

Resources for Washington businesses

Hear from employers who have found success with the SharedWork program. This webinar includes a labor market analysis and an industry panel followed by live Q&A.

SharedWork Industry Panel

Tuesday, Sept. 19

11:45 a.m. - 1:15 p.m.



SharedWork Panel

What is it?

SharedWork was enacted into law in 1983, establishing a voluntary short time compensation business program. Intended to be an excellent resource to help stabilize business operations during periods of lower economic activity.

- Allows employers to preserve their workforce by reducing employee hours to save payroll costs and keep the business operating.
- SharedWork pays employees a prorated percentage of unemployment insurance benefits.
- Eligibility is open to most business and industries to use when needed.

The SharedWork Program

A proven program that helps employers:

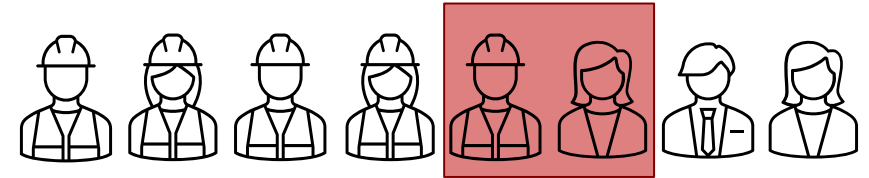
- Stabilize their business
- Retain their skilled workforce
- Continue serving customers
- Avoid layoffs and attract talent



A temporary workforce reduction example



“We are a residential and commercial inspection company. There are less buyers that qualify, and, as a result, less inspections are being scheduled. Business goes down 18% and halts growth in all departments.”



Ana’s business is experiencing a temporary economic downturn. She employs 8 individuals. Instead of letting go of employees, she enrolls in the SharedWork program and reduces the workweek.

In lieu of layoffs. Ana gets her SharedWork plan approved for fifty-two weeks. There is no cost to enroll, and plans can be renewed year after year.

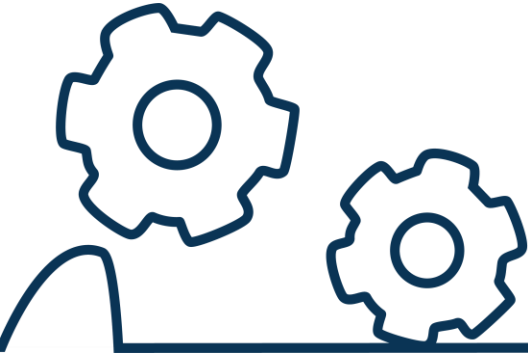
Reduced workweek. An employer may reduce an employee's usual weekly hours of work from ten to fifty percent and the employee can receive the same percentage of unemployment benefits.

Summary. The 8 employees would each receive wages from their employer, while also remaining eligible for up to 50 percent of their respective weekly benefit amount under SharedWork.

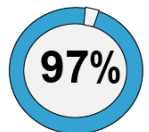


[Washington Administrative Code \(WAC\): Chapter 192-250 Shared Work Program](#)

SharedWork in Washington



In a survey of past employers who enrolled in Washington's **SharedWork** program:



SharedWork improved employee morale.



The program helped retain skilled workers.



Would recommend SharedWork to another employer.

Employer Requirements for SharedWork:

1. Must be a legally registered business in Washington state.
2. Must have an Employment Security Department (ESD) 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. All permanent (part-time and full-time) employees may participate in SharedWork.
2. Employee must have a valid UI claim - worked at least 680 hours during their base year (includes all employment)
3. Must be able and available for all scheduled hours by SharedWork employer.

SharedWork in Washington state

Top 5 reasons employers sign up for the SharedWork program:

1. Loss of contracts or reduction in work
2. Maintain employee morale
3. In response to an economic downturn
4. Reduce payroll costs
5. Reduce cost of hiring and training new employees

Sources: [IMPAQ International](#), [U.S. Department of Labor Employment and Training Administration](#)



"It has allowed us to maintain our staff count and service levels, while lowering our overhead during the temporary housing shift. Staff is appreciative of the plan option and receiving partial payment with a day out of the office."

~ Erin Crain, AVP/office administrator, [Chicago Title of Washington](#), Everett



"SharedWork has given us a great amount of balance and flexibility to pivot and budget our expenses wisely. It's given the employees a sense of security. They know that we're doing this so that we don't have to take more dramatic measures, so there's massive relief of anxiety in that sense as well."

~ Jen Post, owner, [Prestige Escrow](#), Woodinville



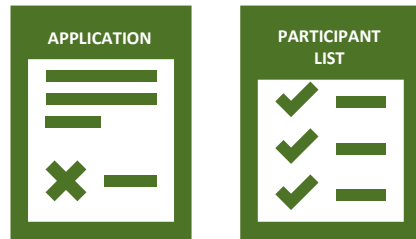
"It's really a good thing we have SharedWork or I could be at risk of losing the employees with whom I've invested thousands of dollars in training. My valued employees are part of our business family, and I don't want to lose them. During these ups and downs of the economy, it has been a lifesaver."

~ Suzette Jackson, VP/owner, [NorthWest Granite & Flooring LLC](#), Whidbey Island

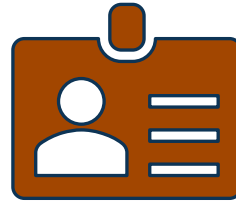
Enrolling is fast and easy!



1



2



3



4



5

The employer calls SharedWork at **800-752-2500** option 3 to check business eligibility.

The employer assigns a **SharedWork representative** (or two) and submits an **Employer Plan Application** and a **Participant List**.

Once the employer plan is approved, each participant submits an **Employee Application** and can file weekly claims.

