

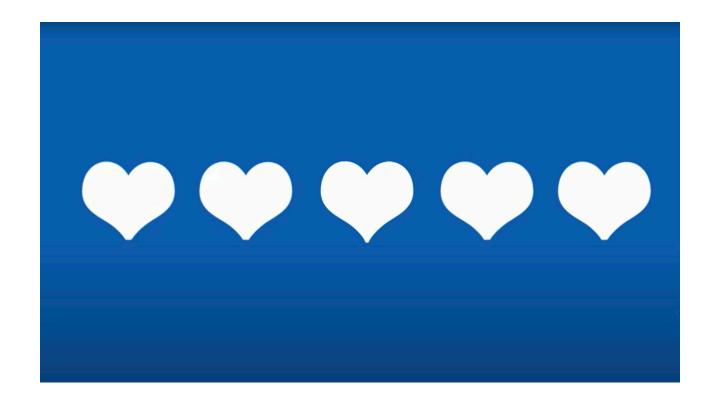
# Webinar Agenda

- Work Share Overview
- How it Works
- Eligibility Requirements
- Application Process
- Certifying a Plan
- Terminating a Plan
- Work Share and the Paycheck Protection Program
- Employer FAQs
- Employee FAQs
- Contact





## Work Share Program Restart. Retain.





## Work Share Program Restart. Retain.



- Work Share is a State of Michigan's program that assist employers retain their employees and restart their business during difficult times.
- It allows employers to bring back or keep employees on reduced hours, while employees collect partial unemployment benefits to make up a portion of the lost wages.
- Work Share has traditionally been used by employers to retain their employees and avoid layoffs.



## **How it Works**

- As Michigan restarts its economy, employers are urged to use the program to bring their employees back from unemployment and restart their operations.
- With the Work Share program, an employee works fewer hours in a week receiving a reduced salary from an employer but is given a percentage of their state UI benefits.
- Employers must have a minimum of 2 employees in each plan, and employers can have multiple plans.





# **Employer Eligibility Requirements**

#### ARPA Act under the Epidemic Order, through September 04, 2021

- Employer must obtain approval of any applicable collective bargaining unit representative.
- Workers are required to have a minimum of 3 months of employment prior to the date of the employer's work share plan application.
- Unemployment taxes must be current.
- Experience account balance must have "positive" reserve.
- Must have paid wages for at least the previous 12 quarters.
- Cannot hire new employees into the affected work unit nor transfer employees into the unit during a plan.





# **Employer Eligibility Requirements**

#### ARPA Act under the Epidemic Order, through September 04, 2021

- Cannot reduce the hours of work below the number approved under a plan.
- Must certify that participation in Work Share is in lieu of layoffs and would result in an
  equivalent reduction in work hours by at least 15 percent but not more than 45 percent.
- Must maintain participating employees' fringe benefits and obtain approval from collective bargaining representatives.
- Employers may have two or more plans covering separate work units. All employees in the affected unit must participate in the plan. A plan must include a minimum of two employees. Plans may be approved **up to 52** consecutive weeks.
- Regular part-time, seasonal, temporary or intermittent employment are not eligible.
- Work Share is 100% federally funded beginning March 13, 2021 through September 04, 2021.
   Employers quarterly tax rate and reserve balance remain intact.





# **Employer Eligibility Requirements**

#### **Employee**

- Have earned enough wages to meet the monetary eligibility in order to establish an unemployment claim.
- Employees on previous UI claim MUST discontinue certifying previous claims while participating in Work Share.





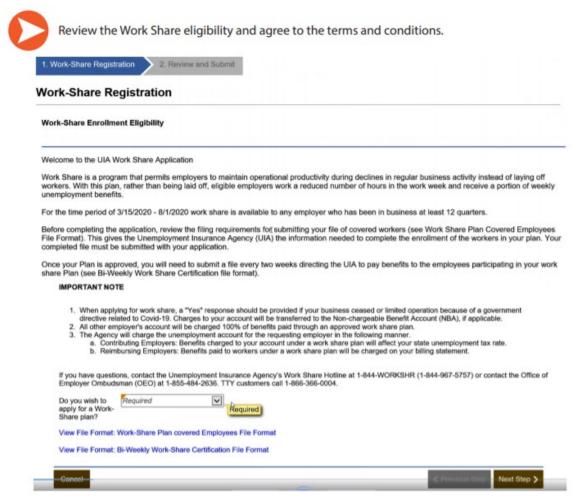
## **Employee Exclusions**



- Employees who work more than 40 hours per week.
- Employees cannot be seasonal, temporary or intermittent employment.
- Work Share benefits are taxable income, but deductions cannot be subtracted from your weekly or bi-weekly payment.
- However, soon, the claimant will have an option to have taxes withheld from Work Share payments.
- FOC payments are deducted from Work Share payments.



