

Resources for Washington businesses

Gain important insights about SharedWork and WA Cares (long-term services and supports) programs for a competitive workforce advantage!



Thursday, July 6
1:00 p.m. - 2:00 p.m.

SharedWork and WA Cares (long-term services and supports)



Welcome

SharedWorkWA.com





Goals for Today



1. Learn how the SharedWork program supports businesses and employees during uncertain times.
2. Get prepared for the Washington state's WA Cares Fund (long-term services and supports).

Timeline



Topic	 Chamber updates			 Q & A
	1:00 p.m. – 1:05 p.m.	1:05 p.m. – 1:25 p.m.	1:25 p.m. – 1:45 p.m.	12:45 p.m. – 1:00 p.m.
Presented by	Annie McGrath President/CEO	Leigh Rowley Program Coordinator ESD/SharedWork	Ady Ramos Rodriguez Customer Service Specialist ESD/Leave and Care Division	

For a PDF of the PowerPoint slides and a copy of the webinar recording, visit the [SharedWork webinar page](#).



SharedWork - A proven business solution!

SharedWorkWA.com

What is SharedWork? Getting to know the program

SharedWork is a voluntary employer assistance program that has stabilized Washington businesses and employees during temporary economic setbacks by leveraging the employers' unemployment insurance account.



- Employers reduce worker hours to save payroll costs, instead of cutting jobs.
- SharedWork pays employees a prorated percentage of unemployment insurance benefits.

40 HOURS	
HOURS	BENEFIT %
36	10.0%
35	12.5%
34	15.0%
33	17.5%
32	20.0%
31	22.5%
30	25.0%
29	27.5%
28	30.0%
27	32.5%
26	35.0%
25	37.5%
24	40.0%
23	42.5%
22	45.0%
21	47.5%
20	50.0%

SharedWork payment example using 40-hour calculation chart.

Employee usual work hours are 40 hours per week. The Unemployment Insurance (UI) weekly benefit amount (WBA) is \$400 per week, which is how much I would get if I were completely unemployed. I worked 20 hours for my employer. I will receive 50 percent of my WBA. If eligible, my SharedWork benefit payment would be \$200.

Why use the SharedWork Program?



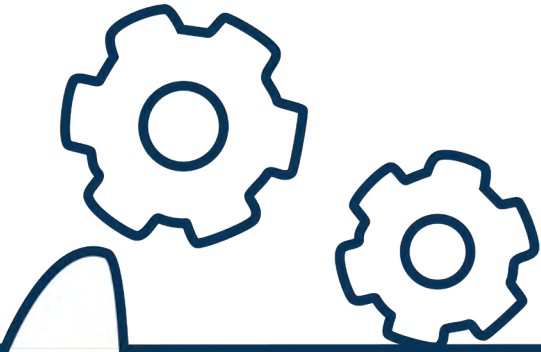
- In need of credible and reliable assistance
- Stabilize the business
- Reduce payroll costs
- Retain workforce
- Continue serving customers

Top 5 reasons employers sign up:

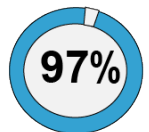
1. Loss of contracts or reduction in work
2. Maintain employee morale
3. In response to an economic downturn
4. Reduce payroll costs
5. Reduce cost of hiring and training new employees

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

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 testimonials

[Watch the
SharedWork
industry panel
May 23, 2023](#)



“Before SharedWork some of our employees did leave just knowing that we would have reduced hours. We haven't seen that at all since we started SharedWork, and that was huge for us. We had a meeting to start with SharedWork, and there was some skepticism at first, but once it got going, it's been seamless and they've been so happy, our employees. We have been able to retain everybody through SharedWork, and that has been such a boon for us.”

~ Carol Linge, Ed's Economy Roofing, Bush Prairie



“Once we signed onboard, they felt a sense of relief that they didn't have to go look for another job to supplement their income, and also they didn't feel that they had to compromise their loyalty and commitment to the company. When they had the hours, they are committed and dedicated, and when they are not, they understand that the work is going to come.”