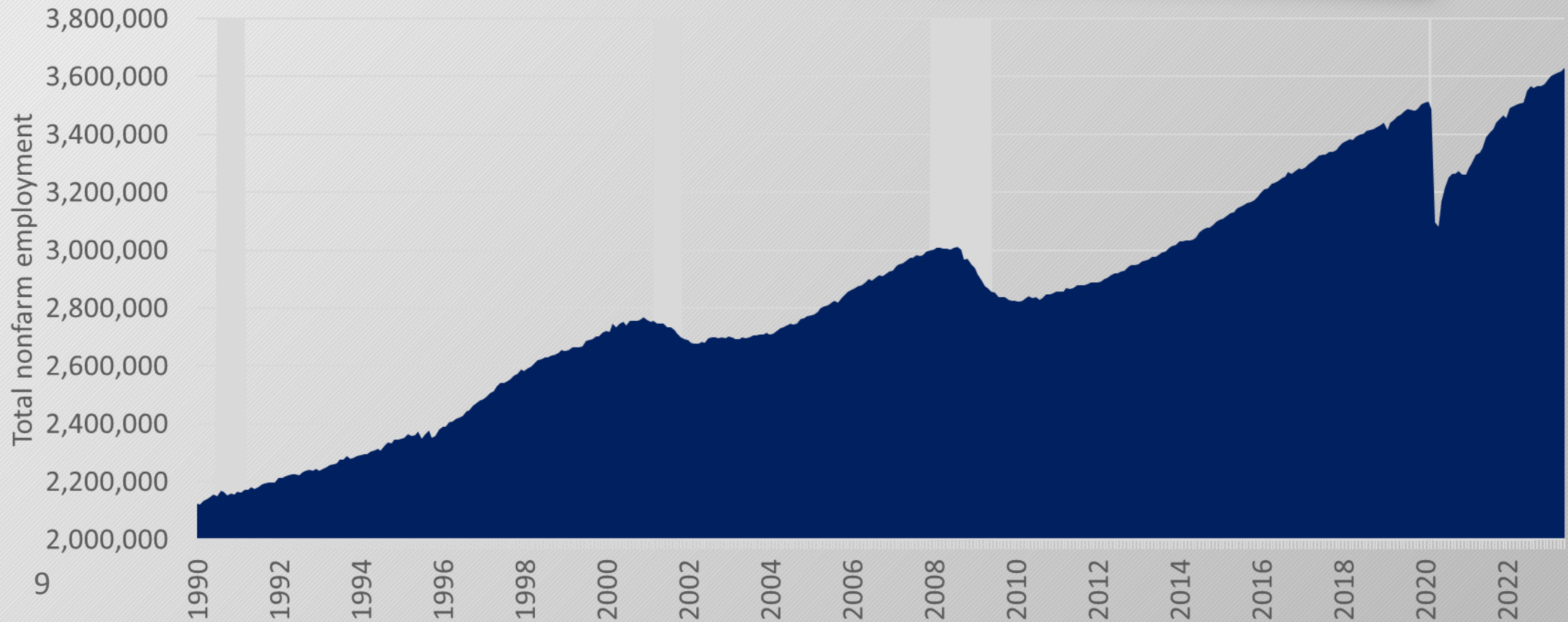
The employee receives **earned wages** and a share of **unemployment insurance benefits** when hours are reduced.

The employer representative checks the weekly **SharedWork Payments Report** for accuracy.

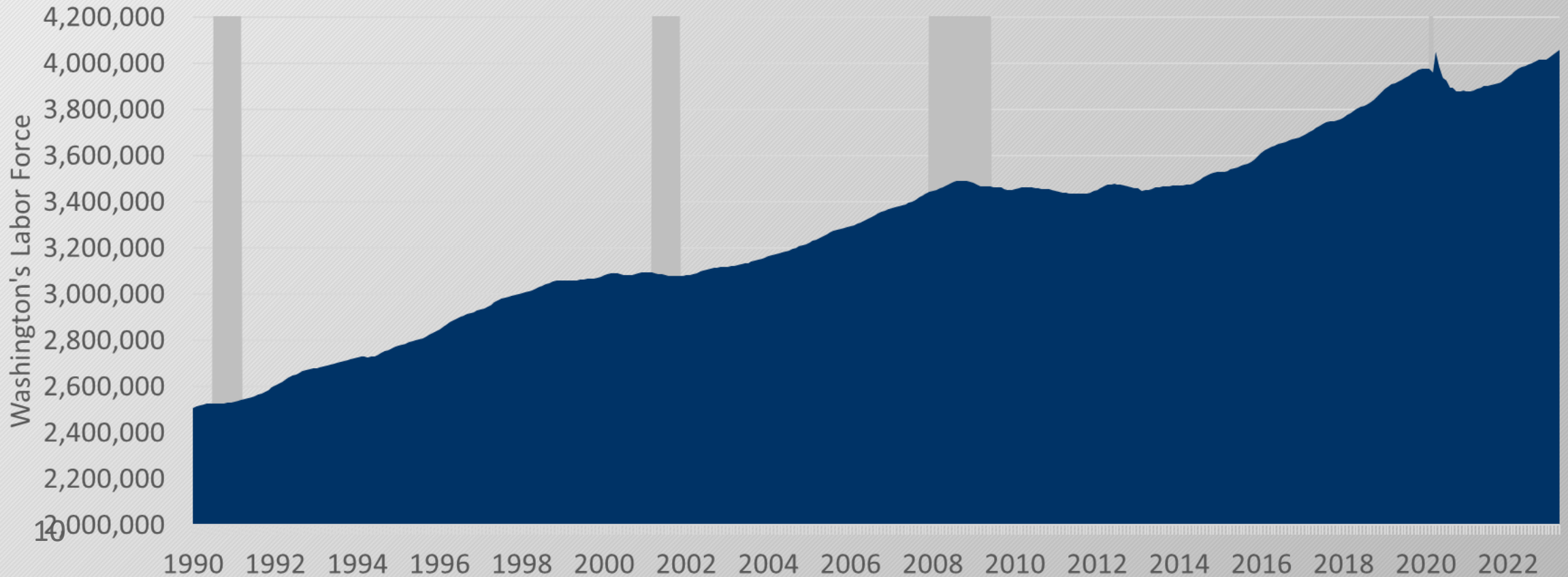
Washington's COVID recovery: navigating the labor market in a strange time

