Resources for Washington businesses

Gain important insights about SharedWork, WOTC and Federal Bonding programs for a competitive workforce advantage!

Thursday, February 17, 2022
12:15 PM - 1:00 PM
SharedWork and Work Opportunity Tax Credit (WOTC)
WIN with SharedWork
SharedWorkWA.com
• Scale labor force week-by-week.
• Improve workplace morale and employee loyalty.
• Avoid high costs associated with employee turnover.
• Retrain and retain skilled workforce.

For Employers

For Employees

• Job stability.
• Collect benefits without having to search for work.
• Continue receiving health insurance, retirement contributions and other benefits.

SharedWork Benefits

“The certainty of being able to work some portion of hours and maintain health insurance and other benefits has saved lives, families, helped prevent unfortunate mental health outcomes, reduced strain on kids, has provided a peace of mind in the most tense and uncertain year in recent memory.”

Michele Evermore, Senior Policy Advisor
U.S. Department of Labor

Enroll today
SharedWorkWA.com

Employer Line: 800-752-2500 option 3
Email: sharedworkplansect@esd.wa.gov

For Families

For Communities
Ryna’s remodeling company temporarily closed because of COVID-19. Prior to closing, she employed 20 individuals for a standard workweek of 40 hours. In April 2021, they partially reopen by bringing back all 20 individuals at a reduced workweek of 30 hours.

**In lieu of layoffs.** Ryna has enough work (600 hours) for 15 full-time employees. The employer is able to avert the continued layoff of 5 full-time employees by bringing back all 20 employees for a reduced workweek.

**Reduced workweek.** The employer reduced the workweek from 40 hours to 30 hours, which is a reduction of 25 percent and permissible under federal law, actually anywhere from 10-50% is acceptable reduction each week with SharedWork.

**Summary.** The 20 returning employees would each receive 75 percent of their wages from their employer, while also remaining eligible for 25 percent of their respective weekly benefit amounts under SharedWork.
<table>
<thead>
<tr>
<th></th>
<th>Unemployment only, no work</th>
<th>Work without SharedWork</th>
<th>SharedWork plan with 25% reduction</th>
<th>SharedWork plan for part-time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average weekly earnings</td>
<td>$800 (20 x 40 hrs)</td>
<td>$800 (20 x 40 hrs)</td>
<td>$800 (20 x 40 hrs)</td>
<td>$576 (18 x 32 hrs)</td>
</tr>
<tr>
<td>Usual hours worked</td>
<td>0</td>
<td>40</td>
<td>40</td>
<td>32</td>
</tr>
<tr>
<td>SharedWork hours</td>
<td>0</td>
<td>0</td>
<td>30</td>
<td>24</td>
</tr>
<tr>
<td>Weekly Benefit</td>
<td>$481</td>
<td>$0</td>
<td>$120</td>
<td>$101</td>
</tr>
<tr>
<td>Weekly Wage</td>
<td>0</td>
<td>$800</td>
<td>$600</td>
<td>$432</td>
</tr>
<tr>
<td>Total</td>
<td>$481</td>
<td>$800</td>
<td>$720</td>
<td>$533</td>
</tr>
</tbody>
</table>
How It Works

1. The employer calls 800 752-2500 option 3 to check business eligibility.

2. The employer assigns a SharedWork representative and submits an Employer Plan Application and a Participant List.

3. Once the employer plan is approved, each participant submits an Employee Application.

4. The employee files weekly claim by eServices or telephone, whether their hours are reduced or not.

5. The employee receives earned wages and share of unemployment insurance benefits.

Sign in to eServices with a Secure Access Washington (SAW) account. If you established a SAW account for WorkSourceWA.com or another state service, you can use that same user name and password.
SharedWork Requirements

Employer Requirements for SharedWork:
1. Must be a legally registered business in Washington state.
2. Must have an ESD (Employment Security) number.
3. Must have at least two permanent employees, who are not corporate officers, affected by a reduction in hours and wages.
4. Continue to provide same benefits to employees.

Employee Requirements for SharedWork:
1. Employee must qualify for a valid claim. (680 hours)
2. All permanent employees may participate in SharedWork.
3. Be able and available for all scheduled hours by SharedWork employer.
“Client care has ebbed and flowed based on the pandemic, and Shared Work has given us the flexibility to take care of our staff, while saving payroll when there isn’t enough work – (as a non-profit, this is especially important!)”
Michael LaTour, Associate Director

“I think SharedWork is a great signal to your people: come back to work, get back to work, and here, sign up for SharedWork! It could be a great tool in building up your team and moving forward as you try to figure out the next few years of being short [on] workers, and how to retain the great ones you have.”
Anthony Anton, President and CEO

“Our employees are thankful we used it, and happy they do not have to draw full unemployment. There are so many advantages to SharedWork. We do not know what the future will bring. Get approved for SharedWork!”
Erica Baldridge, Director of Human Resources
Contact SharedWork

Employers can verify their eligibility in minutes and get answers by calling 800-752-2500 and choosing Option 3.

800-752-2500
8am to 4pm, Monday through Friday

Option 1 – Claims
Option 2 – Existing Plans
Option 3 – New Plan Inquiry
Option 4 – I was asked to call sharedworkplansect@esd.wa.gov

More ways to learn about SharedWork

1) Watch a commercial: https://youtu.be/apAuybRrrY
2) Attend a virtual event The SharedWork program will be hosting many regional and statewide webinars for employers in Washington. esd.wa.gov/SharedWork/events
3) Weekly Q&A webinar The SharedWork program will be hosting weekly webinars through the year end to help businesses get informed.

Weekly Wednesday 8:15 am - 9am
SharedWork Q&A sessions for businesses
Click here to register for the webinar on any Wednesday
Work Opportunity Tax Credit program (WOTC)

• WOTC is a tax incentive program that rewards employers for hiring certain job seekers that help them become self-sufficient.
• Federal tax credit ranges from $2,400 to $9,600
• Five categories pertaining to veterans
• Six non-veteran categories
• One category for justice-involved individuals

For more information, please visit: esd.wa.gov/wotc 1-800-669-9271 | esdgpwotc@esd.wa.gov
Federal Bonding program

• Fidelity Bonds reassure and provide an incentive to employers to hire justice-involved job seekers.
• Free of charge, zero deductible bonds
• Between $5,000 - $25,000 for each justice-involved employee
• 6-12 Month duration dependent on employment status

For more information, please visit: esd.wa.gov/wotc 1-800-669-9271 | bonds4jobs@esd.wa.gov
Resources for Washington businesses

Gain important insights from a diverse, statewide panel of business leaders who utilize SharedWork for a competitive workforce advantage!

Wednesday, March 9, 2022
11:50 AM - 12:55 PM
SharedWork industry panel

Next webinar
Thank you!