> <p><i>Question 4: If an employee receives unemployment benefits as a result of a COVID-19-related business shutdown, can the benefits be charged to the trust fund account?</i></p> <p>Answer: Yes. All charges will be waived.</p> <p><i>Question 5: Can an employer require a worker to stay home for the COVID-19's incubation period?</i></p> <p>Answer: Yes. The employer can require an employee to stay at home for the 14 day isolation period if they have traveled abroad or had contact with someone who visited an affected region. The employer should attempt to provide paid leave. If that is not available, your employee will be eligible for unemployment insurance benefits.</p>

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	<p><i>Question 6: I am an employer that needs to temporarily suspend operations or reduce hours for my employees to prevent the spread of the COVID-19. Would I be responsible for benefit charges for my employees who file unemployment?</i></p> <p>Answer: No. Iowa Workforce Development will take the appropriate actions to waive the charges for those employers who are forced to do layoffs or reduce work hours for employees due to the COVID-19.</p> <p><i>Question 7: If I have 25 employees and need to do a temporary shutdown, do we need to file a WARN notice?</i></p> <p>Answer: No. An employer only needs to file a WARN notice if they intend to shut down permanently. In a temporary layoff, a WARN notice would not apply. COVID-19 (Coronavirus) and Unemployment Insurance Benefits for Employers</p> <p><i>What if I have additional questions?</i></p> <p>Should you have additional questions, please contact Iowa Workforce Development at 1-888-848-7442. The Iowa Unemployment Insurance Employer Handbook can be found here: <a href="https://www.iowaworkforcedevelopment.gov/employer-handbook">https://www.iowaworkforcedevelopment.gov/employer-handbook</a>. Iowa Workforce Development will not be able to provide legal or human resources advice. Please contact your legal or human resources representatives for those questions.</p> <p>Where can I find additional information for businesses and employers on COVID-19?</p> <p>U.S. Department of Labor: <a href="https://www.dol.gov/coronavirus">https://www.dol.gov/coronavirus</a></p> <p>Iowa Department of Public Health: <a href="https://idph.iowa.gov/Emerging-Health-Issues/Novel-Coronavirus">https://idph.iowa.gov/Emerging-Health-Issues/Novel-Coronavirus</a></p> <p>Centers for Disease Control: <a href="https://www.cdc.gov/coronavirus/2019-ncov/index.html">https://www.cdc.gov/coronavirus/2019-ncov/index.html</a></p> <p>Centers for Disease Control Resources for Businesses and Employers: <a href="https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html">https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html</a></p> <p>A link to the FAQs for Employers – COVID-19 and Unemployment Insurance Questions can be found here: <a href="https://www.iowaworkforcedevelopment.gov/sites/search.iowaworkforcedevelopment.gov/files/content-files/Employer%20COVID-19%20QA.pdf">https://www.iowaworkforcedevelopment.gov/sites/search.iowaworkforcedevelopment.gov/files/content-files/Employer%20COVID-19%20QA.pdf</a> (last accessed on March 18, 2020)</p>

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	<p>Employers-Voluntary Shared Work Program:  <a href="https://www.iowaworkforcedevelopment.gov/sites/search.iowaworkforcedevelopment.gov/files/content-files/VSW%20Flyer%20-%20COVID-19.pdf">https://www.iowaworkforcedevelopment.gov/sites/search.iowaworkforcedevelopment.gov/files/content-files/VSW%20Flyer%20-%20COVID-19.pdf</a></p> <p>Workers – COVID-19 and Unemployment Insurance Questions:  <a href="https://www.iowaworkforcedevelopment.gov/sites/search.iowaworkforcedevelopment.gov/files/content-files/Updated%20-UI%20Worker_COVID-19%20QA.pdf">https://www.iowaworkforcedevelopment.gov/sites/search.iowaworkforcedevelopment.gov/files/content-files/Updated%20-UI%20Worker_COVID-19%20QA.pdf</a></p>
<p>Kansas</p> <p><a href="https://www.dol.k.s.gov/covid19response">https://www.dol.k.s.gov/covid19response</a></p> <p><a href="https://www.dol.k.s.gov/docs/default-source/default-document-library/ui-covid19-faqs.pdf">https://www.dol.k.s.gov/docs/default-source/default-document-library/ui-covid19-faqs.pdf</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>The Kansas Department of Labor released the following FAQs about unemployment insurance and COVID-19:</p> <p>If you are not working or working reduced hours due to COVID-19, you may be eligible for Unemployment Insurance (UI) benefits.</p> <p>The waiting week requirement for those unemployed due to COVID-19 is waived.</p> <p><i>Question: What if I am receiving sick leave, vacation leave, or some other paid benefit while I am off of work?</i></p> <p>Answer: If you are receiving paid leave, it will be considered wages. If those wages for the week are more than your weekly benefit amount, you will not be eligible for benefits for that week.</p> <p><i>Question: Am I able to work?</i></p> <p>Answer: To receive UI benefits, you must be able to work. For those who are not working due to COVID-19, KDOL is presuming that they are able to work, unless they refuse an offer of suitable employment due to illness or injury.</p> <p><i>Question: What does it mean to be available for work?</i></p> <p>Answer: An individual must also be available for work in order to receive UI benefits. You will be considered available for work, if your unemployment is related to COVID-19, so long as you are taking all necessary steps to return to work for your regular employer and/or have not withdrawn from the labor market.</p> <p><i>Question: Do I have to look for work?</i></p> <p>7</p> <p>Answer: If you are unemployed due to COVID-19 and have taken all necessary steps to return to work for your regular employer, you do not have to look for other work.</p> <p><i>Question: What is required of employers?</i></p> <p>Answer: All employers must notify their employees of the availability of UI benefits at the time of separation from employment. While not required, employers may also consider filing claims by spreadsheet. For more information visit:</p>

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	<p><a href="https://www.kansasemployer.gov/uitax/Tax/LayoffSelect.aspx">https://www.kansasemployer.gov/uitax/Tax/LayoffSelect.aspx</a></p> <p>A link to the Kansas Department of Labor FAQs about unemployment insurance and COVID-19 can be found here: <a href="https://www.dol.ks.gov/docs/default-source/default-document-library/ui-covid19-faqs.pdf">https://www.dol.ks.gov/docs/default-source/default-document-library/ui-covid19-faqs.pdf</a> (Last accessed on March 19, 2020)</p>
<p>Kentucky</p> <p><a href="https://kcc.ky.gov/career/If-you-are-an-Employer/Pages/Frequently-asked-questions.aspx">https://kcc.ky.gov/career/If-you-are-an-Employer/Pages/Frequently-asked-questions.aspx</a></p> <p><a href="https://govstatus.e.gov.com/kycovid19">https://govstatus.e.gov.com/kycovid19</a> (Last accessed on March 23, 2020)</p>	<p>The Kentucky Governor recently announced that the state is waiving the seven-day waiting period to obtain unemployment insurance benefits. Additionally, work search requirements also waived while the state of emergency is in effect.</p> <p>No further updates as of 3/19/2020.</p>
<p>Louisiana</p>	<p>As per the Governor's proclamation for individuals whose employment has been impacted due to COVID-19, work search requirements are waived and the one-week waiting period is waived.</p> <p>Louisiana has expanded unemployment eligibility based on the corona virus. If any of the following situations apply to you, you may be eligible for unemployment through the Louisiana Workforce Commission:</p> <ul style="list-style-type: none"> <li>• Your work hours have been reduced because of lack of work due to Coronavirus.</li> <li>• Your workplace closes temporarily, and you are not being compensated.</li> <li>• You have been instructed not to go to work, and you are not being paid while at home.</li> </ul> <p>If an employee's work hours have been reduced, partial benefits could be available up to a maximum of \$247 a week.</p> <p>Louisiana Workforce Commission's response to COVID-19 can be located here: <a href="https://www.klfy.com/wp-content/uploads/sites/9/2020/03/COVID_19_Information.pdf">https://www.klfy.com/wp-content/uploads/sites/9/2020/03/COVID_19_Information.pdf</a> (last accessed on March 19, 2020)</p>
<p>Maine</p> <p><a href="https://www.maine.gov/labor/covid19/">https://www.maine.gov/labor/covid19/</a></p>	<p>On March 17, the Main Legislature passed emergency legislation to temporarily extend unemployment benefits to individuals whose employment has been impacted by the coronavirus outbreak.</p>

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(Last accessed on March 19, 2020)	<p>The emergency unemployment legislation temporarily revises eligibility requirements for the UI program to include situations not typically covered, such as: 1) employer temporarily ceases operations due to COVID-19; 2) an individual is quarantined with the expectation of returning to work once the quarantine is over; or 3) an individual leaves employment due to risk of exposure or infection or to care for a family member. It also temporarily waives the one week waiting period for benefits so that workers may obtain benefits immediately and ensures that claims for UI will not affect an employer's experience rating.</p> <p>The Maine Department of Labor has published FAQs about unemployment insurance benefits:</p> <p><u>FAQs for Employees:</u></p> <p>Question: What if I am asked by a medical professional or public health official to quarantine as a result of COVID-19, but I am not sick?</p> <p>Answer: If you are following guidance issued by a medical professional or public health official to isolate or quarantine yourself as a result of exposure to COVID-19 and you are not receiving paid sick leave from your employer, you may be eligible to receive unemployment benefits. If you are expected to return to your job as soon as your isolation or quarantine is lifted, you will not need to search for work. You must be able and available to accept any work offered by your employer that would not cause you to break isolation or quarantine, and you would need to make sure that your employer has your current contact information.</p> <p>Question: My boss just announced that my business has to temporarily close and that everyone will be laid off until it reopens. Can I collect unemployment benefits, and do I have to look for work until we reopen?</p> <p>Answer: If the business is being temporarily closed as a result of the impact of the COVID-19 virus and you are expected to return to work once the business reopens, you may be eligible for unemployment benefits. You would not have to look for work as long as you remain able and available to work for your employer and make sure your employer has your current contact information.</p> <p>Question: The place I work at just closed down due to the impact of the COVID-19 virus and I've been laid off. I just completed a claim for unemployment benefits. Will unemployment benefits start right away? I've filed a claim in the past and I had to serve a waiting week before I could start collecting.</p> <p>Answer: If a business or part of the business is shut down due to the impact of the COVID-19 virus, you will not be required to serve a waiting week before you can start receiving unemployment benefits.</p> <p>Question: My boss is allowing me to take an unpaid temporary leave of absence because I am considered high-risk of the COVID-19 infection if I stay at the office,</p>

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	<p>even though I am not sick now. Would I be able to collect unemployment benefits until I am able to go back to work?</p> <p>Answer: You may be eligible for unemployment benefits during a temporary, unpaid leave of absence if you are expected to return to your job at the end of the leave, and provided you remain able and available to work for your employer and make sure that your employer has your current contact information.</p> <p>Question: What if my employer goes out of business permanently as a result of COVID-19?</p> <p>Answer: You may be eligible for and should apply for unemployment benefits.</p> <p>Question: Am I covered as a self-employed fisherman?</p> <p>Answer: Since independent contractors and the self-employed do not contribute to unemployment taxes, they are not eligible for unemployment benefits. The new legislation does not change this.</p> <p><u>FAQs for Employers:</u></p> <p>Question: Will my experience rating record be affected if any of my employees receive unemployment benefits because of COVID-19?</p> <p>Answer: If an individual receives unemployment benefits due solely to COVID-19, benefits paid to the worker would not be charged against the experience rating record of the employer.</p> <p>Question: If I have to temporarily close part or all of my business operations due to the COVID-19 virus and lay off my employees, will they have to look for other work while they are collecting unemployment benefits?</p> <p>Answer: No. As long as you plan to return them to their jobs when you resume operations, and provided they remain able and available to work for you and provide you with current contact information by which to reach them, they will not have to seek other work.</p> <p>Question: Can an employer who needs to temporarily lay off employees because of COVID-19 continue to pay health insurance premiums for the employee during the layoff period or will that negatively impact the employees' unemployment benefits?</p> <p>Answer: Continuing to provide health insurance will not impact your employee's ability to receive unemployment benefits.</p> <p>Question: What is Work Share?</p>

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	<p>Answer: WorkShare is an unemployment option that helps businesses retain their workforce during a temporary slowdown in work. The program allows employers to voluntarily reduce the hours of staff in lieu of layoffs. Employees of the businesses are allowed to collect a partial unemployment benefit to help them offset the loss of income. See <a href="https://www.maine.gov/unemployment/workshare/">https://www.maine.gov/unemployment/workshare/</a> for more information.</p> <p>A link to these FAQs can be found here: <a href="https://www.maine.gov/labor/covid19/">https://www.maine.gov/labor/covid19/</a> (last accessed on March 19, 2020)</p> <p>More information on UI can be found here: <a href="https://www.maine.gov/unemployment/">https://www.maine.gov/unemployment/</a></p> <p>Claims can be filed online or by phone at</p> <ul style="list-style-type: none"> <li>• <a href="https://reemploye.main.gov/">https://reemploye.main.gov/</a></li> <li>• 1-800-593-7660</li> </ul>
<p>Maryland</p> <p>Updated 3/19/2020</p> <p><a href="http://mgaleg.maryland.gov/2020RS/bills/sb/sb1080E.pdf">http://mgaleg.maryland.gov/2020RS/bills/sb/sb1080E.pdf</a></p> <p><a href="https://www.dllr.state.md.us/employment/uicovidfaqs.shtml">https://www.dllr.state.md.us/employment/uicovidfaqs.shtml</a></p>	<p>On 3/18/2020, the Maryland Legislature passed the COVID-19 Public Health Emergency Protection Act of 2020, which has yet to be signed by Governor Hogan. The bill authorizes Maryland's Secretary of Labor to determine that an individual is eligible for unemployment insurance, notwithstanding any provision of unemployment insurance law or regulation to the contrary, if: the individual's employer temporarily ceases operations due to COVID-19, the individual is quarantined due to COVID-19 with the expectation of returning to work after the quarantine is over, or the individual leaves employment due to a risk of exposure or infection of COVID-19 or to care for a family member due to COVID-19. Such individuals need not experience a separation from employment to receive benefits.</p> <p>Maryland's Department of Labor has issued the following FAQs to employers and employees regarding questions relating to unemployment insurance and COVID-19:</p> <p><b><i>1. If I need to take time off work because I contract COVID-19, will I be eligible for unemployment insurance benefits?</i></b></p> <p><i>No. You are not unemployed. The first and best option for employees who need to miss work due to illness is to use their employer-paid time off. The Maryland Healthy Working Families Act requires employers with 15 or more employees to provide paid sick and safe leave for certain employees. Maryland employers who employ 14 or fewer employees are required to provide unpaid sick and safe leave for certain employees. <a href="#">Find more information about the Maryland Healthy Working Families Act.</a></i></p> <p><i>As a rule, once an individual becomes unemployed, they should apply for benefits immediately. Section 8-101 of Maryland's Unemployment Insurance Law states that claims are effective only from the week that they are filed and will not be backdated. Therefore, if a claimant is eligible, that person can only be paid benefits from the time that they filed.</i></p> <p><i>Unfortunately, a claimant would not be eligible for benefits in the instance where they are not working due to being quarantined and their job is being held for them.</i></p>



