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

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

For Employees

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 has been experiencing intermittent supply chain issues that cause delays to her projects. She employs 40 individuals.

In lieu of layoffs. Ryna has enough work (1280 hours) for 32 full-time employees. The employer is able to avert the continued layoff of 8 full-time employees by keeping all 40 employees and reducing the workweek.

Reduced workweek. The employer reduced the workweek from 40 hours to 32 hours, which is a reduction of 20 percent and permissible under federal law, actually anywhere from 10-50% is acceptable reduction each week with SharedWork.

Summary. The 40 returning employees would each receive 80 percent of their wages from their employer, while also remaining eligible for 20 percent of their respective weekly benefit amounts under SharedWork.
Scenario: 20% payroll reduction

Without SharedWork
• 8 employees laid off & 32 employees full-time

<table>
<thead>
<tr>
<th></th>
<th>Unemployed, laid off</th>
<th>Full-time employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average weekly wages</td>
<td>$800 $20 x 40 hrs</td>
<td>$800 $20 x 40 hrs</td>
</tr>
<tr>
<td>Weekly Benefit</td>
<td>$400</td>
<td>$0</td>
</tr>
<tr>
<td>Weekly Wage</td>
<td>0</td>
<td>$800</td>
</tr>
<tr>
<td>Total income</td>
<td>$400</td>
<td>$800</td>
</tr>
</tbody>
</table>

With SharedWork
• 40 employees working 20% fewer hours.

<table>
<thead>
<tr>
<th>Full-time employee at 20% reduction</th>
<th>Part-time employee at 20% reduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average weekly wages</td>
<td>$800 $20 x 40 hrs</td>
</tr>
<tr>
<td>Hours worked (reduced by 20%)</td>
<td>32</td>
</tr>
<tr>
<td>Weekly Benefit</td>
<td>$80</td>
</tr>
<tr>
<td>Weekly Wage</td>
<td>$640</td>
</tr>
<tr>
<td>Total income</td>
<td>$720</td>
</tr>
<tr>
<td></td>
<td>$600 $20 x 30 hrs</td>
</tr>
<tr>
<td></td>
<td>24</td>
</tr>
<tr>
<td></td>
<td>$80</td>
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<td>$60</td>
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<tr>
<td></td>
<td>$480</td>
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<td></td>
<td>$540</td>
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</table>
The employer calls SharedWork at 800-752-2500 option 3 to check business eligibility.

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

Once the employer plan is approved, each participant submits an Employee Application and begins filing weekly claims.

The employee receives earned wages and a share of unemployment insurance benefits when hours are reduced.

The employer representative checks the weekly SharedWork Payments Report for accuracy.
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 enroll at least two permanent employees, who are not corporate officers.
4. Continue to provide same benefits to employees.

Employee Requirements for SharedWork:

1. Employee must qualify for a valid claim. (680 hours)
2. 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

“To keep our morale up, wanting to do what felt like the right thing for our employees ... was not just to pick five or ten of our newest employees and let them go because of the pandemic ... and so SharedWork saved us!”

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/apAufybRrrY
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
The Employment Resource Webinar Series

Hosted by the Kent Chamber of Commerce and the Employment Security Department SharedWork program.

Open to any business at no cost.
Register at kentchamber.com

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wednesday, March 9, 2022</td>
<td>12:00 PM - 1:00 PM</td>
<td>SharedWork and WorkSource</td>
</tr>
<tr>
<td>Wednesday, April 20, 2022</td>
<td>12:00 PM - 1:00 PM</td>
<td>SharedWork and WA Cares Fund</td>
</tr>
<tr>
<td>Wednesday, May 11, 2022</td>
<td>12:00 PM - 1:00 PM</td>
<td>SharedWork and Work Opportunity Tax Credit</td>
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<td>Wednesday, June 8, 2022</td>
<td>12:00 PM - 1:00 PM</td>
<td>SharedWork and Paid Leave</td>
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<td>Wednesday, July 13, 2022</td>
<td>12:00 PM - 1:00 PM</td>
<td>SharedWork &amp; Tax and Wage</td>
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<tr>
<td>Wednesday, August 10, 2022</td>
<td>12:00 PM - 1:00 PM</td>
<td>SharedWork and Work Opportunity Tax Credit</td>
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This series is designed to inform and educate employers and business owners of SharedWork and other programs that support business. The webinars will feature program experts and include dedicated Q&A time for the participants.

Past recordings and presentation slides available at esd.wa.gov/sharedwork/events

Resources for Washington businesses

Gain important insights about the SharedWork and WA Cares programs for a competitive workforce advantage!

Wednesday, April 20, 2022
12:00 PM - 1:00 PM
SharedWork and WA Cares (long-term services and supports)