8

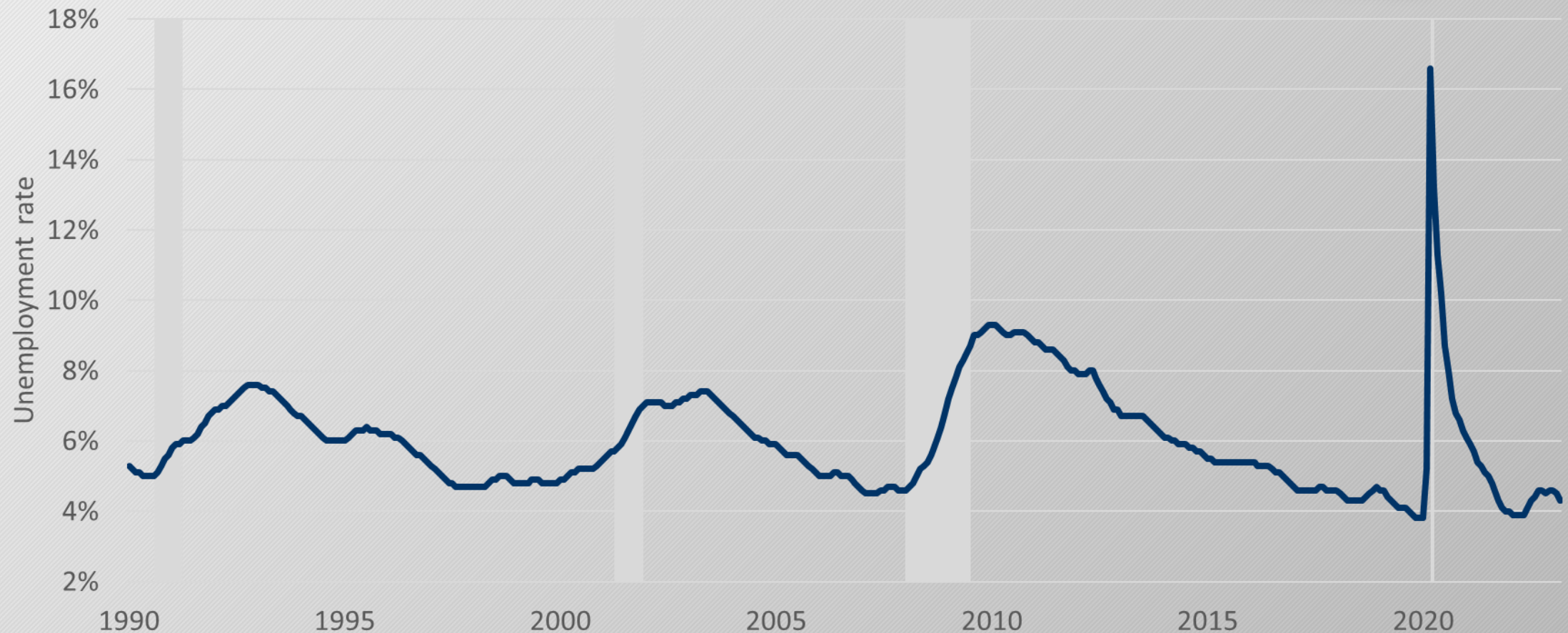
Washington State Total Nonfarm Employment, 1990 - 2023



Washington State Civilian Labor Force, 1990 - 2023



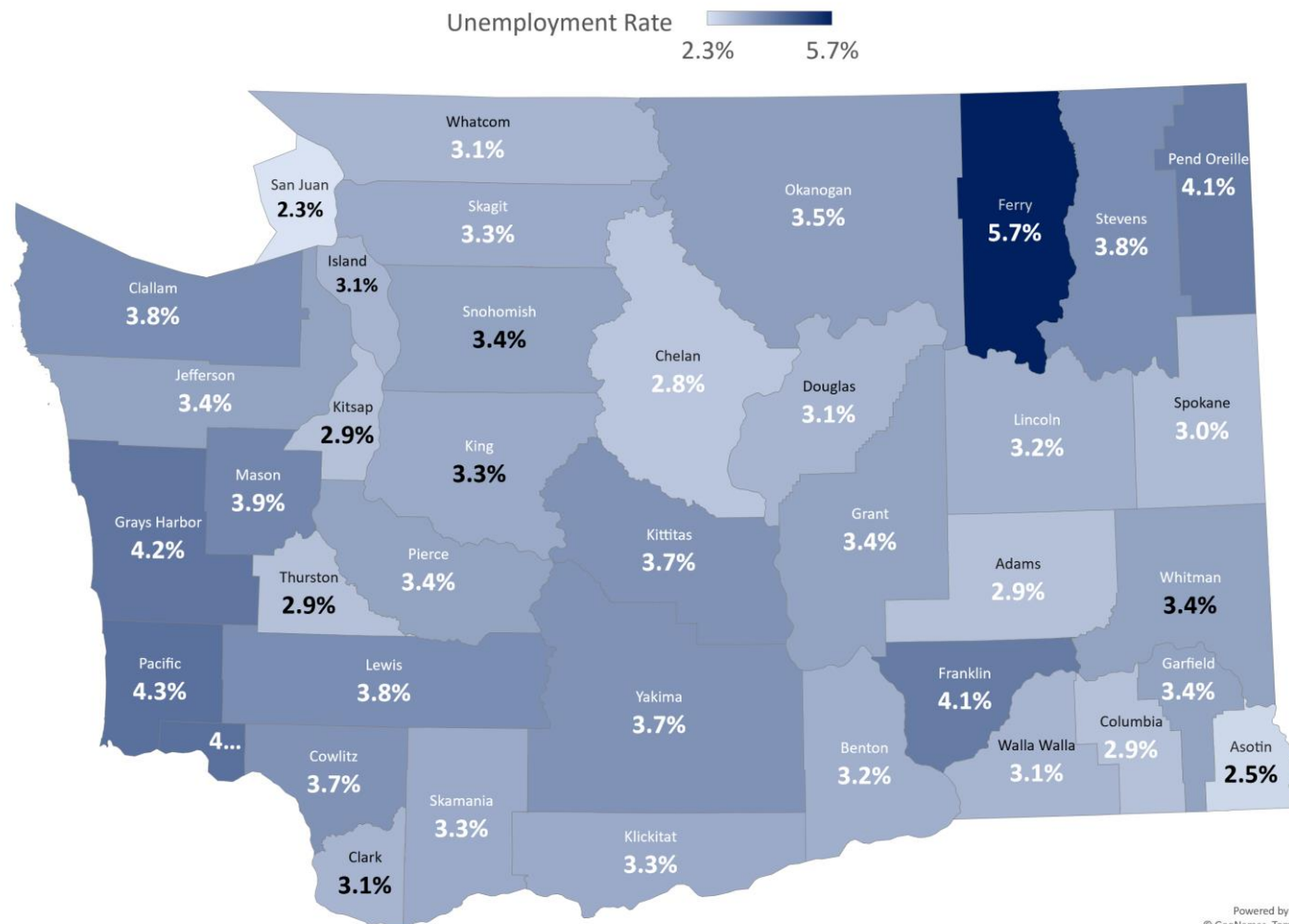
Washington's unemployment rate hit historic lows in 2022