Location	Changes
	<p><i>This situation is akin to a medical "leave of absence" from a job. A medical leave of absence is when work is available, but the individual is not medically able to perform the work. Section 8-903 of the Law requires claimants to be able and available to work without restriction. Although the circumstances of the quarantine are compelling, individuals in this situation would not meet the requirements of Section 8-903 and would not be eligible for benefits.</i></p> <p><b>2. If I have to quit my job as a result of COVID-19, will I qualify for unemployment benefits?</b></p> <p><i>The first and best option for employees who are unable to work due to illness is to use their employer-paid time off. The Maryland Healthy Working Families Act requires employers with 15 or more employees to provide paid sick and safe leave for certain employees. Maryland employers who employ 14 or fewer employees are required to provide unpaid sick and safe leave for certain employees. <a href="#">Find more information about the Maryland Healthy Working Families Act.</a></i></p> <p><i>Unfortunately, a claimant would not be eligible for benefits in the instance where they are not able to work because they are sick. Section 8-903 of the Unemployment Insurance Law requires claimants to be able and available to work without restriction. Although the circumstances of a severe illness is compelling, individuals in this situation would not meet the requirements of Section 8-903 and would not be eligible for benefits.</i></p> <p><b>3. Will workers qualify for unemployment benefits if the coronavirus (COVID-19) causes an employer to shut down operations?</b></p> <p><i>Yes. Maryland unemployment benefits are available to individuals who are unemployed through no fault of their own. If an employer must shut down operations and no work is available, individuals may be eligible for unemployment benefits if they meet the monetary criteria and the weekly eligibility criteria.</i></p> <p><b>4. If an employer lays off employees due to the loss of production caused by the coronavirus, will the employees be eligible for unemployment insurance benefits?</b></p> <p><i>Yes. Maryland unemployment benefits are available to any individual who is unemployed through no fault of his/her own. If an employer must lay off employees due to the loss of production caused by the coronavirus, individuals may be eligible for unemployment benefits if they meet the monetary criteria and the weekly eligibility criteria.</i></p> <p><b>5. If an asymptomatic employee imposes a self-quarantine because of the coronavirus, will they be eligible for unemployment benefits?</b></p> <p><i>No. The employee is still employed. Unemployment benefits are available to individuals who are totally or partially unemployed due to no fault of their own. In this example, the individual—not the employer—is choosing not to work and, therefore, would be ineligible. However, the facts of each circumstance are important. If the employer allowed this individual to telework, they would not qualify for benefits because they would not be unemployed.</i></p> <p><b>6. If an employee is in mandatory quarantine because of suspicion of having the coronavirus, will they be eligible for unemployment benefits?</b></p>

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	<p><i>They might meet the initial eligibility criteria but not the ongoing eligibility criteria, which require them to be able to work, available for work, and actively seeking suitable work. If the employer required the individual to stay home but did not offer telework, the individual might be eligible for benefits if they met the monetary and weekly eligibility criteria.</i></p> <p><b>7. What if I am asked by a medical professional or public health official to quarantine as a result of COVID-19, but I am not sick?</b>  <i>If you are following guidance issued by a medical professional or public health official to isolate or quarantine yourself as a result of exposure to COVID-19 and you are not receiving paid sick leave from your employer, you may be eligible to receive unemployment benefits. If you know you can return to your job as soon as your isolation or quarantine is lifted, you may not need to search for work. You must be able to accept any work offered by your employer that would not cause you to break isolation or quarantine.</i></p> <p><b>8. What if my employer goes out of business as a result of COVID-19?</b>  <i>You may be eligible for unemployment benefits if you're out of work due to a lack of work. <a href="#">You can apply for unemployment insurance benefits online.</a> (These benefits are intended to assist workers who lost their jobs through no fault of their own.)</i></p> <p><b>9. My employer has shut down operations temporarily because an employee is sick and we have been asked to isolate or quarantine as a result of COVID-19. Am I eligible for unemployment benefits?</b>  <i>If you are not receiving payment from your employer, such as paid sick leave or paid time off, you may be eligible for unemployment benefits during this time. Please check our <a href="#">Claimant Frequently Asked Questions page</a> for general information.</i></p> <p><b>10. If I am temporarily laid off work because business has slowed down as a result of COVID-19, can I receive unemployment insurance benefits?</b>  <i>If you are laid off work temporarily or if your hours are reduced due to a business slowdown or a lack of demand as a result of COVID-19, you may be able to receive unemployment benefits.</i></p> <p><b>11. Can I still collect unemployment benefits if I am able to work remotely from home?</b>  <i>Working your full normal hours remotely would not qualify you for benefits. However, you may be eligible to collect some Unemployment Insurance benefits if your usual number of work hours are reduced through no fault of your own.</i></p> <p><i>Employer-Specific Questions</i></p> <p><b>12. If an employee receives unemployment benefits as a result of a coronavirus-related business shutdown, will the employer's unemployment taxes increase?</b>  <i>Unemployment benefits are proportionately charged to each employer based on weeks worked and wages earned in each individual's base period. Contributory employers could see an increase in their tax rate, which would result in higher taxes.</i></p> <p><i>Reimbursing employers would be charged dollar for dollar for benefits paid, which could result in higher than expected unemployment costs.</i></p>

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<p>Massachusetts</p> <p><a href="https://www.mass.gov/info-details/covid-19-guidance-and-directives#businesses-&amp;employers">https://www.mass.gov/info-details/covid-19-guidance-and-directives#businesses-&amp;employers</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>On 3/18/2020, the Governor signed a law that would waive the normal one-week waiting period and immediately pay benefits to any otherwise eligible person who has been separate from work as a result of any circumstances related to the outbreak of COVID-19..</p> <p>The Executive Office of Labor and Workforce Development (EOLWD) and the Department of Unemployment Assistance (DUA), in coordination with the US Department of Labor (USDOL), are taking a series of actions to assist workers and employers.</p> <p>For current unemployment claims:</p> <ul style="list-style-type: none"> <li>• All requirements regarding attending seminars at the MassHire career centers have been suspended.</li> <li>• Missing deadlines due to effects of COVID-19 will be considered good cause, and lateness will be excused.</li> <li>• All appeal hearings will be held by telephone only.</li> </ul>
<p>Maryland</p> <p><a href="https://www.dllr.state.md.us/employment/uicovidfaqs.shtml">https://www.dllr.state.md.us/employment/uicovidfaqs.shtml</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>Maryland Department of Labor's FAQ's:</p> <p><u>General Questions:</u></p> <p>1. If I need to take time off work because I contract COVID-19, will I be eligible for unemployment insurance benefits?</p> <p>No. You are not unemployed. The first and best option for employees who need to miss work due to illness is to use their employer-paid time off.</p> <p>As a rule, once an individual becomes unemployed, they should apply for benefits immediately. Section 8-101 of Maryland's Unemployment Insurance Law states that claims are effective only from the week that they are filed and will not be backdated. Therefore, if a claimant is eligible, that person can only be paid benefits from the time that they filed.</p> <p>Unfortunately, a claimant would not be eligible for benefits in the instance where they are not working due to being quarantined and their job is being held for them. This situation is akin to a medical "leave of absence" from a job. A medical leave of absence is when work is available, but the individual is not medically able to perform the work. Section 8-903 of the Law requires claimants to be able and available to work without restriction. Although the circumstances of the quarantine are compelling, individuals in this situation would not meet the requirements of Section 8-903 and would not be eligible for benefits.</p> <p>2. If I have to quit my job as a result of COVID-19, will I qualify for unemployment benefits?</p>

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	<p data-bbox="469 268 1446 333">The first and best option for employees who are unable to work due to illness is to use their employer-paid time off.</p> <p data-bbox="469 375 1479 583">Unfortunately, a claimant would not be eligible for benefits in the instance where they are not able to work because they are sick. Section 8-903 of the Unemployment Insurance Law requires claimants to be able and available to work without restriction. Although the circumstances of a severe illness is compelling, individuals in this situation would not meet the requirements of Section 8-903 and would not be eligible for benefits.</p> <p data-bbox="469 625 1422 690">3. Will workers qualify for unemployment benefits if the coronavirus (COVID-19) causes an employer to shut down operations?</p> <p data-bbox="469 732 1446 869">Yes. Maryland unemployment benefits are available to individuals who are unemployed through no fault of their own. If an employer must shut down operations and no work is available, individuals may be eligible for unemployment benefits if they meet the monetary criteria and the weekly eligibility criteria.</p> <p data-bbox="469 911 1443 976">4. If an employer lays off employees due to the loss of production caused by the coronavirus, will the employees be eligible for unemployment insurance benefits?</p> <p data-bbox="469 1018 1471 1188">Yes. Maryland unemployment benefits are available to any individual who is unemployed through no fault of his/her own. If an employer must lay off employees due to the loss of production caused by the coronavirus, individuals may be eligible for unemployment benefits if they meet the monetary criteria and the weekly eligibility criteria.</p> <p data-bbox="469 1230 1346 1295">5. If an asymptomatic employee imposes a self-quarantine because of the coronavirus, will they be eligible for unemployment benefits?</p> <p data-bbox="469 1337 1446 1545">No. The employee is still employed. Unemployment benefits are available to individuals who are totally or partially unemployed due to no fault of their own. In this example, the individual—not the employer—is choosing not to work and, therefore, would be ineligible. However, the facts of each circumstance are important. If the employer allowed this individual to telework, they would not qualify for benefits because they would not be unemployed.</p> <p data-bbox="469 1587 1419 1652">6. If an employee is in mandatory quarantine because of suspicion of having the coronavirus, will they be eligible for unemployment benefits?</p> <p data-bbox="469 1694 1471 1864">They might meet the initial eligibility criteria but not the ongoing eligibility criteria, which require them to be able to work, available for work, and actively seeking suitable work. If the employer required the individual to stay home but did not offer telework, the individual might be eligible for benefits if they met the monetary and weekly eligibility criteria.</p>

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	<p>7. What if I am asked by a medical professional or public health official to quarantine as a result of COVID-19, but I am not sick?</p> <p>If you are following guidance issued by a medical professional or public health official to isolate or quarantine yourself as a result of exposure to COVID-19 and you are not receiving paid sick leave from your employer, you may be eligible to receive unemployment benefits. If you know you can return to your job as soon as your isolation or quarantine is lifted, you may not need to search for work. You must be able to accept any work offered by your employer that would not cause you to break isolation or quarantine.</p> <p>8. What if my employer goes out of business as a result of COVID-19?</p> <p>You may be eligible for unemployment benefits if you're out of work due to a lack of work. <a href="#">You can apply for unemployment insurance benefits online.</a> (These benefits are intended to assist workers who lost their jobs through no fault of their own.)</p> <p>9. My employer has shut down operations temporarily because an employee is sick and we have been asked to isolate or quarantine as a result of COVID-19. Am I eligible for unemployment benefits?</p> <p>If you are not receiving payment from your employer, such as paid sick leave or paid time off, you may be eligible for unemployment benefits during this time. Please check our <a href="#">Claimant Frequently Asked Questions page</a> for general information.</p> <p>10. If I am temporarily laid off work because business has slowed down as a result of COVID-19, can I receive unemployment insurance benefits?</p> <p>If you are laid off work temporarily or if your hours are reduced due to a business slowdown or a lack of demand as a result of COVID-19, you may be able to receive unemployment benefits.</p> <p>11. Can I still collect unemployment benefits if I am able to work remotely from home?</p> <p>Working your full normal hours remotely would not qualify you for benefits. However, you may be eligible to collect some Unemployment Insurance benefits if your usual number of work hours are reduced through no fault of your own.</p> <p><u>Employer-Specific Questions:</u></p> <p>12. If an employee receives unemployment benefits as a result of a coronavirus-related business shutdown, will the employer's unemployment taxes increase?</p> <p>Unemployment benefits are proportionately charged to each employer based on weeks worked and wages earned in each individual's base period. Contributory employers could see an increase in their tax rate, which would result in higher taxes.</p>

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	<p>Reimbursing employers would be charged dollar for dollar for benefits paid, which could result in higher than expected unemployment costs.</p> <p>A link to these FAQs can be found here:  <a href="https://www.dllr.state.md.us/employment/uicovidfaqs.shtml">https://www.dllr.state.md.us/employment/uicovidfaqs.shtml</a> (last accessed on March 19, 2020)</p>
<p>Michigan</p> <p><a href="https://www.michiganber.com/covid-19-unemployment-benefits-faqs">https://www.michiganber.com/covid-19-unemployment-benefits-faqs</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>On Monday, March 16, Governor Gretchen Whitmer signed Executive Order 2020-10 to temporarily expand eligibility for unemployment benefits.</p> <p>This executive order is effective immediately and until Tuesday, April 14 at 11:59 p.m.</p> <p>Michigan Chamber of Commerce's FAQ's:</p> <p><b>Q:</b> Are our employees eligible for unemployment due to layoffs or closure related to the COVID-19 crisis?</p> <p><b>A:</b> Yes, most employees who are laid off due to COVID-19 will be eligible to receive UI benefits. Under the governor's order, UI benefits are extended to:</p> <ul style="list-style-type: none"> <li>• Workers who have an unanticipated family care responsibility, including those who have childcare responsibilities due to school closures, or those who are forced to care for loved ones who become ill.</li> <li>• Workers who are sick, quarantined, or immunocompromised and who do not have access to paid family and medical leave or are laid off.</li> <li>• First responders in the public health community who become ill or are quarantined due to exposure to COVID-19.</li> </ul> <p>The State is also seeking solutions for self-employed workers and independent contractors who traditionally do not have access to unemployment insurance.</p> <p>Eligible employees should apply for unemployment benefits online at Michigan.gov/UIA or by phone at 1-866-500-0017. A factsheet on how to apply for benefits can be found at <a href="https://www.michigan.gov/documents/uia/160_-_Claiming_UI_Benefit_In_Michigan_-_Jan2014_444213_7.pdf">https://www.michigan.gov/documents/uia/160_-_Claiming_UI_Benefit_In_Michigan_-_Jan2014_444213_7.pdf</a>. Additional unemployment resources for employers can be found at <a href="https://www.michigan.gov/leo/0,5863,7-336-78421_97241_89981---,00.html">https://www.michigan.gov/leo/0,5863,7-336-78421_97241_89981---,00.html</a> and for workers at <a href="https://www.michigan.gov/leo/0,5863,7-336-78421_97241_89980---,00.html">https://www.michigan.gov/leo/0,5863,7-336-78421_97241_89980---,00.html</a>.</p> <p><b>Q:</b> Will my account be charged for UI benefits paid due to COVID-19 and, if so, how will it impact my UI tax rate?</p> <p><b>A:</b> The Governor's E.O. clarifies that an employer or employing unit must not be charged for unemployment benefits if their employees become unemployed because of an Executive Order requiring them to close or limit operations (see <a href="#">E.O. 2020-9</a>). The E.O. applies to claims filed between March 16 and April 14, 2020. So,</p>

