Resources for Washington businesses

Gain important insights about SharedWork and the Labor Market Economic Analysis (LMEA) for a competitive workforce advantage!

Wednesday, August 10, 2022
12:00 PM - 1:00 PM

SharedWork and Labor Market Economic Analysis (LMEA)

Welcome
Win with SharedWork
SharedWorkWA.com
SharedWork Requirements

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. Employee must qualify for a valid claim. (680 hours)
2. All permanent employees may participate in SharedWork.
Scenario: 20 percent payroll reduction

**Without SharedWork**
- 20% employees laid off

<table>
<thead>
<tr>
<th>Average Weekly Income (before reduction)</th>
<th>Hours worked</th>
<th>Weekly Benefit (Unemployment Insurance)</th>
<th>Weekly Wage</th>
<th>Weekly Income without SharedWork</th>
</tr>
</thead>
<tbody>
<tr>
<td>without reduction</td>
<td>0</td>
<td>$400</td>
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</tr>
</tbody>
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<th>Weekly Wage</th>
<th>Weekly Income with SharedWork</th>
</tr>
</thead>
<tbody>
<tr>
<td>without reduction</td>
<td>32</td>
<td>$80</td>
<td>$640</td>
<td>$720</td>
</tr>
</tbody>
</table>

**With SharedWork**
- All employees working 20% fewer hours.

<table>
<thead>
<tr>
<th>Average Weekly Income (before reduction)</th>
<th>Hours worked (reduced by 20%)</th>
<th>Weekly Benefit (Unemployment Insurance)</th>
<th>Weekly Wage</th>
<th>Weekly Income with SharedWork</th>
</tr>
</thead>
<tbody>
<tr>
<td>without reduction</td>
<td>24</td>
<td>$60</td>
<td>$480</td>
<td>$540</td>
</tr>
</tbody>
</table>

**Notes**
- Without SharedWork: 20% employees laid off
- With SharedWork: All employees working 20% fewer hours.
- Average Weekly Income (before reduction): $800 ($20 x 40 hrs)
- Hours worked: 0
- Weekly Benefit (Unemployment Insurance): $400
- Weekly Wage: 0
- Weekly Income without SharedWork: $400
- Hours worked (reduced by 20%): 32
- Weekly Benefit (Unemployment Insurance): $80
- Weekly Wage: $640
- Weekly Income with SharedWork: $720
- Average Weekly Income (before reduction): $600 ($20 x 30 hrs)
- Hours worked: 24
- Weekly Benefit (Unemployment Insurance): $60
- Weekly Wage: $480
- Weekly Income with SharedWork: $540
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 in King County

Total labor market of King County

<table>
<thead>
<tr>
<th></th>
<th>Current and previous month</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>May 2022</td>
</tr>
<tr>
<td>Labor force</td>
<td>1,332,686</td>
</tr>
<tr>
<td>Employed</td>
<td>1,303,679</td>
</tr>
<tr>
<td>Unemployed</td>
<td>29,007</td>
</tr>
<tr>
<td>Unemployment rate</td>
<td>2.2%</td>
</tr>
</tbody>
</table>

SharedWork Usage in King County

<table>
<thead>
<tr>
<th></th>
<th>307</th>
<th>31,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of employers currently participating</td>
<td>307</td>
<td>31,000</td>
</tr>
<tr>
<td>Estimated number of employers who are eligible for the SharedWork program</td>
<td>31,000</td>
<td></td>
</tr>
</tbody>
</table>

Top employer industries currently utilizing the SharedWork program in King County

- Heavy Duty Truck Manufacturing
- Fish and Seafood Merchant Wholesalers
- Other Aircraft Parts and Auxiliary Equipment Manufacturing
- Restaurants
- Plumbing, Heating, and Air-Conditioning Contractors
- Highway, Street, and Bridge Construction
- Commercial Printing (except Screen and Books)
- Electrical Contractors and Other Wiring Installation Contractors
- Direct Title Insurance Carriers
- Frozen Specialty Food Manufacturing
- Clay Building Material and Refractories Manufacturing
- Lessors of Nonresidential Buildings (except Miniwarehouses)
- Caterers
- Hotels (except Casino Hotels) and Motels
- Engineering Services
- Industrial Machinery and Equipment Merchant Wholesalers
- Landscaping Services
- Commercial and Institutional Building Construction
- Site Preparation Contractors

esd.wa.gov/labormarketinfo/king
“At times you may need to reduce hours or get assistance with payroll while adjusting your business to the economy. Our employees have been very excited to keep their job and maintain their income with the SharedWork program, and we have been excited to keep our skilled, trained workers. SharedWork helps us to keep running our business full speed.”

Sharon Grant, O’Ryan Industries
Vancouver, WA

“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
Bellevue, WA

“SharedWork allowed my staff to earn more during the time their hours in our shop were reduced. That was very helpful during the pandemic.”

Suzanne Cameron, Chef/Owner
Seattle, WA

“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
Bellingham, WA
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 a commercial by clicking here.
- The SharedWork program will be hosting many regional and statewide free virtual events for employers in Washington. Check out our event lineup: esd.wa.gov/SharedWork/events
- The SharedWork program will be hosting weekly webinars through the year end to help businesses get informed. Wednesdays 8:15 am SharedWork Q&A for businesses. Click here to register.
- Download the SharedWork info card by clicking here.
Washington State Total Nonfarm Employment, 1990 - 2022
Layoff activity peaked in 2020, but is now below “normal”
Washington State Unemployment Rate, 1990 - 2022
Job Openings, Hires, and Quits in Washington State

Chart showing the trend of job openings, hires, and quits over the years from 2012 to 2022.
Compensation is increasing, especially in the private sector
Labor Shortages: the confluence of several conditions

- Low unemployment
- Smaller labor force
- Record number of job openings
- High quits rate
- Lower than usual layoff rate
- Rising wages
The unemployment rate tells us how effectively job seekers are connecting with employers.
Industries were impacted differently
Leisure and Hospitality and Other Services were impacted to the greatest extent.
Information, retail trade and construction rebounded quickly.
Leisure and hospitality lost the largest number of jobs statewide
Working from home, not working, or out of the labor force?
Job postings in King County far exceed the number of UI claimants
www.esd.wa.gov/labormarketinfo

- Find your regional economist
- Employment and wage information
  - Wage range by occupation
  - Jobs by industry
- Employment over time
- Employment Projections
- Labor force and unemployment
Open Mic – Q&A
Thank you!