The unemployment rate tells us how effectively job seekers are connecting with employers



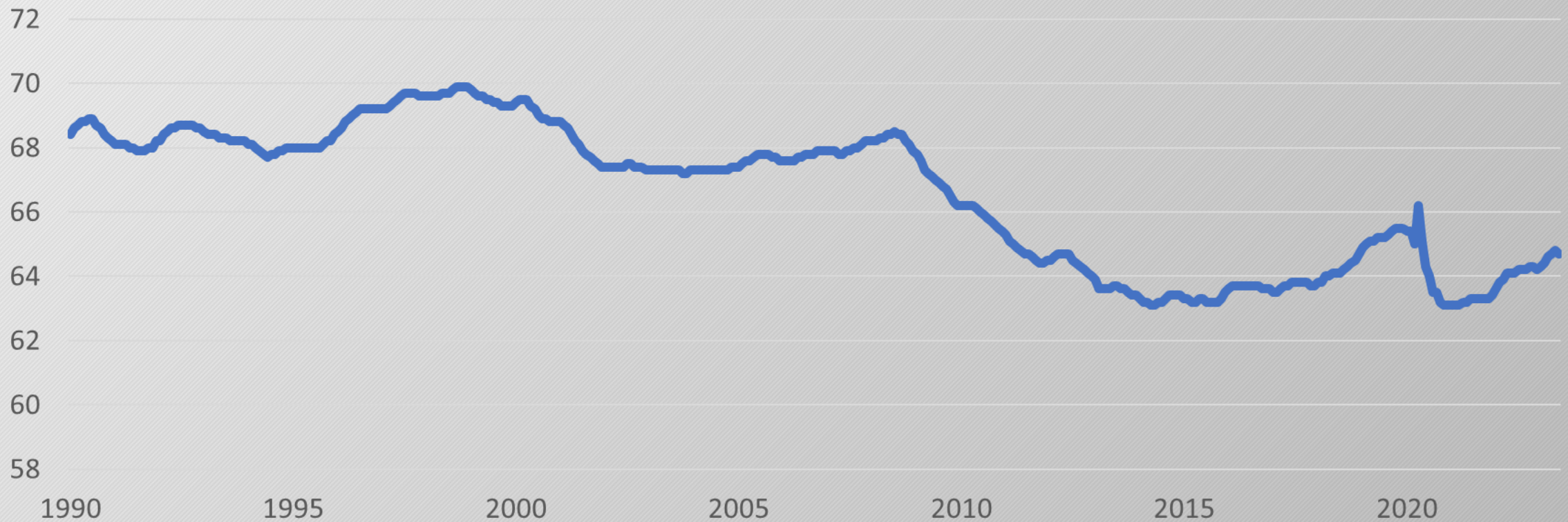
June 2023 Unemployment Rates by County



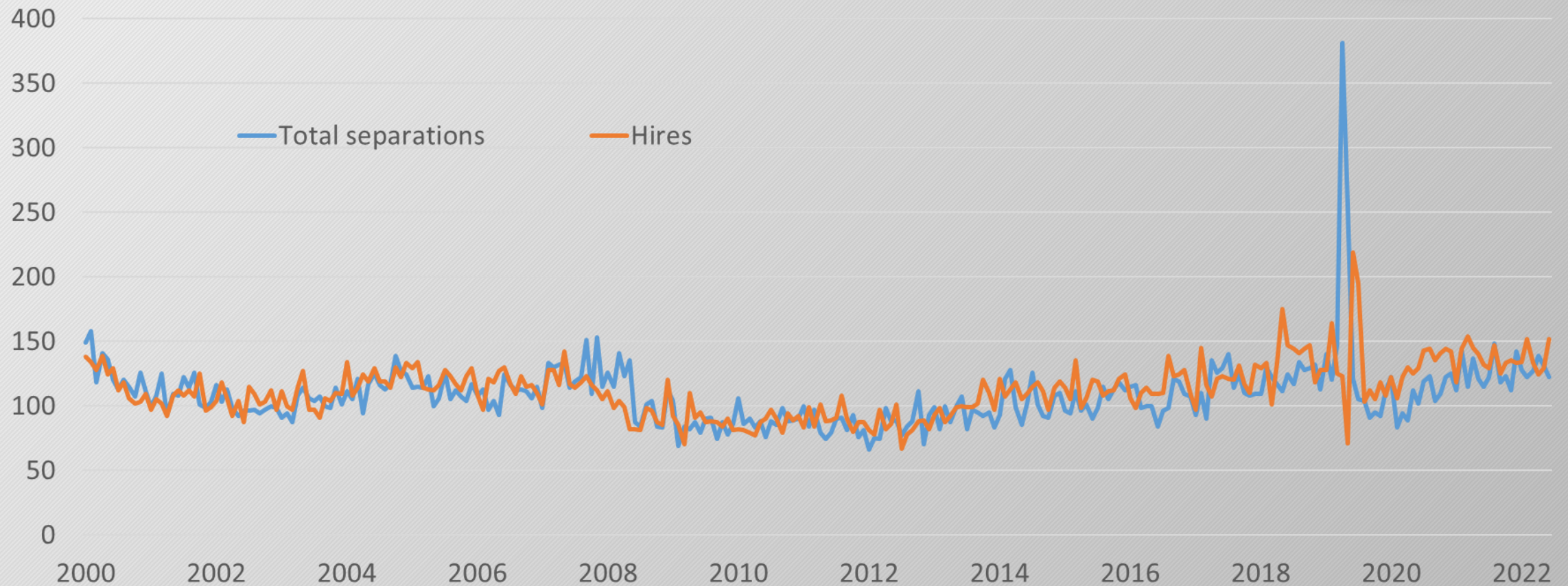
Washington's Labor Force Participation is recovering but not fully recovered