~ Ana Ramirez, Boggs Inspection Services, Lacey



“It has helped us retain our employees and GIVEN US a bit of flexibility. Some weeks a particular department is busier and we need those employees full-time and some weeks it's slower, and they can take a day of workshare. As the business increases again, it's easier to jump back in to fully staffed and up to speed. It's strategic in multiple ways.”

~ Michelle Dvorak, Pacific Northwest Title of Kitsap

SharedWork testimonials

[Watch the
SharedWork
industry panel
"fast play"
Feb. 21 2023](#)



"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

A temporary workforce reduction example

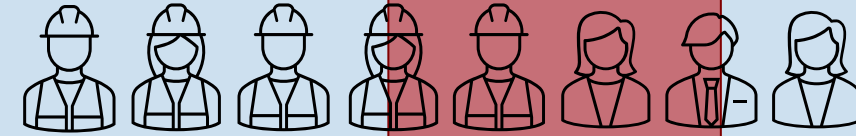
Ryna's remodeling company is experiencing supply delays, and it's impacting a few jobsites. She employs 8 individuals.

In lieu of layoffs. Ryna can avert the continued layoff of employees by keeping all employees and reducing the workweek.

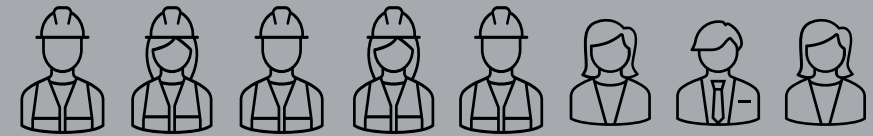
Reduced workweek. The employer reduced the workweek from 40 hours down to 20 hours, which is a reduction permissible under state law, anywhere from 10-50% is an acceptable reduction each week with SharedWork.

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.

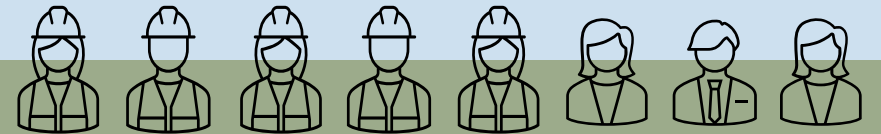
Week 1
Enroll



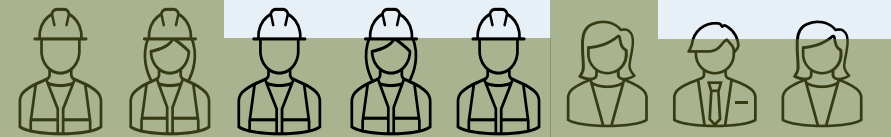
Week 2
Waiting
All workers
reduced 10%



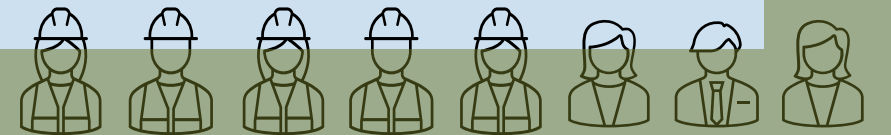
Week 3
All workers
reduced 50%



Week 4
5 workers
reduced 20%



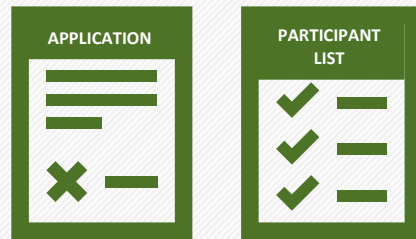
Week 5
7 workers
reduced 40%



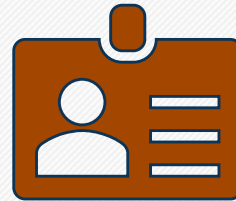
How It Works



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.

SharedWork usage by county

The table below shows active SharedWork plans in the state of Washington as of May 9, 2023. In the last month, SharedWork usage has increased in Benton, Clark, Cowlitz, Grays Harbor, King, Kitsap, Kittitas, Pierce, Snohomish, Whatcom and Yakima counties.

