



Alternatives to Layoff

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Standby

- In the event of a temporary layoff when an employer plans to rehire, an employer can ask the Washington State Employment Security Department to place the worker on **Standby**.



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Worker qualifications for Standby

- To qualify for **Standby**, the worker must:
 - Have been full-time;
 - Be returning to full-time work; and
 - The employer has probable return to work date.



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Partial Unemployment

- If an employer operates on a less-than-full-time basis, the business can apply for **Partial unemployment** for their employees through the Washington State Employment Security Department.



Worker qualifications for Partial Unemployment

- To qualify, the worker must:
 - Have been full-time;
 - Be returning to at least one week of full-time work within four months; and
 - The employee must work at least 16 hours per week.



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Apply for Standby or Partial Unemployment through the Employment Security Department (ESD)

- Contact ESD through your business' secure eServices account.
- For more information, visit: <https://esd.wa.gov/about-employees/temporary-layoff-standby-rules>



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SharedWork

- **SharedWork** allows employers to reduce the hours of full-time employees by as much as 50 percent, while their workers collect partial unemployment insurance benefits to replace a portion of their lost wages.
- Job search requirement waived. Employees may attend training to enhance their skills while on SharedWork.



More about SharedWork

- Employees must be available for all work offered by their employer.
- Employers need to continue paying employees' health insurance benefits.
- The CARES Act covers 100% of SharedWork benefits through 12/31/2020. This means SharedWork will NOT affect a business' UI tax rate or experience rating.



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Apply for SharedWork through the Employment Security Department (ESD)

- Email ESD at sharedworkplansect@esd.wa.gov
- Call SharedWork at 1.800.752.2500
- Visit SharedWork at: <https://esd.wa.gov/sharedwork>



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Rapid Response

- Contact us **before** a layoff or business closure. We will organize meeting(s) for affected workers and introduce:
 - Unemployment Insurance
 - Employment and training programs
 - Worker retraining through community college system
 - Healthcare options
 - The statewide WorkSource system
- No cost support for employer and employees.



Incumbent Worker training (IWT)

- Matching grant to upskill and retain existing workers (incumbent), avoid a layoff, and remain competitive.
- Funds can be used to cover in-person or online training costs, certification exams, books/manuals, software for training, and instructor travel.
- Up to \$75,000 available annually, awarded quarterly.



IWT continued

- Competitive application open until 6/30/2021 or until all funds have been exhausted.
- Application includes narrative, budget and release of employees' personal identifying information.
- Please review application process **prior to** applying:
<https://southcentralwdc.com/incumbent-worker-training/>



Disaster Relief and Employment Recovery Grants

- Funding to help you bring back employees full time. Includes no cost, short-term, industry-specific training which makes employees more valuable to your business.
- Detailed enrollment process for every employee returning to work under these grants.
- Employees will work with People For People.



Contacting the Workforce Council

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