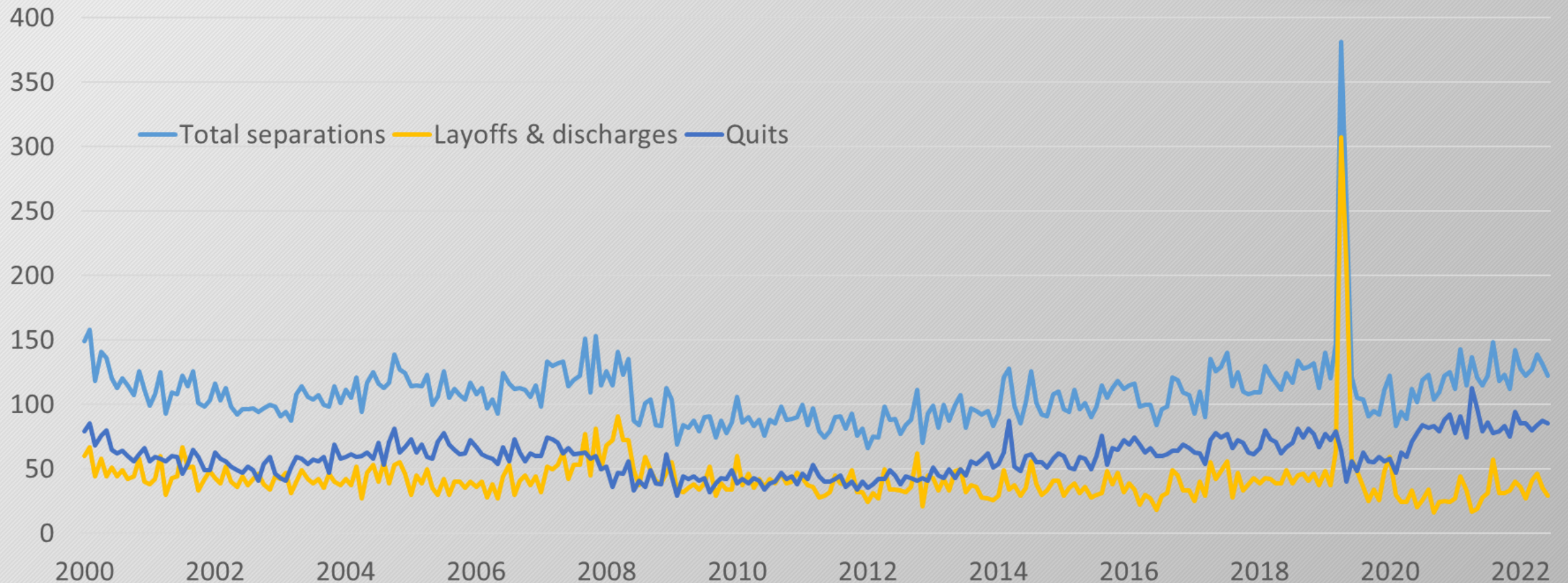
labor force participation rate



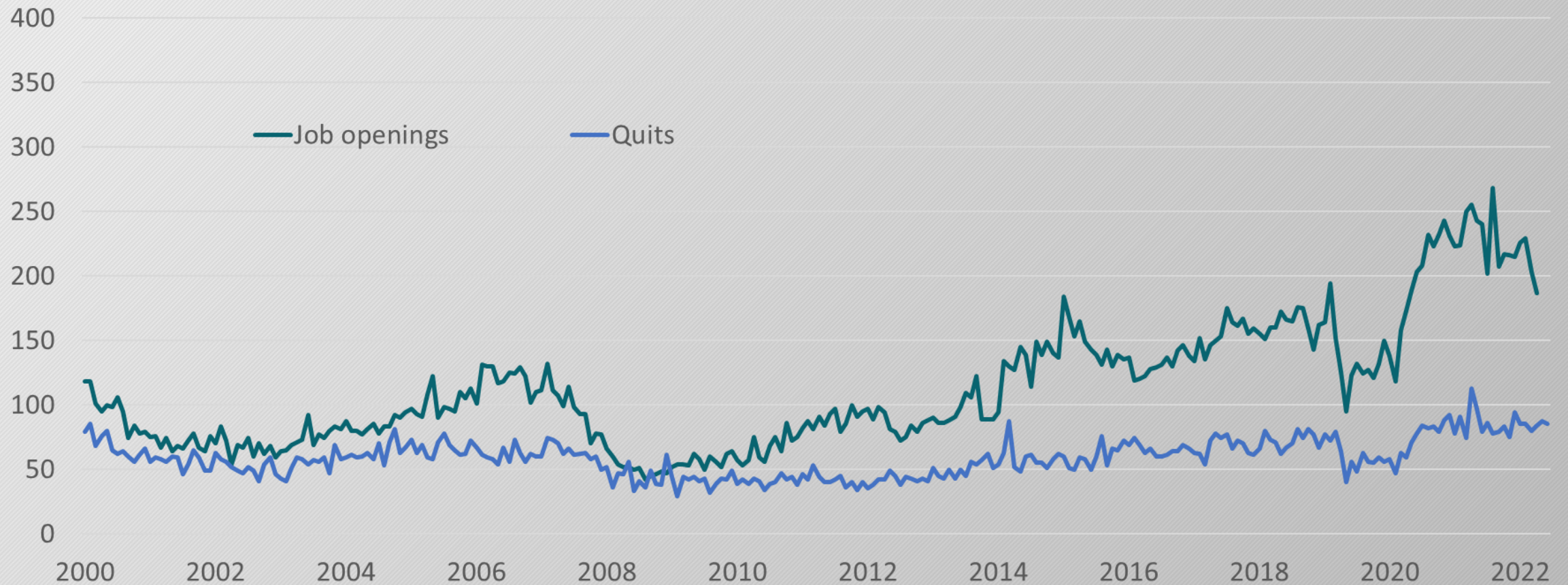
Labor turnover statistics tell a more complete story: Hires and Separations are up