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	<p>for example, if your business is a restaurant, cafe, coffee house, bar, tavern, brewpub, distillery, club, movie theater, indoor or outdoor performance venue, gymnasium, fitness center, recreation center, indoor sports facility, indoor exercise facility, exercise studio, spa or casino, this provision would apply to you.</p> <p><b>Q: If I lay someone off will they also be eligible to receive UI benefits and federal paid sick leave benefits?</b></p> <p><b>A:</b> No. At this point, employees will be eligible for UI benefits OR federal paid sick leave benefits – but not both. The Unemployment Insurance Agency (UIA) is encouraging employers to put employees on unpaid or paid leaves of absence so they can preserve the right to receive federal paid sick leave benefits. The benefit of federal paid sick leave is that: 1) it is expected to be funded by the federal government through refundable tax credits; and 2) the rate of pay to the employee is expected to be higher than UI.</p> <p><b>Q: How many weeks are workers eligible for benefits?</b></p> <p><b>A:</b> The Governor’s E.O. temporarily increased the number of weeks from 20 to 26 weeks. There is a strong possibility that the federal government could extend benefits beyond 26 weeks at some point (e.g., during the great recession, benefits were available for up to 99 weeks).</p> <p><b>Q: Do workers have the obligation to seek work during this time?</b></p> <p><b>A:</b> No, the normal in-person registration and work search requirements were suspended by the Governor’s E.O.</p> <p><b>Q: I’m trying hard not to lay off my employees. Are there other ways to manage through COVID-19 without layoffs?</b></p> <p><b>A:</b> Yes, the Governor’s E.O. expands the State’s Work Share program. The Work Share program permits employers to maintain operational productivity during declines in regular business activity instead of laying off workers. More information about Work Share can be found <a href="#">here</a>. It’s important to note that the E.O. allows all employers to take advantage of the program, regardless of whether the employer’s reserve in the employer’s experience account as of the most recent computation date preceding the date of the employer’s application is a positive number.</p> <p><b>Q: What can you tell us about the Small Business Loans that will be available to businesses?</b></p> <p><b>A:</b> At our urging, Governor Whitmer is seeking additional solutions for small businesses impacted by COVID-19. Earlier this month, Congress passed legislation that makes \$1 billion available to the U.S. Small Business Administration (SBA) to provide low-interest loans to small businesses, small agricultural cooperatives, and nonprofits that have suffered substantial economic losses as a result of the COVID-19 pandemic. The Governor has informed SBA that she is seeking an Economic Injury Disaster Loan Declaration for the state and has initiated the process to receive the declaration from SBA. Once granted, small businesses in qualifying areas will be able to access low-interest loans through the SBA. In the interim, we are encouraging</p>

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	<p>small businesses that could benefit from SBA loans to start collecting the information they'll need to complete and submit their application. Examples of information needed can be found <a href="#">here</a>. For additional information, or to obtain help preparing the loan application in advance of the declaration, please contact the <a href="#">Michigan SBA offices</a> in Detroit or Grand Rapids. We will share other information as it becomes available.</p> <p><b>Q: Do I have to pay my UI tax bill on April 25?</b></p> <p><b>A:</b> In Michigan, UI tax returns and payments are due by the 25th day after the close of each calendar quarter. At this time, that date has not been moved back or changed, but the Michigan Chamber is pressing the Whitmer Administration to delay the filing and payment deadlines without penalty.</p> <p><b>Q: Who can I contact to get help with unemployment issues?</b></p> <p><b>A:</b> The Michigan Chamber offers a free Unemployment Insurance Assistance Hotline to its members: 586-412-0400, ext. 4000. In addition, you may contact Wendy Block, Vice President of Business Advocacy and Member Engagement, at <a href="mailto:wblock@michamber.com">wblock@michamber.com</a>.</p> <p>A link to these FAQs can be found here: <a href="https://www.michamber.com/covid-19-unemployment-benefits-faqs">https://www.michamber.com/covid-19-unemployment-benefits-faqs</a> (last accessed on March 19, 2020)</p>
<p>Minnesota</p> <p><a href="https://www.uimn.org/applicants/needtoknow/news-updates/covid-19.jsp">https://www.uimn.org/applicants/needtoknow/news-updates/covid-19.jsp</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>On Monday, March 16, Governor Tim Walz made the following changes to unemployment benefits in Minnesota:</p> <ul style="list-style-type: none"> <li>• Expanded eligibility for unemployment benefits. Applicants are now eligible if: <ul style="list-style-type: none"> <li>○ a healthcare professional has recommended or ordered them to avoid contact with others;</li> <li>○ they have been ordered not to come to their workplace due to an outbreak of a communicable disease; or</li> <li>○ they have received a notification from a school district, daycare, or other childcare provider that either classes are canceled or the individual's ordinary childcare is unavailable (as long as the individual made a reasonable effort to obtain other childcare and requested time off or other accommodation from the employer and no reasonable accommodation was made available).</li> </ul> </li> <li>• Applicants no longer have to wait one week before applying for unemployment benefits.</li> <li>• While individuals must still seek suitable employment, applicants are not required to search for work that poses a risk to the applicant's health or the health of others. If an applicant has only been laid off temporarily, the applicant may also meet the search requirements by staying in touch with his or her former employer.</li> <li>• Business owners who become unemployed as a result of COVID-19 are no longer limited to five weeks of benefits.</li> </ul>



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	<p>The official website of the Minnesota Unemployment Insurance Program has published questions and answers about hour reductions/layoffs:</p> <p><b>Q:</b> My employer reduced my hours as a result of COVID-19. Will I be eligible for unemployment benefits?</p> <p><b>A:</b> If your hours or your rate of pay have been substantially reduced, you may be eligible for unemployment benefits. We encourage all workers affected by COVID-19 to apply for unemployment benefits. The UI Program will review your application and determine your eligibility for benefits.</p> <p><b>Q:</b> My employer temporarily laid me off as a result of COVID-19. Will I be eligible for unemployment benefits?</p> <p><b>A:</b> Unemployment benefits are available to individuals who are unemployed through no fault of their own. If your employer shut down operations and no work is available, you may be eligible for unemployment benefits (assuming you meet other eligibility requirements).</p> <p><b>Q:</b> My employer permanently laid me off as a result of COVID-19. Will I be eligible for unemployment benefits?</p> <p><b>A:</b> Unemployment benefits are available to individuals who are unemployed through no fault of their own. If your employer shut down operations and no work is available, you may be eligible for unemployment benefits (assuming you meet other eligibility requirements).</p> <p><b>Q:</b> I am unable to work because my children are out of school or I have lost childcare as a result of COVID-19. Will I be eligible for unemployment benefits?</p> <p><b>A:</b> Unemployment benefits are available to individuals who are unemployed through no fault of their own. If your child's school district, daycare, or other childcare provider has notified you that your ordinary childcare is unavailable, and you have requested accommodation from your employer and were denied, you may be eligible for unemployment benefits (assuming you meet other eligibility requirements).</p> <p><b>Q:</b> I took a voluntary layoff. Will I be eligible for unemployment benefits?</p> <p><b>A:</b> Unemployment benefits may be available to some workers who took a voluntary layoff to avoid the layoff of another worker (and meet certain other requirements). Contact us if you have questions about voluntary layoffs.</p> <p><b>Q:</b> Will I be required to look for work while receiving unemployment benefits?</p>

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	<p><b>A:</b> If you are temporarily laid off, you can meet work search requirements by staying in regular contact with your employer. If you are permanently laid off, you will need to actively seek suitable employment.</p> <p>Under Governor Walz’s executive order, you may meet this requirement by seeking suitable employment that does not pose a risk to your health or to the health of others.</p> <p><b>Q:</b> My employer required me to take a leave of absence due to COVID-19. Will I be eligible for unemployment benefits?</p> <p><b>A:</b> Workers who are receiving vacation pay, sick pay, or personal time off (PTO) pay equivalent to their normal rate of pay are ineligible for unemployed benefits. If your employer required you to take an unpaid leave of absence, you may be eligible for unemployment benefits.</p> <p><b>Q:</b> I have chosen to take a voluntary, unpaid leave of absence due to COVID-19. Will I be eligible for unemployment benefits?</p> <p><b>A:</b> We are suggesting that workers who find themselves in this situation apply for unemployment benefits to find out if they are eligible.</p> <p>A link to these questions and answers can be found here:  <a href="https://www.uimn.org/applicants/needtoknow/news-updates/covid-19.jsp">https://www.uimn.org/applicants/needtoknow/news-updates/covid-19.jsp</a> (last accessed on March 18, 2020)</p>
<p>Mississippi</p> <p><a href="https://mdes.ms.gov/unemployment-claims/">https://mdes.ms.gov/unemployment-claims/</a></p> <p><a href="https://mdes.ms.gov/news/2020/03/13/novel-coronavirus-covid-19-response/">https://mdes.ms.gov/news/2020/03/13/novel-coronavirus-covid-19-response/</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>Effective March 16, 2020 the Mississippi Department of Employment Security (MDES) has limited public access to WIN Job Center facilities until further notice in order to help prevent the spread of Novel Coronavirus (COVID-19) and ensure the safety of staff and the communities served.</p> <p>Individuals seeking services at WIN Job Centers may still receive assistance by appointment only. Appointments can be made by contacting local WIN Job Centers by phone. Contact information can be found at <a href="https://mdes.ms.gov/win-job-centers/">https://mdes.ms.gov/win-job-centers/</a>. Unemployment Insurance benefits claims can be filed online by visiting <a href="https://mdes.ms.gov">https://mdes.ms.gov</a>, or by calling 1-888-844-3577.</p>
<p>Missouri</p> <p><a href="https://labor.mo.gov/coronavirus">https://labor.mo.gov/coronavirus</a></p>	<p>Missouri Department of Labor’s FAQs:</p>

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(Last accessed on March 19, 2020)	<p data-bbox="467 237 1481 338">Question 1: If I am off of work due to the coronavirus and am receiving pay such as paid sick leave, vacation pay or family medical leave pay, am I eligible to receive unemployment benefits?</p> <p data-bbox="467 380 1481 443">Answer: No. Generally speaking, an individual still receiving pay while off of work is not “unemployed” and is not eligible for unemployment benefits.</p> <p data-bbox="467 485 1481 548">Question 2: If the coronavirus (COVID-19) causes an employer to shut down operations temporarily, will workers qualify for unemployment benefits?</p> <p data-bbox="467 590 1481 1010">Answer: Missouri unemployment benefits are available to individuals who are unemployed through no fault of their own. If an employer must shut down operations temporarily and no work is available, individuals may be eligible for unemployment benefits if they meet the monetary criteria and weekly eligibility criteria. Weekly work search requirements are waived if an employer provides an employee with a definitive recall date within eight weeks of the temporary lay-off. If the recall date changes but is within the initial eight weeks from the last day worked, the employee must contact a Regional Claims Center representative to update the recall date. An employer may apply for approval of an extended recall and work search waiver for employees of up to sixteen weeks. For more information about recall and extended work search waiver please visit <a href="https://labor.mo.gov/DES/Employers/extended_waiver">https://labor.mo.gov/DES/Employers/extended_waiver</a>.</p> <p data-bbox="467 1052 1481 1157">Question 3: Will employees be eligible for unemployment insurance benefits if an employer lays off employees due to the loss of production caused by the coronavirus?</p> <p data-bbox="467 1199 1481 1409">Answer: Missouri unemployment benefits are available to any individual who is unemployed through no fault of his or her own. If an employer must lay off employees due to the loss of production caused by the coronavirus, individuals may be eligible for unemployment benefits if they meet the monetary criteria and weekly eligibility criteria. Employers may be able to avoid a lay-off if only a partial shut down by applying for the Missouri Shared Work program. See question 4 below.</p> <p data-bbox="467 1451 1481 1514">Question 4: Can an employer participate in Missouri’s shared work program whose business has temporarily declined due to the coronavirus (COVID-19)?</p> <p data-bbox="467 1556 1481 1871">Answer: An employer can participate in a shared work plan if they meet the eligibility requirements for Missouri’s shared work program. The Shared Work Unemployment Compensation Program is an alternative to layoffs for employers faced with a reduction in available work. It allows an employer to divide the available work among a specified group of affected employees instead of a layoff. These employees receive a portion of their unemployment benefits while working reduced hours. For more information about the eligibility requirements for Missouri’s shared work program, please visit <a href="http://www.sharedwork.mo.gov">www.sharedwork.mo.gov</a> , email <a href="mailto:sharedworkinfo@labor.mo.gov">sharedworkinfo@labor.mo.gov</a> or call 573-751-WORK (9675).</p>

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	<p data-bbox="467 237 1219 268">Question 5: Can an employer participate in a mass claim filing?</p> <p data-bbox="467 306 1474 478">Answer: Yes. The Electronic Mass Claims Filing System is available to employers during a temporary mass lay-off. Employee information provided by the employer, allows the DES to file an initial or renewed unemployment claim on behalf of employees quickly and efficiently. An employer can participate in a mass claim filing if they meet the eligibility requirements below:</p> <ul data-bbox="516 485 1458 726" style="list-style-type: none"> <li>• The lay-off must be due to a lack of work;</li> <li>• The lay-off must be less than eight weeks in duration;</li> <li>• An employee is not on a leave of absence;</li> <li>• The employee is not receiving pay; for example, sick pay, vacation pay, family medical leave pay, etc.</li> <li>• For more information about the Mass Claims Filing System, please call 573-751-0436.</li> </ul> <p data-bbox="467 768 1382 867">Question 6: Will an employer's unemployment taxes increase if an employee receives unemployment benefits because of a coronavirus-related business shutdown?</p> <p data-bbox="467 909 1468 1192">Answer: Unemployment benefits are proportionately charged to each employer based on weeks worked and wages earned in each individual's base period. For contributory employers, benefits paid out and chargeable to the employer will be used to calculate future tax rates and could result in an increase in unemployment taxes. Reimbursable employers are charged dollar for dollar for benefits paid, which could result in higher than expected unemployment costs for the employer. For more information about employer tax rate calculations and the impact of benefit charges, please call 573-751-1995 or email <a href="mailto:esemptax@labor.mo.gov">esemptax@labor.mo.gov</a>.</p> <p data-bbox="467 1234 1438 1297">Question 7: Will an employee be eligible for unemployment benefits if they are in mandatory quarantine because of suspicion of having the coronavirus?</p> <p data-bbox="467 1339 1458 1514">Answer: A claimant may be eligible for benefits. The ongoing weekly eligibility criteria require an individual to be able to work, available for work, and actively seeking suitable work. Weekly work search eligibility requirements are waived if an employer provides an employee with a definitive recall date within eight weeks of the temporary lay-off.</p> <p data-bbox="467 1556 1458 1619">Question 8: If an asymptomatic individual imposes a self-quarantine because of the coronavirus, will they be eligible for unemployment benefits?</p> <p data-bbox="467 1661 1471 1896">Answer: In most cases, no. Unemployment benefits are available to individuals who are totally or partially unemployed due to no fault of their own. In this example, the individual—not the employer—is choosing not to work and, therefore, would not be eligible. However, the facts of each circumstance are essential. If the employer allowed this individual to telework, they would not qualify for benefits because they would not be unemployed. If the employer required the individual to stay home but did not offer telework, the individual might be eligible for benefits if they met the</p>