County	Businesses eligible for SharedWork in this county (estimated)	Businesses currently participating in SharedWork	Employees participating in SharedWork (enrolled by their employer)
Adams	239	-	-
Asotin	2,231		-
Benton	1,415	24	517
Chelan	889	21	577
Clallam	5,938	6	95
Clark	79	64	600
Columbia	1,127	-	-
Cowlitz	386	8	444
Douglas	87	3	111
Ferry	1,011	1	17
Franklin	18	1	2
Garfield	1,193	-	-
Grant	832	10	154
Grays Harbor	832	11	343
Island	239	7	187

County	Businesses eligible for SharedWork in this county (estimated)	Businesses currently participating in SharedWork	Employees participating in SharedWork (enrolled by their employer)
Jefferson	432	6	69
King	33,722	269	5,572
Kitsap	2,635	18	277
Kittitas	606	2	111
Klickitat	304	5	73
Lewis	905	16	385
Lincoln	106	-	-
Mason	499	5	53
Okanogan	608	3	12
Pacific	309	-	-
Pend Oreille	129	1	2
Pierce	8,253	111	3,106
San Juan	455	3	8
Skagit	1,648	17	254
Skamania	92	2	16

County	Businesses eligible for SharedWork in this county (estimated)	Businesses currently participating in SharedWork	Employees participating in SharedWork (enrolled by their employer)
Snohomish	8,047	92	2,375
Spokane	6,187	56	1,738
Stevens	390	3	7
Thurston	3,371	34	670
Wahkiakum	44	-	-
Walla Walla	761	10	91
Whatcom	3,060	44	861
Whitman	430	3	26
Yakima	2,510	23	582
Other	9,490	176	5,699
Total	101,851	1,057	25,077

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](#).



Employment Security Department
WASHINGTON STATE

WA Cares Fund

Why WA Cares?

What you need to know about WA Cares Fund

Why does WA Cares Fund exist?

The fund was created to support working Washingtonians with affordable long-term care and peace of mind that long-term care coverage is there when we need it.

What do we do?

This program provides a new way to fund long-term care that keeps people from having to spend down their life savings to rely on Medicaid or pay premiums after retirement to retain a private insurance plan.

2019

2SHB 1087 passes

ESD Collects Premiums

DSHS Administers Benefit

HCA Tracks Lifetime Benefit

State Actuary
Performs Actuarial Audit Functions

2020

ESD Agency Request Legislation SSB 6267 passes

2021

HB 1323 passes

ESD begins accepting exemptions applications for individuals with private LTC insurance (Oct. 1, 2021 through Dec. 31, 2022)

2022

SHB 1732 and ESHB 1733 pass

Delays WA Cares implementation by 18 months

Delays benefit availability by 18 months

Adds prorated benefit for individuals born prior to Jan. 1, 1968

Adds four types of voluntary exemptions

2023

Employers begin deducting premiums from employee wages on July 1

2026

Benefit becomes available for eligible beneficiaries on July 1

The cost of long-term care

Long-Term Care is predictable and expensive

- 70% of those turning 65 today will need long-term care
- Annual cost of home care: \$33k to \$66k (20-40 hours/week)

Most Seniors can't afford long-term care

- Among Washington seniors:
- Median household income: \$56,000
- Half have no 401(k) or pension income



How the benefit works

How the benefit works

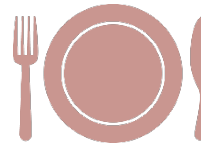
- Each eligible beneficiary can access services and supports costing up to \$36,500
- The benefit can be used for a range of services and supports, such as:



Professional care



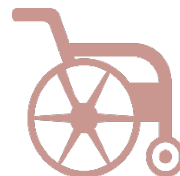
Rides to the doctor



Home-delivered meals



Training family caregivers



Adaptive equipment and technology



Home safety evaluations

How the benefit works

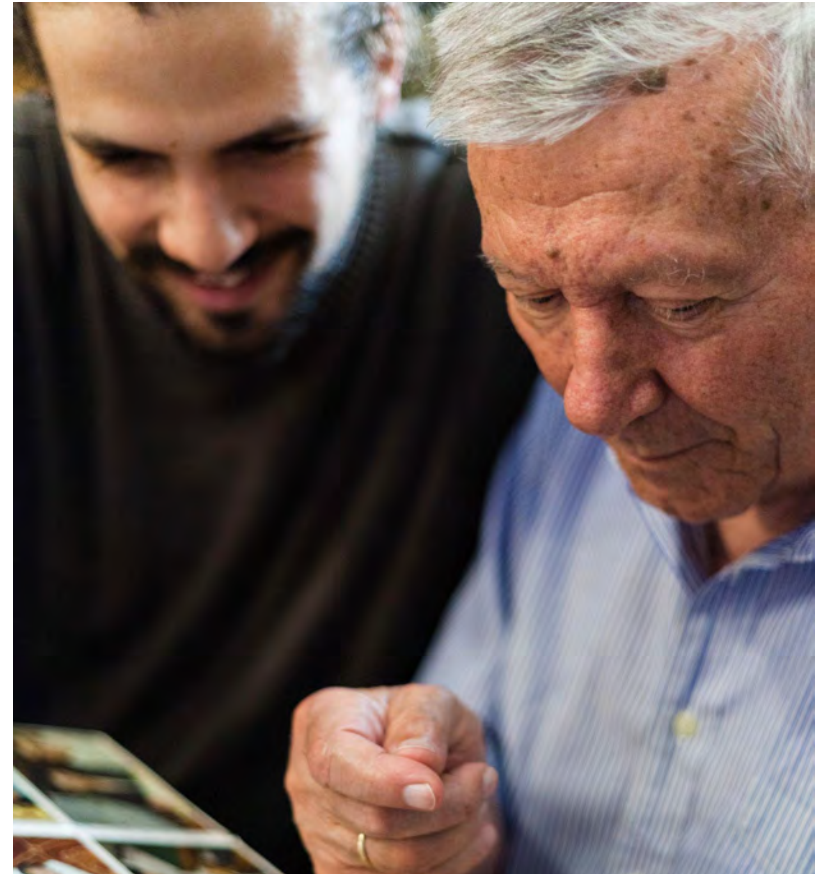
Vesting and eligibility

- To meet vesting criteria, you must have earned your WA Cares benefit by working and contributing:
 - At least ten years at any point in your life without a break of five or more years within those ten years, or
 - Three of the last six years
 - And at least 500 hours per year during those years

Prorated benefits – added to the law in 2022

- Individuals born before January 1, 1968, and who don't meet the above vesting requirements may receive one tenth of the benefit for each year they have worked at least 500 hours and contributed to the fund

To be eligible for benefits, you must require assistance with at least three activities of daily living.



Exemptions

Exemption – Private long-term care insurance

This exemption is for workers who have their own private long-term care insurance.

It's permanent — If approved, workers won't have premiums assessed and will forfeit their right to the benefit for life.

Workers must apply for this exemption. Employers cannot apply on behalf of their employees.

- Key dates for exemption applications:
 - **By Nov. 1, 2021:** Have a qualifying private long-term care insurance policy
 - **Oct. 1, 2021–Dec. 31, 2022:** Apply to ESD for an exemption

No changes were made to this exemption type during the 2022 legislative session.

Exemption types

Four new voluntary exemption opportunities were added to the law following legislation that passed this year (SHB 1733). The new exemption opportunities are for:

- Veterans with a 70% or greater service-connected disability
- Spouses or registered domestic partners of an active-duty service member
- Nonimmigrant visa holders
- Employees who maintain primary residence outside of Washington

These new exemption types are in addition to the existing exemption for individuals who have their own private long-term care insurance.