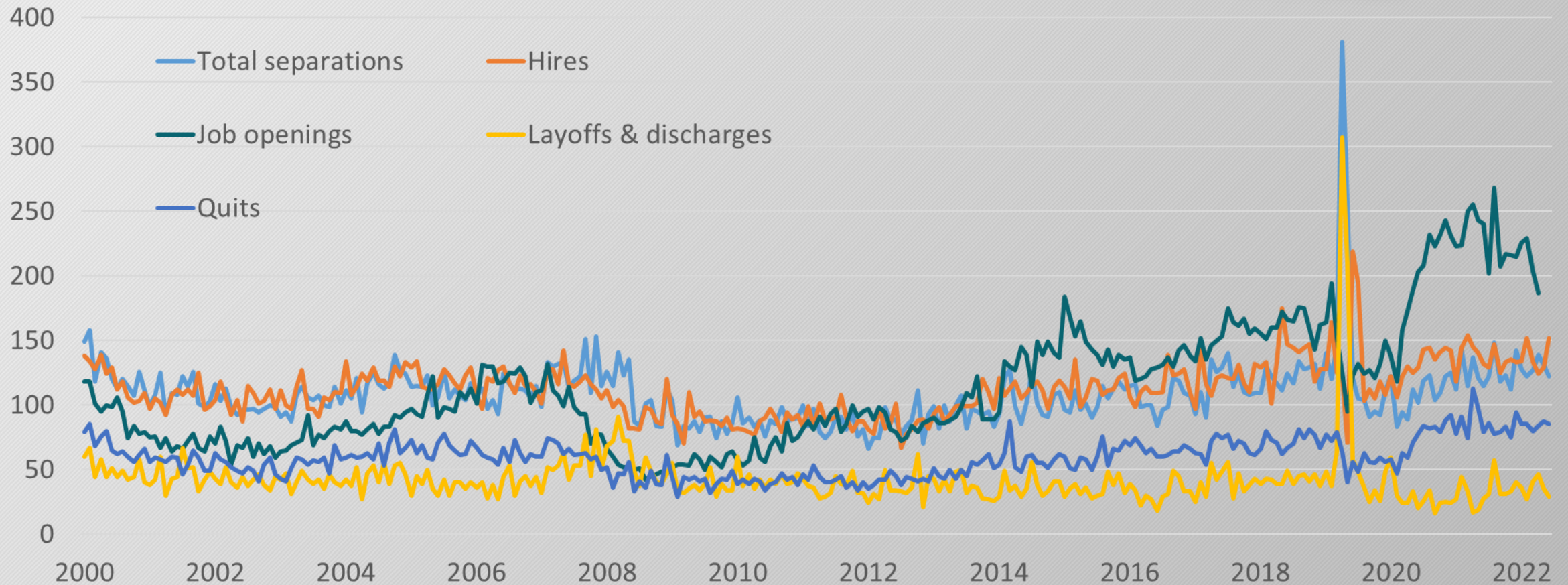
Labor turnover statistics tell a more complete story: Quits are up but layoffs are down



Labor turnover statistics tell a more complete story: Quits rise when job opportunities are abundant



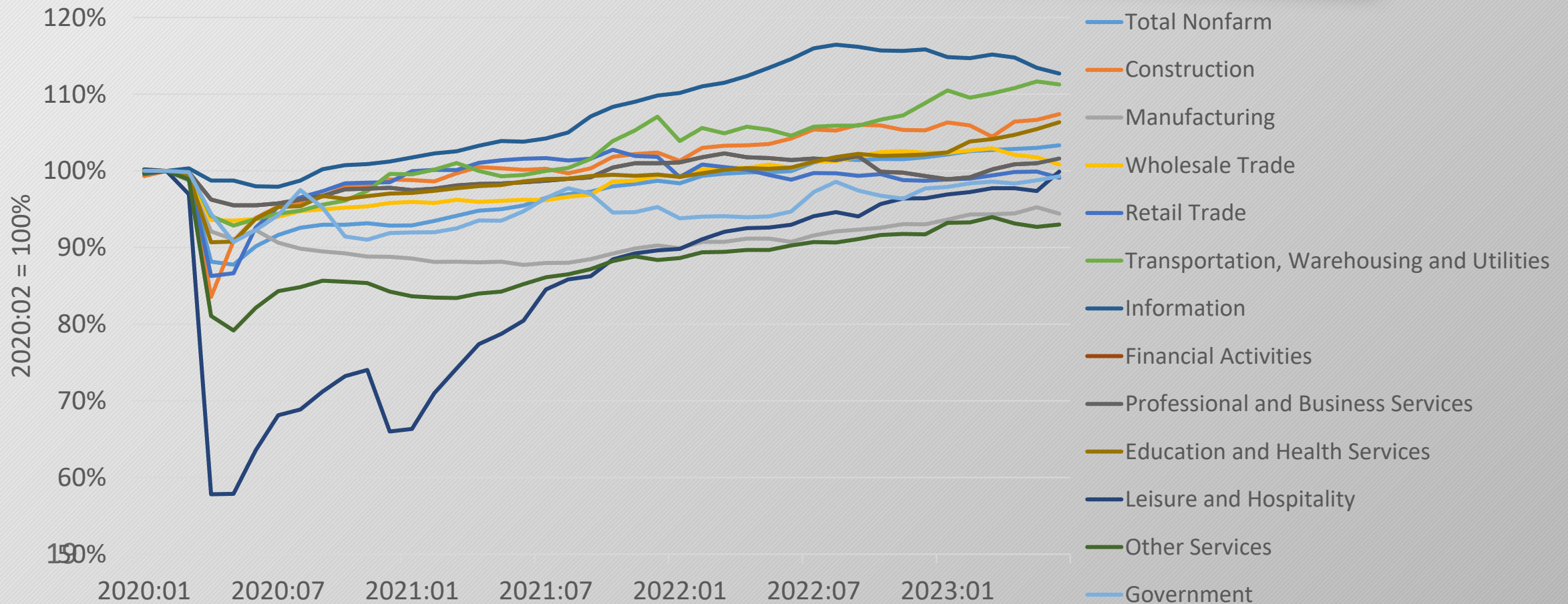
Labor turnover statistics tell a more complete story