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	<p>monetary and weekly eligibility criteria.</p> <p>Question 9: Will an individual be eligible for unemployment benefits if they are ill because of the coronavirus and unable to work?</p> <p>Answer: No. Individuals must be able to work, available for work, and actively seeking suitable work. If an individual is ill, they would not meet these criteria.</p> <p>Question 10: Can an individual receive Disaster Unemployment Assistance due to the coronavirus?</p> <p>Answer: If the President of the United States declares the coronavirus a national disaster with individual assistance available, and if the individual experiences a loss of work in Missouri as a result, they may be eligible for unemployment benefits and/or Disaster Unemployment Assistance.</p> <p>NOTE: The March 13, 2020, national disaster emergency declaration did NOT include individual assistance.</p> <p>Question 11: When should an individual file for unemployment benefits?</p> <p>Answer: Once the individual is separated from work, they should immediately file a claim for unemployment benefits.</p> <p>Question 12: What if a claimant is required to participate in the Reemployment Services and Eligibility Assessment (RESEA) program?</p> <p>Answer: If an individual is required to participate in the RESEA program, they may reschedule their appointment by contacting the job center at the phone number listed on their appointment letter. The individual is still required to be able to work, available for work, and actively seeking suitable work each week.</p> <p>A link to these questions and answers can be found here:  <a href="https://labor.mo.gov/coronavirus">https://labor.mo.gov/coronavirus</a> (last accessed on March 19, 2020)</p>
<p>Montana</p> <p><a href="http://governor.mt.gov/Pressroom/governor-bullock-announces-emergency-rules-to-streamline-unemployment-benefits-for-workers-impacted-by-covid-19">http://governor.mt.gov/Pressroom/governor-bullock-announces-emergency-rules-to-streamline-unemployment-benefits-for-workers-impacted-by-covid-19</a></p>	<p>On March 17, Governor Bullock announced emergency rules to make unemployment benefits accessible to workers laid off due to COVID-19 and waive the typical one week waiting period before receiving benefits.</p> <p>These rules went into effect immediately.</p> <p>The rules allow a claimant directed by their employer to leave work or not report to work due to COVID-19 to qualify as being temporarily laid off by the employer and eligible for benefits. Workers who must quarantine or who need to take care of a family member due to COVID-19 are also considered temporarily laid off and eligible for benefits.</p>

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(last accessed on March 19, 2020)	<p>Montana employers will also receive help through these rules. Individual claims will not be chargeable to a specific employer's account. The rules also include a provision that could extend the time employers have to file wage reports and pay unemployment insurance contributions if the delay is related to COVID-19.</p> <p>Claimants are responsible for staying in contact with their employer and returning to work when they have the opportunity. Claimants are not eligible for benefits if they could work from home but choose not to.</p> <p>People who think they are eligible for these benefits can apply for benefits online at: montanaworks.gov or contact the Unemployment Insurance Division over the phone at for UI benefits online or over the phone at: (406) 444-2545.</p>
<p>Nebraska</p> <p><a href="https://governor.nebraska.gov/press/gov-ricketts-issues-executive-order-loosen-unemployment-insurance-eligibility-requirements">https://governor.nebraska.gov/press/gov-ricketts-issues-executive-order-loosen-unemployment-insurance-eligibility-requirements</a></p> <p>(last accessed on March 19, 2020)</p>	<p>On March 16, Governor Ricketts issued an executive order to "loosen unemployment insurance eligibility requirements."</p> <p>The governor's executive order will waive the following requirements for claims filed between March 22 and May 2:</p> <ul style="list-style-type: none"> <li>• Work Search - This change applies to all workers filing for unemployment. While many job search efforts are conducted online, waiving the requirement to search for work is in line with the social distancing practices that are needed to limit the spread of COVID-19 and potential exposure to the disease. The change will also accommodate those workers who are temporarily impacted by COVID-19, including those who are in an unpaid status due to a shutdown, quarantine, or because they are caring for a family member due to illness or a facility closure.</li> <li>• Unpaid Waiting Week - This change will make the first week of eligibility payable rather than an unpaid waiting week and will help all unemployment recipients get their payments sooner.</li> <li>• Employer charging - Unemployment benefits are typically paid with contributions from employers. NDOL will temporarily waive charges incurred by employers whose team members are filing claims related to COVID-19. Nebraska has a healthy Trust Fund that will be utilized to pay for unemployment benefits tied to COVID-19.</li> </ul> <p>In addition, Rickett's office said the Department of Labor will "continue to look at ways to streamline the process of filing for and receiving unemployment insurance benefits as the COVID-19 situation continues to evolve."</p>
<p>Nevada</p> <p><a href="http://gov.nv.gov/News/Press/2020/Governor_Sisolak">http://gov.nv.gov/News/Press/2020/Governor_Sisolak</a></p>	<p>On March 18, Governor Sisolak instructed the Nevada Dept. of Employment, Training and Rehabilitation to waive the work search requirement and the 7-day waiting period for approved unemployment insurance benefits.</p>

Location	Changes
<p><a href="#">Waives Work Search Requirement and Wait Period for Unemployment Insurance Benefits/</a></p> <p>(last accessed on March 19, 2020)</p>	<p>An emergency funding bill was introduced before the Nevada Legislature on Friday (3/13).</p> <p>H.R. 6199, the Emergency Unemployment Insurance Stabilization and Access Act of 2020 would ensure that states can provide earned benefits to those who lose their jobs or are furloughed because of the spread of coronavirus.</p>
<p>New Hampshire</p> <p><a href="https://www.nhes.nh.gov/">https://www.nhes.nh.gov/</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>As of 3/18/2020, by executive order, the ordinary one-week waiting period to receive unemployment insurance will be waived.</p> <p>Self-employed and other individuals providing services currently excluded from the definition of “employment” will be eligible for benefits if unemployment is caused by:</p> <ul style="list-style-type: none"> <li>• The individual being diagnosed with COVID-19;</li> <li>• The individual is quarantined at the instruction of a health care provider, employer, or government official to prevent the spread of COVID-19;</li> <li>• The individual is caring for a family member who has COVID-19 or is under quarantine for COVID-19; or</li> <li>• The individual is caring for a family member unable to care for themselves due to closures to schools, childcare facilities, or other care programs due to COVID-19.</li> </ul> <p>Unemployment benefits paid because of unemployment caused by COVID-19 will not be charged to the employer.</p> <p><a href="https://www.governor.nh.gov/news-media/emergency-orders/documents/emergency-order-5.pdf">https://www.governor.nh.gov/news-media/emergency-orders/documents/emergency-order-5.pdf</a></p>
<p>New Jersey</p> <p><a href="https://www.nj.gov/labor/assets/PDFs/COVID-19%20SCENARIOS.pdf">https://www.nj.gov/labor/assets/PDFs/COVID-19%20SCENARIOS.pdf</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>COVID-19 Scenarios, in which an employee may be eligible for unemployment insurance benefits:</p> <ul style="list-style-type: none"> <li>• A person who is out of work because employer voluntarily closed.</li> <li>• A person who is out of work because employer was ordered closed.</li> <li>• Worker has less hours available due to business slow down or lack of demand</li> <li>• Employer stays open in defiance of public health urging to close, and worker refuses to work (this will be determined on a case-by-case basis).</li> </ul> <p>See COVID-19 Scenarios document for situations in which an employee would NOT be eligible for unemployment insurance benefits. Available at <a href="https://www.naswa.org/system/files/2020-03/nj-covid-19scenariosbenefitsavailableenglish.pdf">https://www.naswa.org/system/files/2020-03/nj-covid-19scenariosbenefitsavailableenglish.pdf</a>.</p> <p>Unemployment offices are closed, no in person services. Applicants must apply</p>

Location	Changes
	<p>online.</p> <p><a href="https://nj.gov/governor/news/news/562020/approved/20200316g.shtml">https://nj.gov/governor/news/news/562020/approved/20200316g.shtml</a></p>
<p>New Mexico</p> <p><a href="https://www.dws.state.nm.us/COVID-19-Info">https://www.dws.state.nm.us/COVID-19-Info</a> (Last Accessed on March 19, 2020)</p>	<p>The New Mexico Department of Workforce Solutions will waive the work search requirements for any workers impacted for up to four weeks as a result of the impact of COVID-19, providing the following examples:</p> <ul style="list-style-type: none"> <li>• Employers may lay off some or all of their workforce as a result of the impact of COVID-19; for example, a restaurant that sees a significant reduction in business due to lack of customers dining out during this time, or an event facility that cancels all events until a later date, or bus drivers who are out of work due to temporary school closures</li> <li>• Workers who are self-quarantined or directed to be quarantined, or who have immediate family who is quarantined.</li> <li>• Workers who have their hours reduced as a result of COVID-19.</li> </ul> <p>The NMDWS has published a Fact Sheet for information for workers affected by COVID-19: <a href="https://www.dws.state.nm.us/Portals/0/DM/UI/COVID-19%20UI%20Fact%20Sheet.pdf">https://www.dws.state.nm.us/Portals/0/DM/UI/COVID-19%20UI%20Fact%20Sheet.pdf</a></p> <p>Unemployment eligibility expanded to include those with reduced hours or subject to temporary layoffs due to coronavirus. Also includes those employees who were not full-time prior to the reduction in hours.</p> <p><a href="https://www.governor.state.nm.us/2020/03/17/state-extends-eligibility-for-unemployment-insurance-benefits-to-workers-affected-by-covid-19/">https://www.governor.state.nm.us/2020/03/17/state-extends-eligibility-for-unemployment-insurance-benefits-to-workers-affected-by-covid-19/</a></p>
<p>New York</p> <p><a href="https://www.ny.gov/services/get-unemployment-assistance">https://www.ny.gov/services/get-unemployment-assistance</a> (Last accessed on March 19, 2020)</p>	<p>New York state has waived the 7-Day waiting period for <a href="#">unemployment insurance benefits</a> for people who are out of work due to COVID-19 closures or quarantines.</p>
<p>North Carolina</p> <p>EO at <a href="https://files.nc.gov/governor/documents/files/EO118.pdf">https://files.nc.gov/governor/documents/files/EO118.pdf</a></p>	<p>On Tuesday, March 17, Governor Roy Cooper announced an executive order making the following changes to unemployment benefits in North Carolina:</p> <ul style="list-style-type: none"> <li>• Applicants are longer required to wait one week before applying for unemployment benefits.</li> <li>• Applicants are no longer required to search for another job while receiving unemployment benefits.</li> <li>• Applicants who have lost their jobs or have had their hours reduced due to COVID-19 may apply for unemployment benefits.</li> <li>• Applicants may apply for unemployment benefits remotely.</li> </ul>



Location	Changes
	<ul style="list-style-type: none"> <li>Employers will not be responsible for benefits paid as a result of COVID-19 related unemployment claims.</li> </ul>
<p>North Dakota</p> <p><a href="https://www.jobsnd.com/news/unemployment-insurance-and-covid-19-frequently-asked-questions">https://www.jobsnd.com/news/unemployment-insurance-and-covid-19-frequently-asked-questions</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>North Dakota Job Service FAQs:</p> <p><u>Frequently asked Questions from Workers:</u></p> <p>1. Would I be eligible for benefits if my employer shuts down or lays me off because of the COVID-19 situation?</p> <p>If your employer shuts down or lays you off due to lack of work caused by the impact of COVID-19 on the business, you will generally be eligible for Unemployment Insurance benefits.</p> <p>2. Would I be eligible for Unemployment Insurance benefits If I become ill with the COVID19 virus and cannot work?</p> <p>Unfortunately, under this scenario at this time you would generally not be eligible for benefits.</p> <p>3. Would I be eligible for Unemployment Insurance benefits if I am quarantined?</p> <p>Unfortunately, under this scenario at this time you would generally not be eligible for benefits.</p> <p>4. I am receiving Unemployment Insurance and I am required to do a work search. Do I need to continue to look for work during the COVID-19 situation?</p> <p>Yes, a component of the Unemployment Insurance program is that you must be able to work, actively seeking work, and/or available to return to your employer immediately if they should call you back to work during a short term or seasonal layoff. Please note that during this time period where social distancing needs to be practiced, we recommend that you make your search via the internet, email, and by making phone contacts.</p> <p>5. I am a contract worker. I receive a 1099 in lieu of a W2. Will I be eligible for unemployment benefits if no work is available for me?</p> <p>Contract workers are not eligible to receive regular unemployment benefits. At this time no other unemployment benefit program has been activated that would allow contract workers to receive benefits.</p> <p><u>Frequently asked Questions from Employers:</u></p> <p>6. Will my employees be eligible for benefits if they cannot work even if my business remain open and I have work for them?</p>

Location	Changes
	<p>Please see the FAQ responses under the Employee section above.</p> <p>7. If my business declines, or I need to close, lay off staff, or cut staff hours, will my Unemployment Insurance account be charged for any benefits paid to employees I had to lay off?</p> <p>Yes, your account would be charged for the percentage of benefits paid that mirrors the percentage of wages you paid to your employees during the employee's Unemployment Insurance base period.</p> <p>The FAQs can be found here: <a href="https://www.jobsnd.com/news/unemployment-insurance-and-covid-19-frequently-asked-questions">https://www.jobsnd.com/news/unemployment-insurance-and-covid-19-frequently-asked-questions</a> (last accessed March 18, 2020)</p>
<p>Ohio</p> <p><a href="http://ifs.ohio.gov/ouio/CoronavirusAndUI.stm">http://ifs.ohio.gov/ouio/CoronavirusAndUI.stm</a></p> <p>(Last accessed on March 19, 2020)</p> <p>EO: <a href="https://governor.ohio.gov/wps/portal/gov/governor/media/executive-orders/executive-order-2020-03-d">https://governor.ohio.gov/wps/portal/gov/governor/media/executive-orders/executive-order-2020-03-d</a></p>	<p>On 3/16/20, Governor DeWine issued an executive order expanding the definition of unemployed workers to include individuals requested by a medical professional, local health authority or employer to be isolated or quarantined as a consequence of COVID-19 (irrespective of a diagnosis) and such individuals will not be subject to any work search requirements. The executive order also waives the waiting period in order to collect benefits under SharedWork Ohio Program. Penalties for late reporting and payments will be waived for employers.</p> <p>Ohio Department of Job and Family Services Questions and Answers:</p> <p><b>Question 1:</b></p> <p>How do I apply for unemployment insurance?</p> <p><b>Answer:</b> File online at <a href="http://unemployment.ohio.gov">unemployment.ohio.gov</a></p> <p><b>Question 2:</b> Will workers qualify for unemployment benefits if the coronavirus (COVID-19) causes an employer to shut down operations?</p> <p><b>Answer:</b> Governor DeWine's executive order expands flexibility for Ohioans to receive unemployment benefits during Ohio's emergency declaration period. Unemployment benefits will be available for eligible individuals who are requested by a medical professional, local health authority, or employer to be isolated or quarantined as a consequence of COVID-19, even if they are not actually diagnosed with COVID-19. In addition, the waiting period for eligible Ohioans to receive unemployment benefits will be waived.</p> <p><b>Question 3:</b> If an employer lays off employees due to the loss of production caused by the coronavirus, will the employees be eligible for unemployment insurance benefits?</p> <p><b>Answer:</b> Yes, if the employees are otherwise eligible. Governor DeWine's executive order expands flexibility for Ohioans to receive unemployment benefits during Ohio's emergency declaration period.</p> <p><b>Question 4:</b> If an employee receives unemployment benefits as a result of a coronavirus-related business shutdown, will the employer's unemployment taxes increase?</p>