Comparison of exemption types

Exemption type	Application Dates	Permanent or Conditional
Employees with private long-term care insurance	October 1, 2021 through December 31, 2022	Permanent
Veterans with 70% or greater service-connected disability	January 1, 2023 – ongoing	Permanent
Spouses or registered domestic partners of active-duty service members	January 1, 2023 – ongoing	Conditional
Employees who hold nonimmigrant work visas	January 1, 2023 – ongoing	Conditional
Employees whose primary residence is outside of Washington	January 1, 2023 – ongoing	Conditional

Conditional exemptions

Three exemption types are required to be cancelled if the conditions qualifying the employee for the exemption no longer exist.

Exemption type	Conditions for cancelling an exemption
Spouses or registered domestic partners of active-duty service members	<ol style="list-style-type: none">1. Discharge or separation from military service of the employee's spouse or registered domestic partner; or2. Upon the dissolution of the employee's marriage or domestic partnership with the active-duty service member
Employees who hold nonimmigrant work visas	Becoming a permanent resident or citizen
Employees whose primary residence is outside of Washington	Establishing a primary residence in Washington

Requirements for all exemption types

- Employees must provide notification of their exemption to all current and future employers
- The only acceptable notification is a copy of the employee's approved exemption letter from ESD
- Employers must maintain a copy of the employee's approved exemption letter
- Employers should not collect premiums from exempt employees who have provided the approved exemption letter
- Employees are not entitled to a refund of premiums that were assessed before their exemption was approved or before the approved exemption letter was provided to their employer

Requirements for cancelling conditional exemptions

Within 90 days of the event that no longer qualifies the employee for an exemption, the employee must:

- Notify ESD that the exemption must be discontinued; and
- Notify their employer(s) that they are no longer exempt and that the employer must begin collecting premiums.

If the employee fails to pay premiums within 90 days of the exemption cancellation event, the employee is required to pay any unpaid premiums, with interest of one percent per month, directly to ESD.

Employer Reporting

What employers need to know about WA Cares

Employers don't contribute but will:

- Collect premiums beginning July 1, 2023
- Report and pay premiums to ESD
 - Definitions of employer, employee and remuneration are consistent with Paid Leave
 - Definition of wages also applies, excluding the social security tax cap, which does not apply