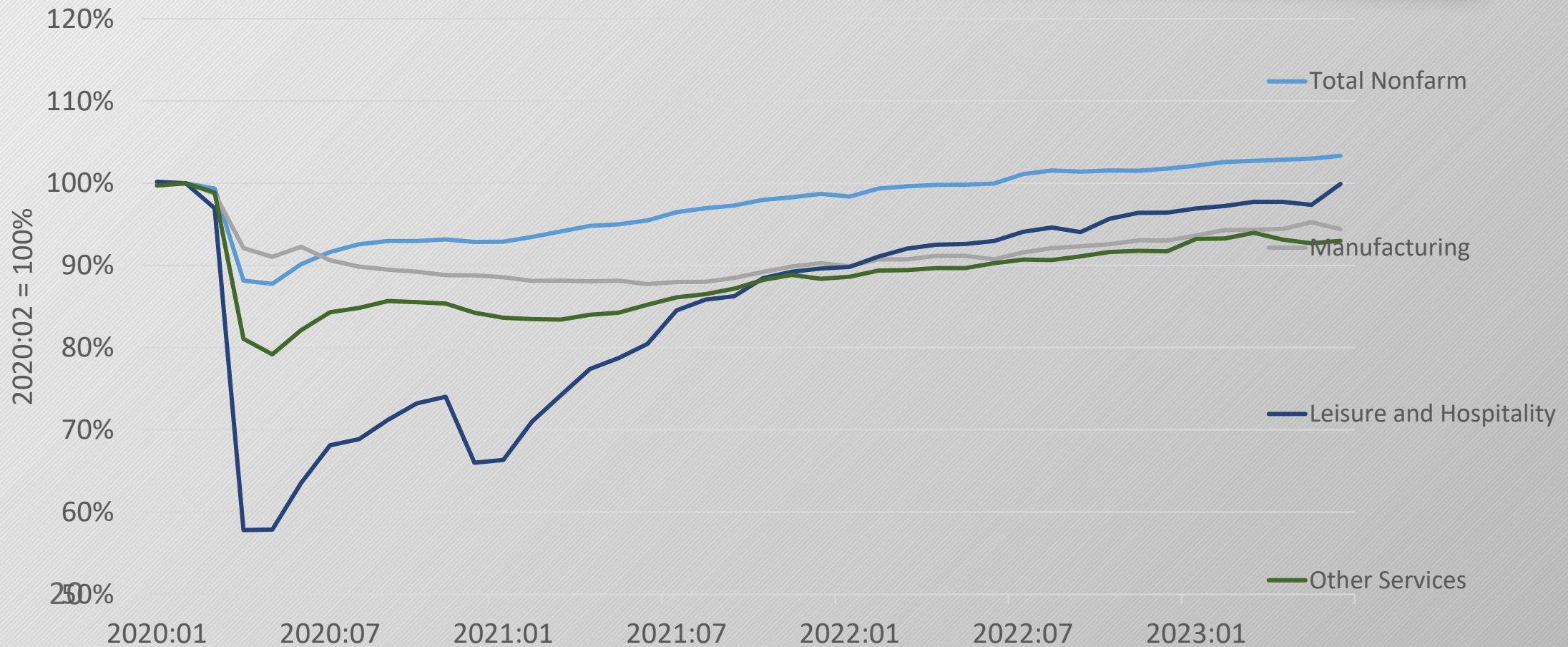
Labor Dynamics: Unemployed persons per job opening



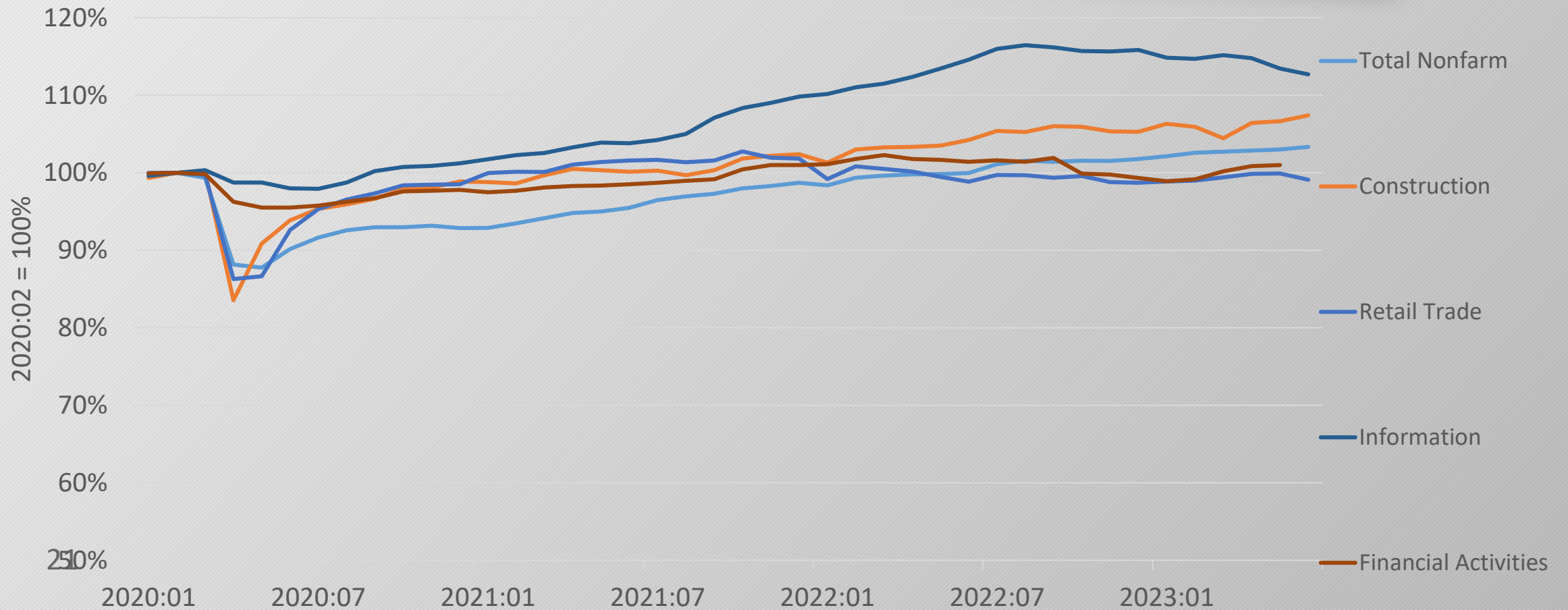
Industry sectors were impacted differently



