Resources for Washington businesses

Gain important insights about SharedWork, WOTC and Federal Bonding programs for a competitive workforce advantage!

Wednesday, June 1, 2022
11:50 AM - 12:55 PM
SharedWork and Work Opportunity Tax Credit (WOTC)
In a survey of past employers using the SharedWork program:

- 97% SharedWork improved employee morale.
- 98% the program helped retain skilled workers.
- 99% would recommend SharedWork to another employer.
Workers want: **stability and security**

### Percentage of Workers Saying Job Quality Dimension is “Extremely” or “Highly” Important, 2020

<table>
<thead>
<tr>
<th>Job Quality Dimension</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stable and predictable pay</td>
<td>92.2%</td>
</tr>
<tr>
<td>Job security</td>
<td>91.2%</td>
</tr>
<tr>
<td>Having a sense of purpose and dignity</td>
<td>90.3%</td>
</tr>
<tr>
<td>Enjoying your day-to-day work</td>
<td>89.8%</td>
</tr>
<tr>
<td>Health and safety</td>
<td>89.2%</td>
</tr>
<tr>
<td>Level of pay</td>
<td>85.8%</td>
</tr>
<tr>
<td>Employee benefits</td>
<td>83.5%</td>
</tr>
<tr>
<td>Stable and predictable hours</td>
<td>82.2%</td>
</tr>
<tr>
<td>Power to change things about your job that you’re not satisfied with</td>
<td>75%</td>
</tr>
<tr>
<td>Career advancement opportunities</td>
<td>73.4%</td>
</tr>
<tr>
<td>Control over hours and/or location</td>
<td>69.3%</td>
</tr>
</tbody>
</table>

Ryna’s remodeling company is experiencing supply delays, and it’s impacting a few jobsites. She employs 40 individuals.

**In lieu of layoffs.** Ryna has enough work 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 amount under SharedWork.
**Scenario: 20 percent payroll reduction**

<table>
<thead>
<tr>
<th>Without SharedWork</th>
<th>Laid off worker</th>
<th>Full-time employee</th>
<th>With SharedWork</th>
<th>Full-time employee at 20% reduction</th>
<th>Part-time employee at 20% reduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>8 employees laid off</td>
<td><strong>Average Weekly Income</strong> (before reduction)</td>
<td>$800 ($20 x 40 hrs)</td>
<td><strong>Average Weekly Income</strong> (before reduction)</td>
<td>$800 ($20 x 40 hrs)</td>
<td>$600 ($20 x 30 hrs)</td>
</tr>
<tr>
<td>32 employees full-time</td>
<td>Hours worked</td>
<td>0</td>
<td>Hours worked (reduced by 20%)</td>
<td>32</td>
<td>24</td>
</tr>
<tr>
<td></td>
<td>Weekly Benefit (Unemployment Insurance)</td>
<td>$400</td>
<td>Weekly Benefit (Unemployment Insurance)</td>
<td>$80</td>
<td>$60</td>
</tr>
<tr>
<td></td>
<td>Weekly Wage</td>
<td>0</td>
<td>Weekly Wage</td>
<td>$640</td>
<td>$480</td>
</tr>
<tr>
<td></td>
<td>Weekly Income without SharedWork</td>
<td><strong>$400</strong></td>
<td>Weekly Income with SharedWork</td>
<td>$720</td>
<td><strong>$540</strong></td>
</tr>
<tr>
<td>After 20% Workforce Reduction</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

**Full-time employee at 20% reduction**
- Average Weekly Income: $800 ($20 x 40 hrs)
- Hours worked (reduced by 20%): 32
- Weekly Benefit (Unemployment Insurance): $80
- Weekly Wage: $640
- Weekly Income with SharedWork: $720

**Part-time employee at 20% reduction**
- Average Weekly Income: $600 ($20 x 30 hrs)
- Hours worked (reduced by 20%): 24
- Weekly Benefit (Unemployment Insurance): $60
- Weekly Wage: $480
- Weekly Income with SharedWork: $540
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.
3. Be able and available for all scheduled hours by SharedWork employer.
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.
Winning with SharedWork

“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

“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

“"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

“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

- 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.
Thank you!
WORK OPPORTUNITY TAX CREDIT & FEDERAL BONDING

www.esd.wa.gov/wotc

www.esd.wa.gov/bonding
Work Opportunity Tax Credit program (WOTC)

- WOTC is a tax incentive program that rewards employers for hiring certain job seekers that help them become self-sufficient.
- Federal tax credit ranges from $2,400 to $9,600
- Five categories pertaining to veterans
- Six non-veteran categories
- One category for justice-involved individuals

For more information, please visit: esd.wa.gov/wotc 1-800-669-9271 | esdgpwotc@esd.wa.gov
Federal Bonding program

• Fidelity Bonds reassure and provide an incentive to employers to hire justice-involved job seekers.
• Free of charge, zero deductible bonds
• Between $5,000 - $25,000 for each justice-involved employee
• 6-12 Month duration dependent on employment status For more information, please visit: esd.wa.gov/wotc 1-800-669-9271 | bonds4jobs@esd.wa.gov
Open Mic – Q&A
Resources for Washington businesses

Gain important insights about SharedWork and WorkSource programs, resources, and services for a competitive workforce advantage!

Thursday, July 7
11:50 a.m. - 12:55 p.m.
SharedWork and WorkSource

Next webinar