### Work Share Eligibility and Agree to the Terms and Conditions

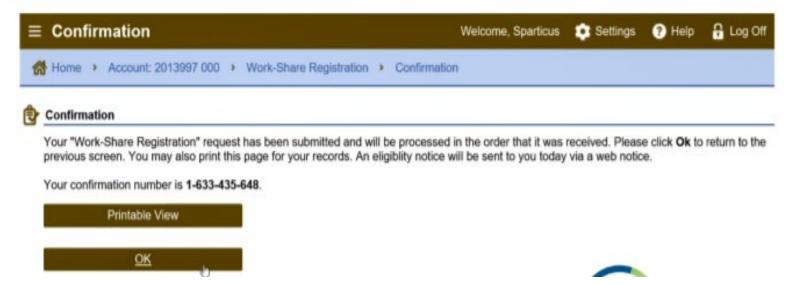




### **Confirmation Page**



You will see a confirmation page. Click OK. Your Work Share registration request has been submitted. You will receive a web notice indicating your eligibility.





### **Access Work Share Questionnaire**



Next, you will need to answer a series of questions to determine if your proposed work share plan will be approved.

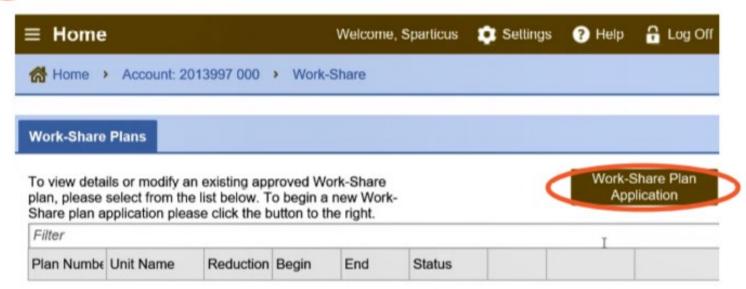
Under I WANT TO, click the Mange Work Share Plans hyperlink





### **Work Share Plan Application**



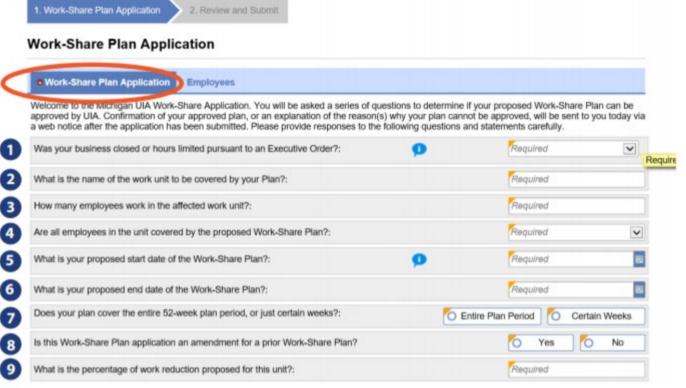




### **Work Share Series of Questions**



Answer the series of questions. Next, you will need to answer a series of questions to determine if your proposed work share plan will be approved.