Some continue to struggle



Others recovered early on

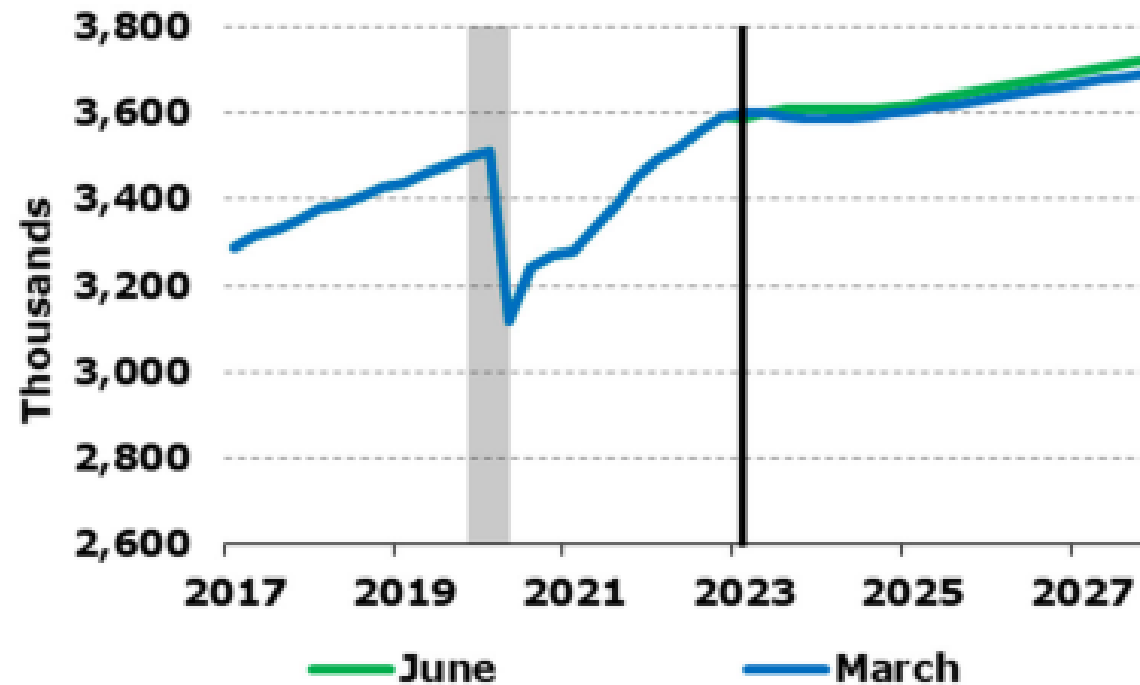


Looking ahead: ERFC calls for a slight dip in employment in the next year



Figure 2.3: Nonfarm Payroll Employment

Compared to the March forecast, job growth is stronger



Source: Employment Security Department, ERFC; historical data through 2023 Q1

Questions now or later?



Anneliese Vance-Sherman, Ph.D.

Chief Labor Economist

Employment Security Department

Anneliese.Vance-Sherman@esd.wa.gov

Panel Introductions



Moderator	Panelists		Chat Support
 <p>Employment Security Department WASHINGTON STATE</p>	 <p>LEVITON.</p>		
<p>Stephen Brediger Program Coordinator/ Sr. Plan Specialist SharedWork Employment Security Department</p>	<p>Adriane Fiorito Leviton HR Coordinator Bothell, WA</p>	<p>Tina Gilles Leviton Human Resources Bothell, Wa</p>	<p>Corrina Rieken Program Coordinator SharedWork Employment Security Department</p>

Question 1

How has your business and your industry been affected by the current economic market?



PANELISTS

LEVITON.

Adriane Fiorito
Leviton
HR Coordinator
Bothell, WA

Tina Gilles
Leviton
Human Resources
Bothell, Wa

Question 2

How has rising interest rates and the declining housing market affected your business?



PANELISTS



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Bothell, WA

Tina Gilles
Leviton
Human Resources
Bothell, Wa

Question 3

How has SharedWork helped your business during this time?



PANELISTS

The Leviton logo, consisting of the word "LEVITON" in a bold, dark blue sans-serif font. The letter "I" is replaced by a solid green square. A registered trademark symbol (®) is located at the end of the word.

LEVITON.

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Tina Gilles
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Question 4

Tell us about workplace morale before and during the SharedWork plan?



PANELISTS

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Question 5

How and where did you hear about SharedWork?



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Question 6

Once you decided to apply, how long did it take to hear from SharedWork that the plan was approved?



PANELISTS



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Leviton
HR Coordinator
Bothell, WA

Tina Gilles
Leviton
Human Resources
Bothell, Wa

Question 7

How much time per week on average do you spend managing your SharedWork plan?



PANELISTS



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Leviton
HR Coordinator
Bothell, WA

Tina Gilles
Leviton
Human Resources
Bothell, Wa

Question 8

What type of support do you get from SharedWork staff?



PANELISTS



Adriane Fiorito
Leviton
HR Coordinator
Bothell, WA

Tina Gilles
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Human Resources
Bothell, Wa

Question 9

What has been a challenge you have faced and had to overcome while on the SharedWork program?



PANELISTS



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HR Coordinator
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Question 10

What are 3 pearls of wisdom about your SharedWork experience you could say to other businesses thinking about signing up for the program?



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Question10

What are 3 pearls of wisdom about your SharedWork experience you could say to other businesses thinking about signing up for the program?



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Open Mic – Q&A



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

- Watch our commercial on [Youtube](#).
- The SharedWork program will be hosting many regional and statewide **free virtual events** for employers in Washington.
esd.wa.gov/SharedWork/events
- The SharedWork program will be hosting weekly webinars through the year end to help businesses get informed.
- **Wednesdays 10:45 a.m. | [SharedWork Q&A for businesses webinar](#).**
- Download the [SharedWork info card](#).

Next webinar

Resources for Washington businesses

Gain important insights about SharedWork and the business services of the Office of Regulatory Innovation and Assistance (ORIA) for a competitive workforce advantage!

Tuesday, Oct. 31

11:50 a.m. - 1:00 p.m.

SharedWork & ORIA



Thank you for joining us today

BUSINESSES, EMPLOYEES
FAMILIES & COMMUNITIES

WIN

with

SharedWork

SharedWorkWA.com



Employment
Security
Department
WASHINGTON STATE





Thank you!

