Resources for Washington businesses

Learn more about the SharedWork employee retention program and WA Cares (long-term services and supports).

Wednesday, September 29, 2021
11:50 AM - 12:55 PM

SharedWork and WA Cares
WIN with SharedWork
SharedWorkWA.com
U.S. States with SharedWork programs

Maps showing U.S. states that offer Short-Time Compensation (STC) through Unemployment Compensation (UC) departments.
SHAREDWORK IS A WIN!

For Employers

- 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 Employees

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

Enroll today
SharedWorkWA.com

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

“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
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.

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Scenario: Ryna brings employees back with 25% payroll reduction
<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>$48</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>$648</td>
<td>$533</td>
</tr>
</tbody>
</table>

Bringing employees back on SharedWork
How It Works

1. 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.

2. The employer calls to check business eligibility.

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

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

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

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

“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
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](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](http://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](http://esd.wa.gov/SharedWork/events)
Upcoming events

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Learn more about the SharedWork employee retention program and WA Cares, long-term services and supports.

**Sold out**

Wednesday, September 29, 2021
11:50 AM - 12:55 PM
SharedWork and WA Cares

Wednesday, October 20, 2021
11:50 AM - 12:55 PM
SharedWork and WOTC

Resources for Washington businesses
Learn more about the SharedWork employee retention program and Workforce Opportunity Tax Credit and bonding programs.

Wednesday, October 20, 2021
11:50 AM - 12:55 PM
SharedWork and WOTC

Webinars

Resources for Washington businesses
Hosted by the SharedWork program.
esd.wa.gov/sharedwork/webinar

- **Wednesday, September 29, 2021**
  11:50 AM - 12:55 PM
  **SharedWork and WA Cares Fund**

- **Wednesday, October 20, 2021**
  11:50 AM - 12:55 PM
  **SharedWork and WOTC/Bonding tax incentives**

- **Wednesday, November 17, 2021**
  11:50 AM - 12:55 PM
  **SharedWork and WorkSource and local Workforce partners**

- **Wednesday, December 8, 2021**
  11:50 AM - 12:55 PM
  **SharedWork and Tax and Wages**

- **Wednesday, January 19, 2022**
  11:50 AM - 12:55 PM
  **SharedWork and LMEA**

- **Wednesday, February 9, 2022**
  11:50 AM - 12:55 PM
  **SharedWork and Paid Family and Medical Leave**

- **Wednesday, March 9, 2022**
  11:50 AM - 12:55 PM
  **SharedWork and Industry Panel**

- **Wednesday, April 6, 2022**
  11:50 AM - 12:55 PM
  **SharedWork and WA Cares Fund**

- **Wednesday, May 4, 2022**
  11:50 AM - 12:55 PM
  **SharedWork and Tax and Wages**

- **Wednesday, June 1, 2022**
  11:50 AM - 12:55 PM
  **SharedWork and WOTC/Bonding tax incentives**