Location	Changes
	<p><b>Answer:</b> For contributory employers, charges during Ohio's emergency declaration period will be mutualized. Reimbursing employers will follow existing charging requirements under Ohio Revised Code Chapter 4141.</p> <p><b>Question 5:</b> If an employee receives unemployment benefits as a result of a coronavirus-related business shutdown, can the benefits be charged to the mutual account?</p> <p><b>Answer:</b> <i>Updated:</i> Yes, Governor DeWine's executive order allows unemployment benefit charges to be mutualized for contributory employers. In addition, the Ohio Department of Job and Family Services will waive penalties for late reporting and payments during Ohio's emergency declaration period.</p> <p><b>Question 6:</b> If an asymptomatic employee imposes a self-quarantine because of the coronavirus, will they be eligible for unemployment benefits?</p> <p><b>Answer:</b> In most cases, no. Unemployment benefits are available to individuals who are totally or partially unemployed due to no fault of their own. In this example, the individual-not the employer-is choosing not to work and, therefore, would be ineligible. However, the facts of each circumstance are important. If the employer allowed this individual to telework, they would not qualify for benefits because they would not be unemployed. If the employer required the individual to stay home but did not offer telework, the individual might be eligible for benefits if they met the monetary and weekly eligibility criteria.</p> <p><b>Question 7:</b> If an employee is in mandatory quarantine because of suspicion of having the coronavirus, will they be eligible for unemployment benefits?</p> <p><b>Answer:</b> <i>Updated:</i> Yes, Governor DeWine's executive order states that employees who are quarantined are considered to be unemployed.</p> <p><b>Question 8:</b> If the coronavirus creates a situation that causes an employer to submit quarterly reports and/or payments late, will the filing deadline be extended?</p> <p><b>Answer:</b> <i>Updated:</i> Yes, Governor DeWine's executive order waives penalties for late reporting and payments during Ohio's emergency declaration period.</p> <p><b>Question 9:</b> What is unemployment insurance impact on tipped workers?</p> <p><b>Answer:</b> That depends how the employer reported the employee's wages. If the employer reported tips as part of the employees wage, it would be reflected on their tax reporting and therefore the UI benefit would be based on wage with tips. If the employer did not include tips in the wage, the employee will need to file an affidavit with their tipped wages for ODJFS to review.</p> <p><b>Question 10:</b> Are self-employed individuals who have experienced a downturn in their businesses due to COVID-19 eligible for unemployment benefits?</p> <p><b>Answer:</b> It depends. Self-employed individuals who have been solely self-employed for the last year or more may not meet the monetary requirements to establish a claim because the wages they earned from self-employment are not considered "covered" under unemployment law.</p>

Location	Changes
	Questions and Answers available at <a href="http://jfs.ohio.gov/ouio/CoronavirusAndUI.stm">http://jfs.ohio.gov/ouio/CoronavirusAndUI.stm</a> (last accessed on March 18, 2020)
<p>Oklahoma</p> <p><a href="https://www.ok.gov/oesc/Claimants/index.html">https://www.ok.gov/oesc/Claimants/index.html</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>As of 3/18/20, there is no expansion of Oklahoma unemployment access related to the COVID-19 outbreak. On 3/16, the Oklahoma Employment Security Commission announced that it will be closed, and will coordinate with federal official on its continued implementation of the Unemployment Insurance Program. All unemployment claims must be filed online: <a href="https://www.ok.gov/oesc/">https://www.ok.gov/oesc/</a>.</p> <p>The Oklahoma Employment Security Commission has included the following FAQs for employers about unemployment insurance and COVID-19:</p> <p><b>Q. I have to close my business due to COVID-19. What has to be done for my employees to file a claim?</b></p> <p>If you are closing permanently: Claims are taken online. Individuals may access the online application by going to <a href="https://unemployment.state.ok.us/">https://unemployment.state.ok.us/</a>. If assistance is needed in filing claimants must call 1-800-555-1554.</p> <p>If you are closing temporarily: There are two options in this case, depending on the size of your business. The easiest method would be to have employees file online at the address above. When filing, they would need to provide a return to work date within eight weeks of the last day worked. Another option is for your business to submit a mass claim.</p> <p><b>Q. What is a mass claim?</b></p> <p>A mass claim is a claim initiated by the employer when a temporary shutdown occurs. In order to file the mass claim the employer must have at least 25 employees and must complete an excel file with specific information on each employee. The file will establish claims and employees will need to file weekly certifications for payment until they return to work. Inquiries on mass claims may be sent to <a href="mailto:MASSClaims@oesc.state.ok.us">MASSClaims@oesc.state.ok.us</a>. Please note, mass claims need a few days to process to ensure that the file is correct. If you have closed and are unable to correspond with the Oklahoma Employment Security Commission (OESC), please have your employees file their own claims at <a href="https://unemployment.state.ok.us/">https://unemployment.state.ok.us/</a>.</p> <p><b>Q. Do my employees have to look for other work while the business is closed?</b></p> <p>If a return to work date has been given to the employee, he/she will not have to search for other work during the layoff period. If there is no return to work date, work search must be completed.</p> <p><b>Q. Is Disaster Unemployment Assistance (DUA) available?</b></p> <p>Not at this time.</p> <p><b>Q. If DUA is approved for the COVID-19 pandemic, what should employers do?</b></p>

Location	Changes
	<p>Indicate on OESC correspondence that the separation is due to COVID-19 and fax it to 405-962-7504.</p> <p><b>Q. Is there any type of extended benefit assistance available?</b></p> <p>Not at this time.</p> <p><b>Q. I have to close my business permanently due to COVID-19, do I need to report this to the OESC?</b></p> <p>Yes. To do this submit a termination form (OES-24) online through the EzTaxExpress portal at <a href="https://eztaxexpress.oesc.state.ok.us">https://eztaxexpress.oesc.state.ok.us</a></p> <p><b>Q. Will COVID-19 affect my ability to pay UI tax?</b></p> <p>No. Tax payments should be submitted online thru the EzTaxExpress Portal at <a href="https://eztaxexpress.oesc.state.ok.us">https://eztaxexpress.oesc.state.ok.us</a>, either credit card or ACH Debit. No cash payment will be accepted when we are closed to the public.</p> <p><b>Q. Will COVID-19 affect my ability to file UI quarterly reports?</b></p> <p>No. All reports are to be submitted online thru the EzTaxExpress Portal at <a href="https://eztaxexpress.oesc.state.ok.us">https://eztaxexpress.oesc.state.ok.us</a></p> <p><b>Q. What do I do if I am able to recall employees sooner than expected?</b></p> <p>Notify OESC in writing of the return to work date by faxing the information to 405-962-7504.</p> <p><b>Q. My employees are required to show identification. How will they do that if local Workforce offices are closed?</b></p> <p>ID documentation (one government issued photo-ID and another document such as Social Security Card, school ID card, birth certificate, or voter's ID card) must be faxed to 405-962-7524 or mailed to:</p> <p>OESC PO Box 52006 Oklahoma City, OK 73152-2006</p> <p><b>Q. How will my tax rates be affected if staff are sent home?</b></p> <p>Tax rates are computed annually. There are no expected changes to the 2020 tax rates due to COVID-19. The 2021 tax rate may increase due to claims filed during this time.</p>
Oregon	<p>As of 3/18/20, there is no expansion of Oregon unemployment access related to the COVID-19 outbreak. Governor Brown has said that the state is considering unemployment insurance or workers' compensation to parents caring for children due to COVID-19 related school closures.</p>

Location	Changes
<p><a href="https://www.oregon.gov/employ/Pages/COVID-19.aspx">https://www.oregon.gov/employ/Pages/COVID-19.aspx</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>The Oregon Employment Department has provided the following FAQs for employers:</p> <p><b>Q. What if I have to lay people off or temporarily close my business because of issues related to COVID-19?</b> Those workers may be able to receive Unemployment Insurance benefits. UI benefits may be available to those who are on a temporary layoff. These benefits occur for claimants whose employer stops operation for a short period of time, such as cleaning following a coronavirus exposure, or by government requirement. In these cases, employees expect to be back to work in four weeks or less. Workers can get UI benefits, and do not need to seek work with other employers. They must be able to work, stay in contact with you as their employer, and be available to work when you call them back to the job.</p> <p><b>Q. Can any programs help minimize my layoffs?</b> One option to consider is whether you may be able to use Oregon's <a href="#">Work Share program</a>. It helps employers prevent layoffs by reducing the schedules of workers, instead of laying them off, while benefits help to offset employees' lost wages.</p> <p><b>Q. What if I permanently close my business because of COVID-19 coronavirus?</b> The Higher Education Coordinating Commission has <a href="#">rapid response services</a> to plan for job transitions needed when a business closure or mass layoff occurs, including cases of natural and other disasters. Local Rapid Response teams coordinate with employer, worker representative, Trade Act and Labor.</p> <p><b>Q. I am a member of a limited liability company (LLC) and I have not requested to opt in to Unemployment Insurance. Can I file for benefits?</b> Yes, anyone can file for Unemployment Insurance benefits. Currently excluded LLC members may elect coverage. Additional information is available from our Unemployment Insurance <a href="#">Tax division</a>.</p> <p><b>Q. I am a member of a limited liability company (LLC) that has opted into Unemployment Insurance coverage, can I file for unemployment benefits?</b> Yes, anyone can file for unemployment benefits. In this case, LLC members could receive benefits if they meet all eligibility requirements.</p> <p><b>Q. I am a 501(c)(3), tribal, or other government entity that is a reimbursing employer. If my employees claim unemployment benefits related to COVID-19, will that affect my changes?</b> You will be charged proportionately for any weeks your employees receive unemployment insurance benefits.</p> <p>The Employment Department has created the <a href="mailto:OED_COVID19_Info@oregon.gov">OED_COVID19_Info@oregon.gov</a> mailbox for coronavirus questions related to employer and job seeker programs and services.</p>

Location	Changes
<p>Pennsylvania</p> <p><a href="https://www.uc.pa.gov/Pages/covid19.aspx">https://www.uc.pa.gov/Pages/covid19.aspx</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>Pennsylvanians are eligible for unemployment compensation in the following scenarios:</p> <ul style="list-style-type: none"> <li>• Your employer temporarily closes or goes out of business due to COVID-19</li> <li>• Your employer reduces your hours because of COVID-19</li> <li>• You have been told not to work because your employer feels you might get or spread COVID-19</li> <li>• You have been told to quarantine or self-isolate or you live/work in a county under government-recommended mitigation efforts.</li> </ul> <p>Claimants were previously not eligible for benefits during their first week of unemployment. This “waiting week” requirement has been suspended and so eligible claimants may receive benefits for the first week that they are unemployed.</p> <p>Work search and work registration requirements are temporarily waived for all unemployment compensation claimants. Claimants are not required to prove they have applied or searched for a new job to maintain their unemployment compensation benefits nor are they required to register with <a href="http://www.PACareerLink.pa.gov">www.PACareerLink.pa.gov</a>.</p>
<p>Rhode Island</p> <p><a href="http://www.dlt.ri.gov/pdfs/COVID-19%20Workplace%20Fact%20Sheet.pdf">http://www.dlt.ri.gov/pdfs/COVID-19%20Workplace%20Fact%20Sheet.pdf</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>The Department of Labor and Training has published a fact sheet providing information to Rhode Island employees impacted by COVID-2019, including:</p> <ul style="list-style-type: none"> <li>• DLT will waive the seven-day waiting period for unemployment insurance claims related to COVID-19.</li> </ul> <p><a href="http://www.dlt.state.ri.us/pdfs/COVID-19%20Workplace%20Fact%20Sheet.pdf">http://www.dlt.state.ri.us/pdfs/COVID-19%20Workplace%20Fact%20Sheet.pdf</a> (Last Accessed on March 19, 2020).</p>
<p>South Carolina</p> <p>Updated 3/19/2020</p> <p><a href="https://dew.sc.gov/docs/default-source/covid-19/coronavirus-and-unemployment-benefits.pdf?sfvrsn=9e21cba5_4">https://dew.sc.gov/docs/default-source/covid-19/coronavirus-and-unemployment-benefits.pdf?sfvrsn=9e21cba5_4</a></p>	<p>The South Carolina Department of Employment and Workforce has released the following FAQs for employees and employers regarding unemployment insurance benefits and the coronavirus:</p> <p><i>FAQs for COVID-19 and Unemployment Insurance Benefits</i></p> <p><i>Question 1: Will workers qualify for unemployment benefits if the Coronavirus (COVID-19) causes an employer to shut down operations.</i></p> <p><i>Answer 1 – Yes: Unemployment benefits available to individuals who are unemployed through no fault of their own. If an employer must shut down operations and no work is available, individual may be eligible for unemployment benefits.</i></p> <p><i>Question 2: If an employer lays off employees due to the loss of production caused by the coronavirus (COVID-19), will the employees be eligible for unemployment insurance benefits?</i></p>


Location	Changes
	<p><i>Answer 2 – Yes: Unemployment benefits are available to any individual who is unemployed through no fault of their own. If an employer must lay off employees due to the loss of production caused by the coronavirus, individuals may be eligible for unemployment benefits.</i></p> <p><i>Question 3: If an employer has to reduce their employees' hours because of COVID-19, will the employees qualify for unemployment benefits?</i></p> <p><i>Answer3 – Yes: Unemployment benefits are available to any individual who is unemployed through no fault of his/her own. If an employer reduces the number of hours an employee works, individual may be eligible for unemployment benefits.</i></p> <p><i>Question4: If any employee is receiving paid leave will they be eligible for unemployment benefits?</i></p> <p><i>Answer 4 – No: If an employee is receiving paid leave they would not be considered unemployed and therefore ineligible for unemployment benefits.</i></p> <p><i>Question 5: If an employee receives unemployment benefits as a result of a COVID-19 related business shutdown, will the employer be charged?</i></p> <p><i>Answer 5 – No: South Carolina law allows for the removal of charges from contributory employers when unemployment benefits are paid as a result of a natural disaster, either declared by the President of the United States or the declaration of emergency by the Governor.</i></p>
<p>South Dakota</p> <p><a href="https://dlr.sd.gov/ra/covid_19_ra_eligibility.aspx">https://dlr.sd.gov/ra/covid_19_ra_eligibility.aspx</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>South Dakota's Reemployment Assistance Program has announced that the Department of Labor will interpret eligibility requirements to permit eligibility for: workers who have tested positive for COVID-19 and are temporarily out of work, workers who are out of work because their employer closed due to COVID-19, workers whose hours have been reduced because of a reduction-in-force related to COVID-19, or a worker is sent home because they are perceived to be a risk. Proposed scenario interpretations for COVID-19 reemployment assistance eligibility determinations can be found at <a href="https://dlr.sd.gov/ra/publications/ra_covid_19_eligibility_determinations.pdf">https://dlr.sd.gov/ra/publications/ra_covid_19_eligibility_determinations.pdf</a>.</p>
<p>Tennessee</p> <p><a href="https://www.tn.gov/workforce/covid-19/employers.html">https://www.tn.gov/workforce/covid-19/employers.html</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>On 3/17/20, Governor Lee announced that the Tennessee Department of Labor will work with employees who have been impacted by COVID-19 to access the Unemployment Insurance Trust Fund. Details of these efforts have not yet been released. The Tennessee Department of Labor has provided forms for employers reducing hours or closing due to COVID-19 that will allow them to expedite the unemployment claim process for employees by providing one of the following lists:</p> <p><b>Mass Layoff List</b></p> <p>This is the preferred method if your business has already closed and you are not in contact with employees. Employers provide the state with a list of employee names and other required information to expedite the approval process of an unemployment claim. Download and complete all columns in the form below.</p>