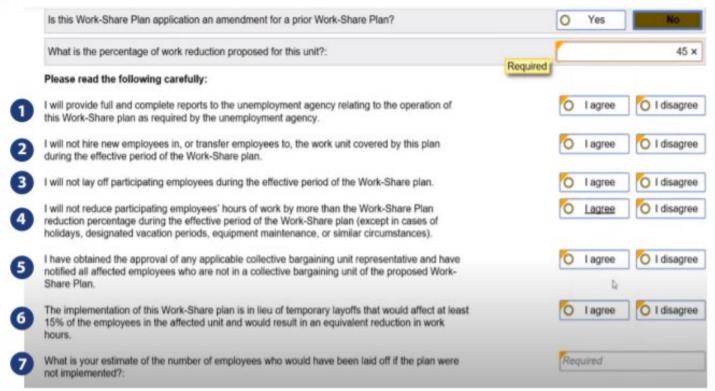




### **Agree to Terms and Conditions**

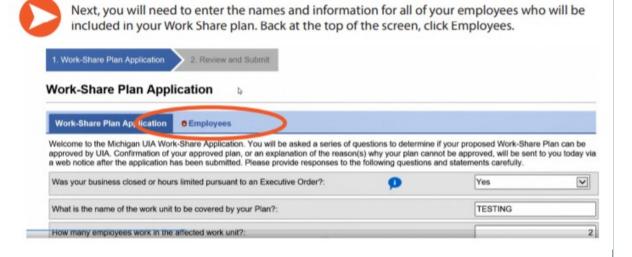


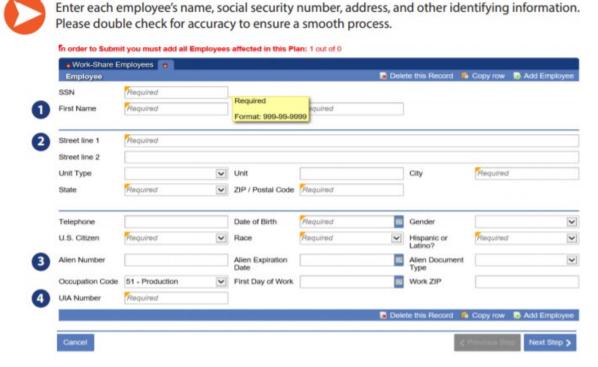
Agree to terms and conditions.





### **Employees Names and Information**







### **Enter More Employees**



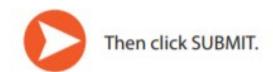
To enter more employees, click ADD Employees. When you're done adding employees, click NEXT Step.

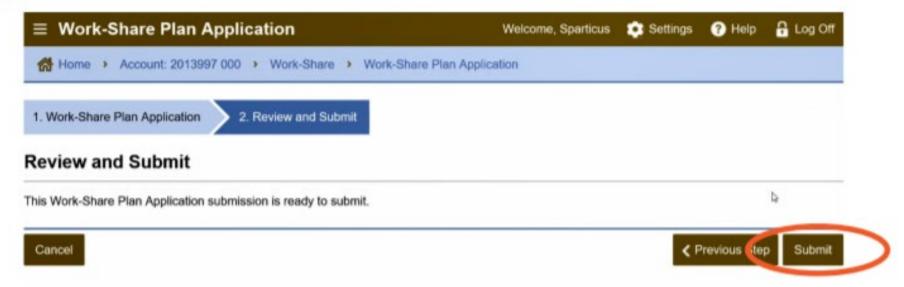


Be sure you add all employees before you click NEXT STEP.



### **Submit**



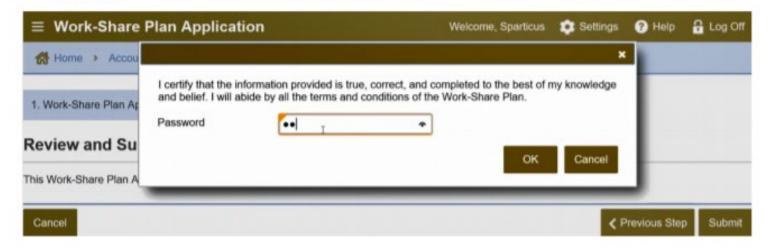




### **Enter MiWAM Password**



Then enter your MiWAM password to certify that the information you have entered is true. Click OK.

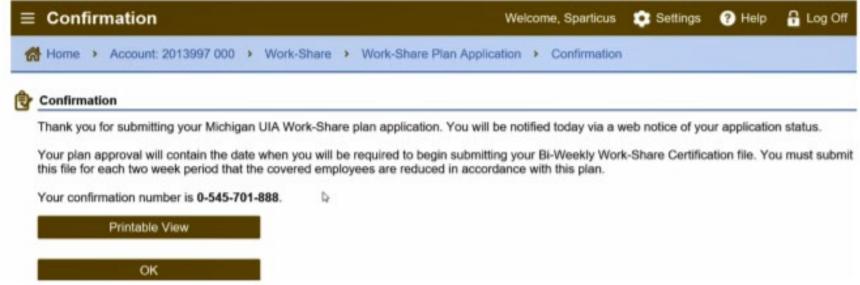




### **Confirmation Page**



You will see a confirmation page.