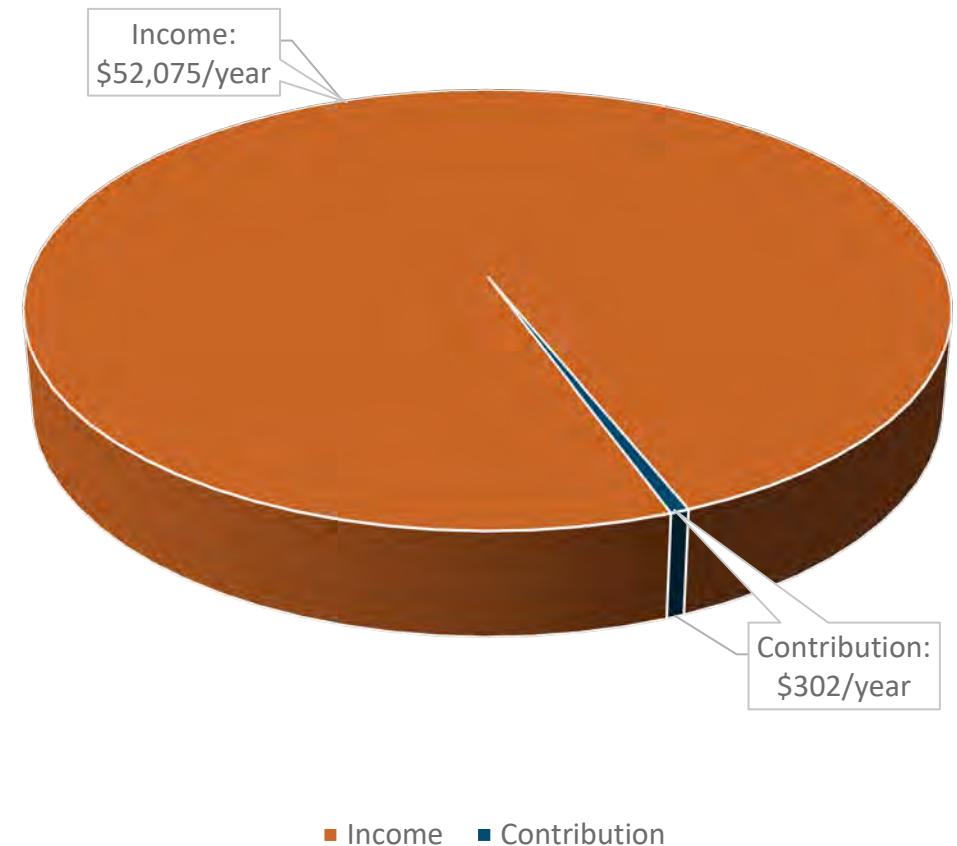
Self-employed earners can opt-in



What employers need to know about WA Cares

Employee Premiums

- Employees contribute 0.58 percent of wages
- Premiums go into a dedicated Trust Fund that can only be used for WA Cares



How WA Cares is similar to Paid Leave

ESD has updated the Paid Leave reporting system to include WA Cares

- Many similarities between the programs:
 - Employee, Employer, Employment, Wages (with exception of the social security cap)
 - Employers deduct premiums, report, and pay these premiums to ESD
 - Self-employed and federally recognized tribes can elect coverage
 - Employees covered by a CBA in existence on or before Oct. 19, 2017, don't have to participate unless the CBA has been reopened or renegotiated after that date (sunsets on December 31, 2023)
 - To the extent possible, investigations for premium compliance will be the same