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	<p data-bbox="467 289 857 317"><a href="#">Download Mass Layoff Form Here</a></p> <p data-bbox="467 380 1105 407">Employers can send mass layoffs to <a href="mailto:Mass.Layoff@tn.gov">Mass.Layoff@tn.gov</a></p> <p data-bbox="467 449 781 476"><b><u>Employer-Filed Mass Claim</u></b></p> <p data-bbox="467 485 1446 659">This is the preferred method if your business has not yet closed and you believe you will reopen. If you are uncertain of a reopen date, enter 16 weeks from the date of filing. Employers provide a list of employee names and required information to file a claim on behalf of employees. Instruct employees not to file an individual claim and that they will need to certify each Sunday to be paid in a timely manner.</p> <p data-bbox="467 722 1029 749"><a href="#">Download Employer-Filed Mass Claim Form Here</a></p> <p data-bbox="467 812 1138 840">Employers can send partial layoffs to <a href="mailto:Partial.Claims@tn.gov">Partial.Claims@tn.gov</a></p> <p data-bbox="467 903 737 930"><b><u>Important Information:</u></b></p> <p data-bbox="467 938 1458 1001">If you do not file one of these two lists, you will be required to respond to each individual employee's claim, delaying the benefit payment process.</p> <p data-bbox="467 1010 1414 1073">You should encourage your employees to have an active email address to ensure this process works efficiently.</p> <p data-bbox="467 1081 1471 1144">Please tell your employees to look for an email so they can register at <a href="http://Jobs4TN.gov">Jobs4TN.gov</a>, where they will complete weekly certifications to notify the state they are still not working.</p>
<p data-bbox="203 1157 272 1184">Texas</p> <p data-bbox="203 1226 435 1358"><a href="https://twc.texas.gov/news/covid-19-resources-employers">https://twc.texas.gov/news/covid-19-resources-employers</a></p> <p data-bbox="203 1400 412 1463">(Last accessed on March 19, 2020)</p>	<p data-bbox="467 1157 1471 1253">As of 3/19/2020, the Texas legislature has not changed any laws or rules concerning unemployment benefits during the COVID-19 pandemic. TWC is waiving work search requirements. The TWC has also provided FAQ guide for Texas employers:</p> <p data-bbox="467 1295 1446 1358"><b>Q: What precautions does the federal or state government recommend to lower the risk of COVID-19 exposure?</b></p> <p data-bbox="467 1367 1463 1463">A: Current Center for Disease Control (CDC) guidelines for those who are concerned about exposure or symptoms for COVID-19 are accessible online at <a href="https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html">https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html</a>.</p> <p data-bbox="467 1472 1419 1604">The Texas Department of State Health Services has some useful resources on its website at <a href="https://dshs.texas.gov/coronavirus/">https://dshs.texas.gov/coronavirus/</a>. Employers may also call the city or county health authorities in their places of operation for further assistance.</p> <p data-bbox="467 1646 1182 1673"><b>Q: What does the CDC recommend regarding quarantines?</b></p> <p data-bbox="467 1682 1458 1892">A: The CDC guidelines do not currently include involuntary quarantining for those who have been exposed to a higher-than-normal risk of coronavirus. However, voluntary self-quarantining is mentioned as one way that employees who feel the onset of symptoms can assist in minimizing the risk of spreading disease. Naturally, good judgment and common sense go a long way, and employees who voluntarily self-quarantine should be treated the same way that any other employee would be</p>

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	<p>treated who reports absences due to medical conditions, i.e., apply the company's normal medical absence policy.</p> <p><b>Q: Has the Texas Workforce Commission (TWC) waived the one-week waiting period for unemployment insurance (UI) Benefits?</b>  A: Yes, Governor Abbott granted the Texas Workforce Commission's request to suspend the one-week waiting period. Workers in Texas will be able to receive benefits immediately after their unemployment benefit applications are approved.</p> <p><b>Q: Is an employer allowed to send an employee home if they are showing signs of illness, such as coughing, sneezing, or report that they have aches or chills?</b>  A: Yes, in keeping with an employer's general duty under OSHA to maintain a safe and healthy workplace for employees, employees who appear to be sick may be asked to go home, but do so as politely and discreetly as possible. However, the employer should be consistent and treat all employees who exhibit risky symptoms the same.</p> <p><b>Q: Do we need to worry about medical privacy laws?</b>  A: Medical information enjoys the highest degree of privacy protection. Other employees do not have the right to gossip about others if the gossip violates their right to be free of a hostile work environment or invasion of privacy. Legitimate concerns about health issues of employees should be discussed with appropriate supervisors, not with others who have no authority to do anything about it. In general, see <a href="https://twc.texas.gov/news/efte/medical_information_confidentiality_policy.html">https://twc.texas.gov/news/efte/medical_information_confidentiality_policy.html</a>.</p> <p><b>Q: What if we know that an employee has been exposed to COVID-19, but they are showing no symptoms?</b>  A: Generally, there is no Texas or federal law that would prohibit a company from telling employees to stay home if they have had a higher-than-normal degree of exposure to individuals actually infected with the disease. As noted above, be consistent and do not base self-isolation orders on factors such as race or national origin. There have been scattered reports of ethnic discrimination, particularly against people who look like they might have come from Asia. The Equal Employment Opportunity Commission (EEOC) is already warning employers that singling employees out based on ethnic or national origin concerns could trigger a discrimination charge.</p> <p><b>Q: Would the employer have to pay sick leave to that employee?</b>  A: Yes, if the company offers such paid leave. Paid leave policies should be followed - failure to pay for leave owed under a written paid leave policy is a violation of the Texas Payday Law.</p> <p><b>Q: Could they file unemployment claims and draw unemployment benefits if they are told to go home for medical reasons?</b></p>

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	<p>A: No, if they are receiving paid leave benefits. While on paid medical leave, they would not be considered "unemployed" under TWC laws and would not be able to claim unemployment insurance (UI) benefits.</p> <p><b>Q: What if they are not getting paid leave?</b></p> <p>A: If they are on unpaid leave, they could be considered unemployed if they are out long enough to satisfy the test for either partial or total unemployment (for those definitions, see our book Especially for Texas Employers online at <a href="https://twc.texas.gov/news/efte/ui_law_eligibility_issues.html#defin_of_unemployment">https://twc.texas.gov/news/efte/ui_law_eligibility_issues.html#defin_of_unemployment</a>).</p> <p><b>Q: Does an employee get unemployment benefits even if they are too sick to work?</b></p> <p>A: Any claimant who is able to file a claim for UI benefits must meet the eligibility requirements in order to actually draw benefits. Most notably, the claimant must be medically able to work and be available and actively searching for full-time work. Employees on temporary layoff status may be excused from work search requirements if they have a definite return-to-work date less than eight to twelve weeks in the future.</p> <p><b>Q: Is there any way an employer can avoid the cost of unemployment benefits?</b></p> <p>A: An employer may be eligible for protection from chargebacks from UI benefits if the evidence shows that the work separation was for medical reasons. However, if the reason for the work separation was merely a cautionary period of time off to minimize potential exposure of others to someone who might be infected, but might not be, chargeback protection would most likely not be extended to the employer. To minimize the chance of unemployment claims being filed, the employer can encourage employees to work from home if the job is such that remote work is possible. Proper recording of work time is necessary, and the employer would need to work with the employees to set up a timekeeping system that works properly and takes all time worked into account.</p> <p><b>Q: I am concerned that my small shop might be ordered to close its doors to control the pandemic. Would I have to pay for unemployment benefits for my employees?</b></p> <p>A: If a business shuts down due to a closure order from a governmental entity, Section 204.022(a)(1-2) (see <a href="https://statutes.capitol.texas.gov/Docs/LA/htm/LA.204.htm#204.022">https://statutes.capitol.texas.gov/Docs/LA/htm/LA.204.htm#204.022</a>) of the Texas Labor Code may allow an employer to ask for chargeback protection. If that were to happen, you should include a copy of the shutdown order with your response to the unemployment claim and argue that the closure was mandated by a local or state order.</p> <p><b>Q: Can TWC assist us if the pandemic forces a mass layoff?</b></p>

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	<p>A: Yes – TWC’s Rapid Response Unit can help employers and affected employees access unemployment claim and reemployment services in a very streamlined and efficient manner. For information, see the TWC website at <a href="https://twc.texas.gov/businesses/rapid-response">https://twc.texas.gov/businesses/rapid-response</a>.</p> <p><b>Q: What other alternatives exist to avoid mass layoffs?</b></p> <p>A: TWC administers the Shared Work Program, which allows partial unemployment benefits for similarly-situated employees whose hours are reduced by a standard amount between 10 and 40 percent – information about that program is <a href="https://twc.texas.gov/businesses/shared-work">https://twc.texas.gov/businesses/shared-work</a>.</p> <p><b>Q: What other information is on the TWC website about workplace illness issues?</b></p> <p>A: The following topics in our book Texas Guidebook for Employers may be useful: <a href="https://twc.texas.gov/news/efte/medical_leave_laws.html">https://twc.texas.gov/news/efte/medical_leave_laws.html</a> and <a href="https://twc.texas.gov/news/efte/fmla.html">https://twc.texas.gov/news/efte/fmla.html</a>.</p> <p><b>Q: What can an employer ask for if an employee tells us she is ready to return to work?</b></p> <p>A: A question that might come up is whether it is permissible for an employer to require a doctor's release / fitness for duty certificate or something similar if an employee is returning from an absence caused by something that looks or acts like COVID-19. It would be good to keep in mind that many employees may have financial problems relating to inability to pay to see a doctor, so they should take that into account, and also that at least under current conditions, medical documentation should be requested only if a person is known to have been exposed to a communicable disease (not just coronavirus, but also things that are just as infectious, such as colds, flu, and other viral pests). Moreover, medical offices are almost overwhelmed, so issuing documentation will not be high on their priority lists, and tests for COVID-19 are not yet widely available. Finally, requests for medical documentation should be done consistently and fairly for all similarly-situated employees.</p> <p>A link to the FAQs for Texas employers can be found here: <a href="https://twc.texas.gov/files/agency/faq-texas-employers-twc.doc">https://twc.texas.gov/files/agency/faq-texas-employers-twc.doc</a> (Last Accessed on March 18, 2020).</p>
<p>Utah</p>  <p>UT Unemployment Insurance COVID-19.pdf</p> <p><a href="https://jobs.utah.gov/covid19/">https://jobs.utah.gov/covid19/</a></p>	<p>The Department of Workforce Services has published FAQs for COVID-19 and unemployment information:</p> <p><i>I may have to shut down operations temporarily due to COVID-19. Can someone walk me and my employees through the process?</i></p> <p>Yes, Rapid Response Workshops are designed to provide immediate aid to companies and affected workers from layoffs and worksite closings. Advance notice gives the business and workers time to adjust, and if necessary find a new job and</p>

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(Last accessed on March 19, 2020)	<p>receive skills training to compete in the job market. To schedule a Rapid Response Workshop contact Stacie Smith at <a href="mailto:stacielsmith@utah.gov">stacielsmith@utah.gov</a> or 385-272-7798.</p> <p><i>Are my workers eligible for unemployment benefits?</i></p> <p>Generally, individuals are eligible for unemployment benefits if they meet each of the following criteria:</p> <ul style="list-style-type: none"> <li>• Individuals who have been connected to the workforce for long enough to meet monetary eligibility rules (generally at least 5 quarters)</li> <li>• Individuals who are able and available for suitable employment</li> <li>• Individuals who were laid off through no fault of their own</li> </ul> <p>Specific to COVID-19, the following individuals should apply and may be eligible:</p> <ul style="list-style-type: none"> <li>• Individuals whose employer temporarily ceases operations with the expectation that the employee will return to work</li> <li>• Individuals who are quarantined, but not showing symptoms, and will return to work for the employer</li> <li>• Individuals who are able and available (not showing any symptoms of COVID-19), but is unable to go to work as their place of employment has been quarantined</li> </ul> <p><i>How do my workers apply for unemployment benefits?</i></p> <p>Filing for unemployment benefits is done online at <a href="https://jobs.utah.gov/ui/home">jobs.utah.gov/ui/home</a>.</p> <p><i>Who does not qualify for unemployment benefits?</i></p> <p>Generally unemployment benefits may be denied for the following:</p> <ul style="list-style-type: none"> <li>• Individuals on paid leave. An individual who is on paid leave is considered employed.</li> <li>• Individuals who are not able and available, including those who have COVID-19, may not be eligible. These claims will be reviewed on a case-by-case basis, but these individuals should still file a claim.</li> </ul> <p><i>What does “able and available” mean?</i></p> <p>In the context of unemployment benefits, being “able and available” is a federal requirement intended to ensure that individuals filing for benefits remain attached to the labor market by being able to work and available to work for their employer after a temporary separation, or to a new employer if an individual is not attached to a former employer.</p> <p><i>As an employer, if I need to shut down operations temporarily because of COVID-19 can my workers file for unemployment benefits?</i></p> <p>Yes. Filing for unemployment benefits is done online at <a href="https://jobs.utah.gov/ui/home">jobs.utah.gov/ui/home</a>.</p>

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	<p data-bbox="469 268 1479 369"><i>If I shut down operations temporarily because of COVID-19, and my workers file for unemployment benefits, will they be required to make the four new job contacts weekly?</i></p> <p data-bbox="469 411 1479 583">Your workers may be eligible to receive unemployment benefits and not required to search for work. Work search requirements will be reviewed when they file their claim and they may be granted a work search deferral. This deferral helps you maintain your skilled workforce while providing partial-wage replacement for your workers.</p> <p data-bbox="469 625 1435 655"><i>As a contributory employer, will this affect my unemployment insurance tax rate?</i></p> <p data-bbox="469 697 1479 798">Depending on your situation, it may. There are many variables to be considered. Please contact an unemployment insurance representative through the ‘Live Chat’ button at <a href="https://jobs.utah.gov/ui/home">jobs.utah.gov/ui/home</a>.</p> <p data-bbox="469 840 1479 940"><i>I am a reimbursable employer. If I have to shut down operations temporarily because of COVID-19 and my workers are eligible for unemployment benefits, am I liable for all benefit costs associated with the claim?</i></p> <p data-bbox="469 982 1479 1192">Reimbursable employers elect to be liable for direct reimbursement to the unemployment insurance trust fund for benefits paid to individuals formerly in their employ. This direct reimbursement is in lieu of paying quarterly contributions. Reimbursable employers are liable for their prorated portion of benefit costs. For example, if 50% of the wages included on the claim were paid by a reimbursable employer, it would be responsible for 50% of the benefit costs.</p> <p data-bbox="469 1234 1360 1264"><i>What is the best way to reach an unemployment insurance representative?</i></p> <p data-bbox="469 1306 1479 1373">Live chat is the best way to reach a representative by clicking the ‘Live Chat’ button at <a href="https://jobs.utah.gov/ui">jobs.utah.gov/ui</a>.</p> <p data-bbox="469 1415 1479 1654">My employee said they are staying home, but we have not started to send anyone home due to the coronavirus yet. Do they qualify? Any employee who refuses to come into work may be considered to have quit their employment and an eligibility decision for quitting will have to be determined by Workforce Services. Every case of quitting is uniquely dealt with. Depending on the reasons for their refusal to report to work, an individual may not be eligible for benefits if they lack good cause for leaving, like a public safety order or need for quarantine.</p> <p data-bbox="469 1696 1479 1764"><i>My employee said they have to stay home to take care of their children. Can they file for unemployment benefits and do they qualify?</i></p> <p data-bbox="469 1806 1479 1906">The Governor’s Office encourages employers to be accommodating to staff needs in response to the COVID-19 pandemic. Generally speaking, any staff who are working with their employer to address temporary separations for public safety related to</p>

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	<p>COVID-19 may be eligible for unemployment benefits, provided they meet all other requirements.</p> <p>What if my worker needs to take time off work because they contracted COVID-19? If they are receiving paid leave while taking time off from work they are not eligible for unemployment benefits because they are not considered unemployed. If they are not receiving paid leave, then they may be eligible for unemployment benefits, provided they meet all other eligibility requirements.</p> <p>A link to the Department of Workforce Services for FAQ on COVID-19 and Unemployment Insurance for Employers can be found here:  <a href="https://jobs.utah.gov/covid19/uifaqemployers.pdf">https://jobs.utah.gov/covid19/uifaqemployers.pdf</a></p> <p>Further guidance regarding when Pre-Layoff services, can be found here:  <a href="https://jobs.utah.gov/employer/business/prelayoff.html">https://jobs.utah.gov/employer/business/prelayoff.html</a></p>
<p>Vermont</p> <p>Updated 3/19/2020</p> <p><a href="https://labor.vermont.gov/sites/labor/files/doc_library/Admin%20Memo%20to%20Staff%20Regarding%20UI%20Benefit%20Determinations%20Pertaining%20to%20COVID%20%28March%2014%202020%29.pdf">https://labor.vermont.gov/sites/labor/files/doc_library/Admin%20Memo%20to%20Staff%20Regarding%20UI%20Benefit%20Determinations%20Pertaining%20to%20COVID%20%28March%2014%202020%29.pdf</a></p> <p><a href="https://labor.vermont.gov/covid19/covid-19-frequently-asked-questions">https://labor.vermont.gov/covid19/covid-19-frequently-asked-questions</a></p> <p>EO:  <a href="https://governor.vermont.gov/sites/secretary/files/documents/Directive%202%20-%20Childcare%20">https://governor.vermont.gov/sites/secretary/files/documents/Directive%202%20-%20Childcare%20</a></p>	<p>On 3/14/2020, Vermont’s Interim Labor Commissioner issued a memorandum regarding the expansion of Vermont’s unemployment insurance benefits program in light of Executive Order No. 01-20 issued by Governor Scott. The memorandum affects the following changes to the existing unemployment insurance rules:</p> <ul style="list-style-type: none"> <li>• Claims will not be denied because a claimant is not “able and available” to work because the claimant is being isolated or quarantined at the direction of a health care official due to potential or verified exposure to COVID-19.</li> <li>• Claimants that have been isolated or quarantined at the direction of a health care official due to potential or verified exposure to COVID-19 and claimants that are impacted by a temporary closure of business and have been provided with a return-to-work date within the current ten-week period will not be required to fulfill the work search requirement.</li> <li>• Payments will be issued prior to employer confirmation of eligibility for benefits.</li> </ul> <p>The Executive Order directs the Labor Commissioner to coordinate with the Vermont legislature on other opportunities to extend benefits to workers affected by COVID-19.</p> <p>On 3/17/2020, the Vermont Department of Labor issued the following FAQs regarding unemployment insurance benefits and the coronavirus:</p> <p><i>EMPLOYERS</i></p> <p><i>Q: What if I am forced shut down my business due to COVID-19 impact? Are my employees eligible for unemployment benefits?</i></p> <p><i>A: If you are forced to temporarily shut down business operations, your employees will likely be eligible for unemployment benefits, assuming they meet all other eligibility criteria, and have a return to work date that occurs before the 10-week maximum. Under this circumstance, unemployment insurance claims made by impacted employees will be charged against the employer’s account.</i></p>

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<a href="#">0For%20Essential%20Service%20Providers.pdf</a>	<p>Q: What if I need to temporarily reduce my employees' hours due to slow-down in business as a result of COVID-19? Are my employees eligible for unemployment benefits?</p> <p>A: If you experience a slow-down in business, causing a reduction in available work hours for employees, your employees may be eligible for partial unemployment benefits. unemployment insurance claims made by impacted employees will be charged against the employer's account.</p> <p>Q: What if I need to temporarily shut-down my operations as a result of COVID-19? Are my employees eligible for unemployment benefits?</p> <p>A: If you need to shut down operations temporarily because an employee becomes sick and other employees need to be isolated or quarantined, your employees may be able to receive unemployment benefits. Unemployment insurance claims made by impacted employees will be charged against the employer's account.</p> <p>External Resources</p> <ul style="list-style-type: none"> <li>• <a href="#">Guidance for Vermont Businesses</a> (Agency of Commerce and Community Development)</li> <li>• <a href="#">Vermont Department of Health COVID-19 information</a></li> </ul> <p>EMPLOYEES:</p> <p>Q. What if I am asked by a medical professional or public health official to quarantine as a result of COVID-19, but I am not sick?</p> <p>A. You may be eligible for unemployment benefits if you meet the following criteria:</p> <ul style="list-style-type: none"> <li>• You are following the guidance of a medical health professional or public health official to self-isolate or quarantine due to COVID-19 exposure</li> <li>• You are not receiving paid sick leave or other types of leave from your employer</li> </ul> <p>To ensure that you are properly filing your claim, please contact the Department of Labor's Claimant Assistance Line at 877-214-3332. Please note there will not be a work search requirement if your return to work date is within 10-weeks of separation.</p> <p>Q. What if my employer has closed, either as a precautionary measure or because an employee is sick, and other employees have been asked to self-isolate or quarantine as a result of COVID-19. Am I eligible for unemployment benefits?</p> <p>A. If you are not receiving payment from your employer, such as paid sick leave or paid time off, you may be eligible for unemployment benefits during this period. For more information on establishing an unemployment claim, <a href="#">click here</a> or contact the Claimant Assistance Line at 877-214-3332.</p> <p>Q: What if my employer reduces my hours or I am laid-off due to a slow-down in business as a result of COVID-19?</p> <p>A: In these cases, you would likely be eligible for unemployment benefits during the layoff period. If your hours are reduced, then you would likely be eligible for benefits to assist in time loss. In the case of a temporary lay-off, if you have a return to work</p>



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	<p><i>date within 10-weeks, then you would not be required to conduct a work search. For more information on establishing an unemployment claim, <a href="#">click here</a> or contact the Claimant Assistance Line at 877-214-3332.</i></p> <p><i>Q. If I become seriously ill and am forced to quit my job as a result of COVID-19, will I qualify for unemployment benefits?</i>  <i>A. If you are forced to quit your job due to contraction of COVID-19, you may be eligible for unemployment insurance benefits once you recover. The Department is looking into all options to protect individuals in this circumstance.</i></p> <p><i>Q. What if I need to take time off from work because I contract COVID-19?</i>  <i>A. Employer-paid time off is the first and best option for employees in this case. If employer-paid time off is not available, under the Vermont Earned Sick Time law, employers are required to give employees 40-hours per year of earned sick time. Employees should check with their employer to confirm what, if any, accrued leave balances they have available.</i> <ul style="list-style-type: none"> <li>• Information in English: <a href="https://labor.vermont.gov/document/update-2019-earned-sick-time-poster">https://labor.vermont.gov/document/update-2019-earned-sick-time-poster</a></li> <li>• Information in Spanish: <a href="https://labor.vermont.gov/document/earned-sick-time-spanish-mandatory">https://labor.vermont.gov/document/earned-sick-time-spanish-mandatory</a></li> </ul> </p> <p><i>Q: What if I need to leave my job to care for a family member as a result of COVID-19?</i>  <i>A: If you leave work to care for a family member, you are likely not eligible for unemployment benefits. Employees may be entitled to job protections under <a href="#">Vermont Parental Family Leave Act</a> or the <a href="#">Federal Family and Medical Leave Act</a>. Click the links for more information.</i></p> <p><i>Q. What if I have an existing unemployment claim? Will I be required to meet deadlines, attend mandatory appointments, and participate in training programs if I am in isolation or quarantine due to COVID-19?</i>  <i>A: Claimants with existing unemployment claims will likely remain eligible for benefits if they contract COVID-19 while currently filing. In the event that it is deemed necessary, the Department of Labor is prepared to exempt certain programs requirements for claimants. Further updates will be provided should they be necessary.</i></p> <p><i>Q. I still have questions about what benefits and programs may be available to individuals who are financial affected by COVID-19.</i>  <i>A. Please contact the Vermont Department of Labor or visit <a href="https://labor.vermont.gov">labor.vermont.gov</a></i> <ul style="list-style-type: none"> <li>• Existing UI Claimants: Claimant Assistance Line - 877-214-3332</li> <li>• Employers: UI Employer Services - 802-828-4344</li> <li>• General questions: Department of Labor Commissioner's Office - 802-828-4301</li> </ul> </p>
Virginia	On 3/17/2020, the Governor announced the following actions to protect working Virginias impacted by the COVID-19 outbreak:

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<p><a href="https://www.virginia.gov/coronavirus-updates/">https://www.virginia.gov/coronavirus-updates/</a></p> <p>(Last Accessed on March 19, 2020)</p>	<ul style="list-style-type: none"> <li>• <b>No waiting for unemployment benefits.</b> Governor Northam has directed the Commissioner of the Virginia Employment Commission to waive the one-week waiting period to ensure workers can receive benefits as soon as possible.</li> <li>• <b>Enhanced eligibility for unemployment.</b> Workers may be eligible to receive unemployment benefits if an employer needs to temporarily slow or cease operations due to COVID-19. If a worker has been issued a notice to self-quarantine by a medical or public health official and is not receiving paid sick or medical leave from their employer, they may be eligible to receive unemployment benefits. In addition, a worker may be eligible for unemployment benefits if they must stay home to care for an ill family member and are not receiving paid family medical leave from their employer.</li> <li>• <b>Fewer restrictions.</b> For individuals receiving unemployment insurance, Governor Northam is directing the Virginia Employment Commission to give affected workers special consideration on deadlines, mandatory re-employment appointments, and work search requirements.</li> </ul> <p>The Office of the Governor has published FAQ for workers to help navigate COVID-19:</p> <p>1. Because of COVID-19, my employer has temporarily closed, and I do not have paid leave or will not receive a paycheck. What can I do?</p> <p>You may file a claim for Unemployment Insurance (UI) benefits with the Virginia Employment Commission (VEC). To receive benefits, you must meet certain minimum requirements, including having sufficient past earnings and an immigration status that allows you to work. If VEC approves your claim, you will receive a weekly benefit payment that is dependent on your past earnings. The maximum benefit amount is \$378 for up to 26 weeks. For more information about Unemployment Insurance benefits and to file a claim, please visit <a href="http://www.vec.virginia.gov/node/11699">http://www.vec.virginia.gov/node/11699</a>.</p> <p>2. I have been quarantined by a health official and cannot go to work. What can I do? First talk to your supervisor about telework options or if you have paid sick or medical leave.</p> <p>If you have to take unpaid time off, you may qualify for Unemployment Insurance benefits with the Virginia Employment Commission (VEC). For more information about Unemployment Insurance benefits and to file a claim, please visit <a href="http://www.vec.virginia.gov/node/11699">http://www.vec.virginia.gov/node/11699</a>.</p> <p>3. My employer has cut my hours back due to the coronavirus. What can I do?</p>

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	<p>If your weekly earnings fall below what would be your weekly unemployment insurance benefit, you may file a claim for partial Unemployment Insurance (UI) benefits with the Virginia Employment Commission (VEC). For more information about Unemployment Insurance benefits and to file a claim, please visit <a href="http://www.vec.virginia.gov/node/11699">http://www.vec.virginia.gov/node/11699</a>.</p> <p>4. A close family member of mine has coronavirus, and I will stay home from work to take care of them. What can I do to receive income while I'm not working?</p> <p>You may file a claim for Unemployment Insurance (UI) benefits with the Virginia Employment Commission (VEC). To receive benefits you need to meet certain minimum requirements, including having sufficient past earnings and an immigration status that allows you to work. If VEC approves your claim, you will receive a weekly compensation depending on your past earnings. For more information about Unemployment Insurance benefits and to file a claim, please visit <a href="http://www.vec.virginia.gov/node/11699">http://www.vec.virginia.gov/node/11699</a>.</p> <p>5. Can I lose my job if I miss work because I'm sick with coronavirus?</p> <p>If your employer is covered under the Family Medical Leave Act (FMLA), they may be required to provide you with up to 12 weeks unpaid leave. Leave from FMLA is awarded to individuals with a "serious" condition that is defined in the law as requiring inpatient care or three days continued treatment from a health care provider. The coronavirus does not necessarily present a "serious" condition, and the US Department of Labor has not issued guidance on this. Please check back here for updated information.</p> <p>6. I caught coronavirus from my work. Can I file a workers' compensation claim?</p> <p>Please contact your human resources director for more information about your employer's policies. Workers' compensation claims are evaluated according to the condition and specific circumstances.</p> <p>7. If I have coronavirus, what can my employer tell others about my condition?</p> <p>All medical information on an employee is confidential and cannot be shared with other employees. For the safety of the workplace, an employer may disclose this information to a health authority. The Health Insurance Portability and Accountability Act provides protections concerning disclosure of medical information. Information concerning disclosure of medical conditions can be obtained at (800) 368-1019.</p> <p>8. Can my employer ask me if I have a health condition such as a weak immune system or existing condition that would be affected by coronavirus?</p> <p>No. Your employer cannot ask you questions that might disclose a disability.</p>