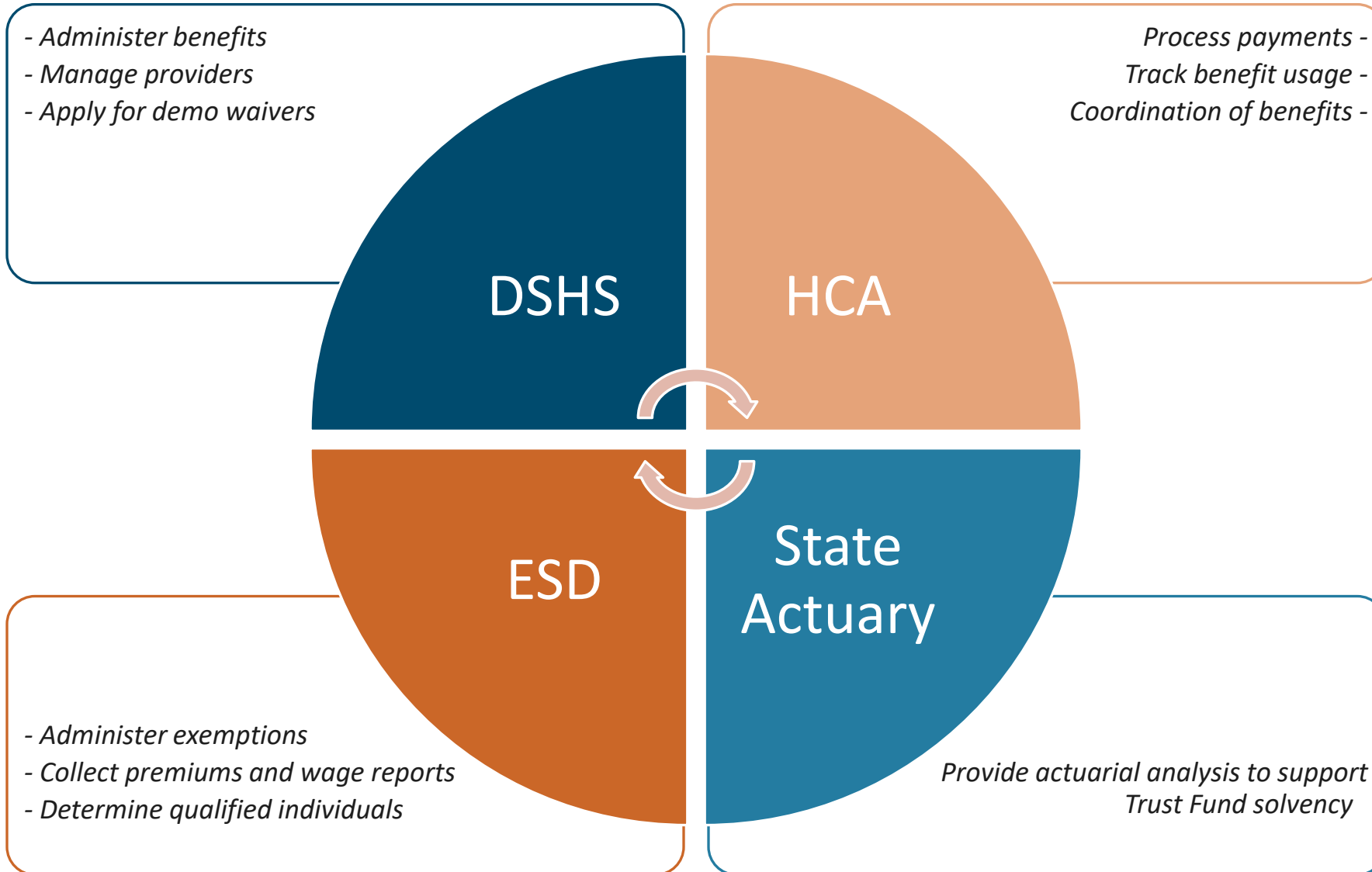
How WA Cares differs from Paid Leave

- WA Cares benefits serve a different purpose
- No employer contribution
- Premium amounts
- No Social Security wage cap on premium collection
- Self-employed elective coverage has different requirements:
 - Must elect coverage between July 1, 2023, and July 1, 2026, or within three years of becoming self-employed for the first time; and
 - Elective coverage for self-employed individuals is permanent
- If a tribe elects coverage, the tribe can opt out at a later date for any reason the tribe deems necessary

Cross-Agency Responsibilities

DSHS, ESD, HCA, STATE ACTUARY

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Thank You

To learn more, please visit:
wacaresfund.wa.gov

For questions you may also call
(833)-717-2273

Q&A



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, July 25
11:50 a.m. - 1:00 p.m.
SharedWork & ORIA



Get to know your local WorkSource

The screenshot shows the WorkSource Washington website. At the top, there is a search bar with the text "Search thousands of jobs on WorkSource Washington:" and input fields for "Title, keyword or job number" and "Where?". Below the search bar is a navigation menu with links: "My WorkSource", "Career tools", "Resources", "Spotlights", and "About us". The main heading is "WorkSource locator". Below this, a paragraph explains that due to the COVID-19 Pandemic, services are provided in different areas. It says: "Due to the COVID-19 Pandemic, WorkSource offices throughout the state are providing services in different contact them to find out what is currently available in your area. You can narrow your search by area, office the fewer options you will see. If you do not select an area, all WorkSource offices in Washington will be list".

Below the paragraph, there are two sections: "Select an area:" and "Select location". The "Select an area:" section has a dropdown menu currently set to "- All -". The "Select location" section features a map of Washington state with various counties labeled: Whatcom, Skagit, Snohomish, Clallam, San Juan, Island, Jefferson, Kitsap, King, Grays Harbor, Mason, Pierce, Thurston, and Kittitas. An orange arrow points from the "Business services" checkbox in the "Select services:" section to the "Business services" checkbox.

Select services:
WorkSource locations that provide *all* services you select will appear on the right.

- ☐ Hire a veteran 🌟
- ☐ Farmworker staff 🍏
- ☒ Business services 🏢

Dedicated business services teams support you locally and virtually:

- Recruitment and retention
- Job fairs and hiring events
- Job postings and applicant screening
- Interview and training space
- Labor market information and forecasts
- Tax incentives and layoff aversion strategies

Thank you for joining us today

A photograph of a smiling Black man in a dark blue suit and light-colored shirt, standing in a modern office environment with wooden desks and computers in the background.

BUSINESSES, EMPLOYEES
FAMILIES & COMMUNITIES

WIN
with
SharedWork

SharedWorkWA.com

 **Employment
Security
Department**
WASHINGTON STATE