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	<p>9. Can I lose my job if I have to stay home to care for a family member that is seriously ill with coronavirus?</p> <p>If you meet certain requirements, your employer must provide you with up to 12 weeks of job-protected time off to care for a parent, spouse, domestic partner, minor child, or adult dependent child with a serious health condition. These requirements include: 1) your employer has at least 50 employees within 75 miles of your worksite; 2) you have worked with the employer for at least a year; and 3) you worked at least 1250 hours in the year before you take time off. The federal government is working on policies to help support sick and medical leave for all individuals affected by the coronavirus. Please check back here for updated information. The Federal Family Medical Leave Act enforces requirements for paid sick leave. Information and assistance can be obtained at (866) 487 - 9243.</p> <p>10. Can my employer not pay me if I am sent home early from work or told not to come in for a scheduled shift?</p> <p>Yes. A Virginia employer is only required to pay an employee for the work performed.</p> <p>11. My child's day care or school is closed because of the coronavirus threat. Can I take time off to care for my child?</p> <p>First talk to your employer about telework options, flexible schedules, and specific leave policies. Since your child is "healthy", you currently do not qualify for FMLA. The federal government is working on paid sick and medical leave policies, so check back here for updated information. Unemployment benefits might be available for this situation.</p> <p>12. My employer closed temporarily and I did not receive my last paycheck. How do I get paid?</p> <p>To file a nonpayment of wages claim, please visit the Virginia Department of Labor's website at <a href="https://www.doli.virginia.gov/labor-law/payment-of-wage-english/">https://www.doli.virginia.gov/labor-law/payment-of-wage-english/</a>.</p> <p>A link to the FAQs from workers regarding COVID-19 can be found here: <a href="https://www.governor.virginia.gov/media/governorvirginiagov/governor-of-virginia/pdf/Frequently-Asked-Questions-from-Workers-Regarding-COVID-19.pdf">https://www.governor.virginia.gov/media/governorvirginiagov/governor-of-virginia/pdf/Frequently-Asked-Questions-from-Workers-Regarding-COVID-19.pdf</a> (Last Accessed March 18, 2020)</p>
Washington	<p>The Washington Department of Labor recently issued the following Q&amp;A:</p> <p><i>Q. What if I need to take time off work because I contract COVID-19?</i></p>

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<p><a href="https://esd.wa.gov/newsroom/covid-19">https://esd.wa.gov/newsroom/covid-19</a></p> <p>(Last accessed on 3/19/2020)</p>	<p>A. The first and best option for employees who need to miss work due to illness is to use their employer-paid time off. Labor and Industries has information about Paid Sick Leave. When this leave is not available, Paid Family &amp; Medical Leave may be available to help.</p> <p><i>Q. What if I am asked by a medical professional or public health official to quarantine as a result of COVID-19, but I am not sick?</i></p> <p>A. If you are following guidance issued by a medical professional or public health official to isolate or quarantine yourself as a result of exposure to COVID-19 and you are not receiving paid sick leave from your employer, you may be eligible to receive unemployment benefits. Eligibility decisions are made on a case-by-case basis. If you know you can return to your job as soon as your isolation or quarantine is lifted, you may not need to search for work. You must be able to accept any work offered by your employer that would not cause you to break isolation or quarantine.</p> <p><i>Q. My employer has shut down operations temporarily because an employee is sick and we have been asked to isolate or quarantine as a result of COVID-19. Am I eligible for unemployment benefits?</i></p> <p>A. If you are not receiving payment from your employer, such as paid sick leave or paid time off, you may be eligible for unemployment benefits and may qualify for standby during this time. Eligibility decisions are made on a case-by-case basis. Basic eligibility requirements for a claim can be found here.</p> <p><i>Q. What if my employer goes out of business as a result of COVID-19?</i></p> <p>A. You may be eligible for unemployment benefits if you're out of work due to a lack of work. Here are instructions on how to apply for unemployment benefits. (These benefits are intended to assist workers who lost their jobs through no fault of their own.)</p> <p><i>Q. What if I am temporarily laid off work because business has slowed down as a result of COVID-19?</i></p> <p>A. If you are laid off work temporarily or if your hours are reduced due to a business slowdown or a lack of demand as a result of COVID-19, you may be able to receive unemployment benefits. Eligibility decisions are made on a case-by-case basis.</p> <p><i>Q. What is standby?</i></p> <p>Standby means you do not have to look for another job while you collect unemployment benefits, so long as you stay in contact with your regular employer. You must accept any work you can do without breaking isolation or quarantine that is offered by your employer, such as telework. When you file your claim, you can request up to four weeks of standby. If needed, your employer can request up to an additional four weeks of standby (for a total of eight) as long as you will be returning to work full-time when business picks up again.</p> <p>Partial Employment or SharedWork: Under certain circumstances, you may work part-time while collecting unemployment benefits.</p>

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	<p><i>Q. I am a part-time employee. Am I eligible for standby?</i></p> <p>A. If you have an anticipated date that you will return to work, under the emergency rules we put into place as a result of COVID-19, standby is available to all full-time, part-time, and other less than full-time employees. If you worked part time in the last 18 months, you must meet the minimum requirement of having worked 680 hours in your base year in order to have an unemployment claim. Basic eligibility requirements for a claim can be found <a href="#">here</a>.</p> <p><i>Q. What is a request to isolate or quarantine?</i></p> <p>A. A request to isolate or quarantine is:</p> <ul style="list-style-type: none"> <li>• A letter documenting a voluntary request or involuntary order to isolate or quarantine from a medical professional, local health official, or the Secretary of Health.</li> <li>• A note from your medical provider or medical records office recommending isolation or quarantine.</li> <li>• A self-determination that Department of Health's quarantine guidance applies to you.</li> </ul> <p><i>Q. How am I supposed to meet deadlines related to my existing unemployment claim if I am in isolation or quarantine as a result of COVID-19?</i></p> <p>A. Under the emergency rules we put into place as a result of COVID-19, we are providing more leniency for many UI deadlines, such as deadlines for training programs. Submit your documents as soon as you are able and provide as much information as you can. Progress reports for training programs can be submitted with whatever information you have available. For example, if your school has closed, return your paperwork and tell us.</p> <p><i>Employer Q&amp;A</i></p> <p><i>Q. What programs are offered to assist businesses to keep workers during COVID-19?</i></p> <p>A. We have expanded programs to help support businesses and workers whose financial stability is affected by COVID-19.</p> <p>SharedWork: This program allows employers to reduce the hours of permanent and hourly-paid employees by as much as 50 percent, and the employees can collect partial unemployment benefits to replace a portion of their lost wages. While on the SharedWork program, employees are not required to make an active search for work. You must apply to participate in the program.</p> <p>Partial employment (for reduction in hours): If you are temporarily reducing hours of work for your full-time employees, they may be able to receive unemployment benefits without needing to look for work.</p> <p>Standby: In certain circumstances, your employees may be eligible for standby. Standby means they do not have to look for other work but need to be available for any work you offer that they can do if quarantined or isolated. Generally, standby is only allowed for up to eight weeks during a claim year. We may grant an extension</p>

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	<p>of standby for more than eight weeks if you make your request in writing and can show extraordinary circumstances. Under the new emergency rules, temporary shutdowns related to COVID-19 infection at the place of business that cause you to close or severely reduce operations are considered extraordinary circumstances.</p> <p><i>Q. If I need to temporarily shut down my business due to a possible COVID-19 contamination or quarantine at the worksite, can I receive a relief of benefit charges?</i></p> <p>A. If you are a taxable employer, you may request a relief of benefit charges due to a business closure which is directly related to possible contamination at the business site. This will be determined on a case-by-case basis.</p> <p><i>Q. What if I need to temporarily lay off employees due to a slowdown of business which is not directly linked to COVID-19?</i></p> <p>A. You may request to place an employee on standby for up to eight weeks and your employee can collect unemployment benefits without having to look for other work. While on standby, workers must accept any work you offer that they can do without breaking isolation or quarantine. Relief of benefit charges cannot be granted in this situation.</p> <p><i>Q. What if I am late in filing tax reports, paying taxes, or responding timely to requests for information as a result of COVID-19?</i></p> <p>A. Financial penalties may be waived if the delays are a result of COVID-19 impacts.</p> <p><i>Q. What will happen to my employees if I go out of business due to impacts from COVID-19?</i></p> <p>A. If you lay off employees due to a permanent closure, they can apply for unemployment benefits. Eligibility will be determined based upon criteria in place prior to COVID-19, and on a case-by-case basis. Layoff assistance may be available for businesses facing major layoffs.</p> <p>A link to Washington' Employment Security Department's FAQs about employment benefits: <a href="https://esd.wa.gov/newsroom/covid-19#PFML">https://esd.wa.gov/newsroom/covid-19#PFML</a> (Last Accessed on March 18, 2020)</p> <p>Here's a comparison guide listing some of the most common COVID-19 scenarios that may occur and the benefits that may apply:  <a href="https://esdorchardstorage.blob.core.windows.net/esdwa/Default/ESDWAGOV/newsroom/COVID-19/covid-19-scenarios-and-benefits.pdf">https://esdorchardstorage.blob.core.windows.net/esdwa/Default/ESDWAGOV/newsroom/COVID-19/covid-19-scenarios-and-benefits.pdf</a>(Last Accessed on March 18, 2020)</p>
<p>West Virginia</p> <p><a href="https://www.workforcewv.org/">https://www.workforcewv.org/</a></p>	<p>On 3/19/2020 Governor Justice issued an executive order responding to unemployment caused by COVID-19.</p> <p>The executive order:</p>

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<p>(Last Accessed on March 19, 2020)</p> <p>EO: <a href="https://governor.wv.gov/Documents/2020%20Executive%20Orders/Executive-Order-March-19-2020-Unemployment.pdf">https://governor.wv.gov/Documents/2020%20Executive%20Orders/Executive-Order-March-19-2020-Unemployment.pdf</a></p>	<ul style="list-style-type: none"> <li>• Waives the one week waiting period for benefits, the able to work and available to work requirements, the work search requirements, and the actively seeking work requirements, and</li> <li>• Ensures that individuals who are separated from employment, have had their hours of employment reduced, or are prevented from working due to either a documented medical condition caused by COVID-19 or due to communicable disease control measures related to COVID-19 are eligible for unemployment benefits.</li> </ul>
<p>Wisconsin</p> <p><a href="https://dwd.wisconsin.gov/covid19/public/ui.htm">https://dwd.wisconsin.gov/covid19/public/ui.htm</a></p> <p>(Last Accessed on March 19, 2020)</p> <p>EO: <a href="https://content.govdelivery.com/attachments/WIGOV/2020/03/19/file_attachments/1405252/DWD%202020-03-18%20FINAL.pdf">https://content.govdelivery.com/attachments/WIGOV/2020/03/19/file_attachments/1405252/DWD%202020-03-18%20FINAL.pdf</a></p>	<p>On 3/18/2020, the Governor issued an emergency order that would waive work search requirements and modify the availability requirements for unemployment insurance benefits for workers impacted by COVID-19.</p> <p>The Department of Workforce Development has published FAQs about COVID-19 and Wisconsin Unemployment Benefits:</p> <p><i>Question 1: Will workers qualify for unemployment benefits if the coronavirus (COVID-19) causes an employer to shut down operations?</i></p> <p>Answer: Wisconsin unemployment benefits are available to individuals who are unemployed through no fault of their own. If an employer must shut down operations and no work is available, individuals may be eligible for unemployment benefits if they meet the monetary criteria and the weekly eligibility criteria.</p> <p><i>Question 2: If an employer lays off employees due to the loss of production caused by the coronavirus, will the employees be eligible for unemployment insurance benefits?</i></p> <p>Answer: Wisconsin unemployment benefits are available to any individual who is unemployed through no fault of his/her own. If an employer must lay off employees due to the loss of production caused by the coronavirus, individuals may be eligible for unemployment benefits if they meet the monetary criteria and the weekly eligibility criteria.</p> <p><i>Question 3: If an employee receives unemployment benefits as a result of a coronavirus related business shutdown, will the employer's unemployment taxes increase?</i></p> <p>Answer: Unemployment benefits are proportionately charged to each employer based on weeks worked and wages earned in each individual's base period. Contributory employers could see an increase in their tax rate, which would result in higher taxes. Reimbursable employers would be charged dollar for dollar for benefits paid, which could result in higher than expected unemployment costs.</p>



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	<p data-bbox="467 268 1469 369"><i>Question 4: If an employee receives unemployment benefits as a result of a corona virus related business shutdown, can the benefits be charged to the fund's balancing account?</i></p> <p data-bbox="467 411 1036 441">Answer: No, Wisconsin law does not allow that.</p> <p data-bbox="467 483 1479 548"><i>Question 5: If an employee imposes a self-quarantine because of the coronavirus, will they be eligible for unemployment benefits?</i></p> <p data-bbox="467 590 1469 869">Answer: In most cases, no. Unemployment benefits are available to individuals who are totally or partially unemployed due to no fault of their own. In this example, the individual—not the employer—is choosing not to work and, therefore, would be ineligible. However, the facts of each circumstance are important. If the employer allowed this individual to telework, they would not qualify for benefits because they would not be unemployed. If the employer required the individual to stay home but did not offer telework, the individual might be eligible for benefits if they met the monetary and weekly eligibility criteria.</p> <p data-bbox="467 911 1398 976"><i>Question 6: If an employee is in mandatory quarantine because of suspicion of having the coronavirus, will they be eligible for unemployment benefits?</i></p> <p data-bbox="467 1018 1433 1119">Answer: They might meet the initial eligibility criteria but not the ongoing federal eligibility criteria, which require them to be able to work, available for work, and actively seeking suitable work.</p> <p data-bbox="467 1161 1455 1226"><i>Question 7: If an employee is ill because of the coronavirus and unable to work, will they be eligible for unemployment benefits?</i></p> <p data-bbox="467 1268 1446 1369">Answer: No. The federal requirements mandate that claimants be able to work, available for work, and actively seeking suitable work. If someone is ill, they would not meet these criteria. UCD-18771-P (N. 03/13/2020)</p> <p data-bbox="467 1411 1393 1476"><i>Question 8: Is the coronavirus considered a disaster, and can I receive Disaster Unemployment Assistance?</i></p> <p data-bbox="467 1518 1469 1654">Answer: If the president of the United States declares the coronavirus a national disaster, if individuals experience a loss of work in Wisconsin as a result, and if the individual is not eligible for regular unemployment benefits, they may be eligible for Disaster Unemployment Assistance.</p> <p data-bbox="467 1696 1446 1761"><i>Question 9: What happens if the school I work at shuts down for coronavirus. Will I be eligible?</i></p> <p data-bbox="467 1803 1422 1904">Answer: If this closure is not during a customary break period, or extends longer than the customary break period, individuals may be eligible for unemployment benefits if they meet the monetary and weekly eligibility criteria.</p>

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	<p><i>Question 10: I am required to attend a re-employment services session. I don't want to go to a public location until the coronavirus has run its course. What will happen if I miss my session?</i></p> <p>Answer: If you fail to attend your mandatory session, you will be denied unemployment benefits unless it is determined you had good cause for missing the session.</p> <p>A link to the Wisconsin's DWD' FAQs about unemployment insurance and COVID-19 can be found here: <a href="https://dwd.wisconsin.gov/dwd/publications/ui/ucd-18771-p.pdf">https://dwd.wisconsin.gov/dwd/publications/ui/ucd-18771-p.pdf</a> (Last accessed on March 18, 2020).</p>
<p>Wyoming</p> <p><a href="http://www.wyomingworkforce.org/data/epidemiology/coronavirus/">http://www.wyomingworkforce.org/data/epidemiology/coronavirus/</a></p> <p>(Last accessed on March 19, 2020)</p>	<p>As of 3/19/2020, there is no expansion of Wyoming unemployment access related to the COVID-19 outbreak.</p>