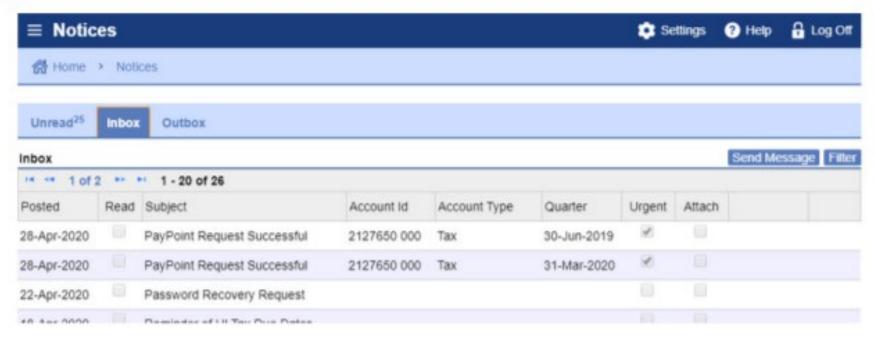




### **Approved or Denied Notice in MiWAM Inbox**

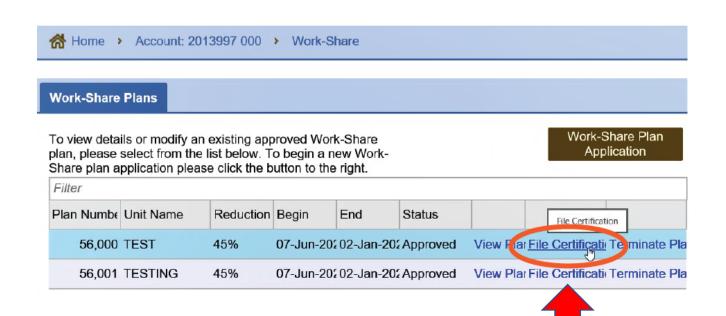


Whether approved or denied to participate in the Work Share program, the employer will receive a Notice in their MiWAM Inbox.





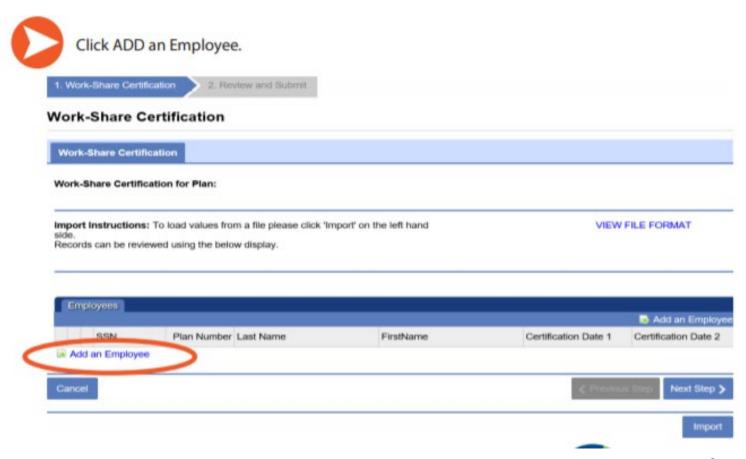
#### Certification



- For your employees to be paid, you will need to certify your employee's eligibility either weekly or bi-weekly.
- On the date you are to certify, login to your MiWAM account, click UI Tax, click Manage Work Share Plans, then click the File Certification link.



### Add an Employee



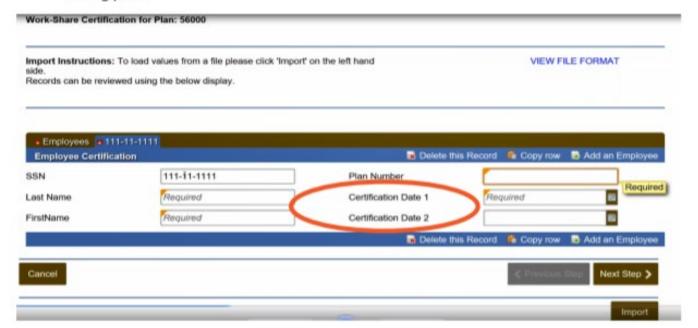


#### **Certification Date**



Add your employee's information. Be sure to include the Certification Date.

- Certification Date 1 is the first week for which you want your employee to be paid. If you
  are on a bi-weekly schedule, you will also input Certification Date 2, to pay both weeks.
- · Each certification week begins on a Sunday and ends on a Saturday.
- Certification date 1 or 2 should be the Saturday of the week for which your employees are being paid.





### **Certification for each Employee**



Click on Add employee to complete this section for each employee on the plan. When you have completed certification for each employee, click next step. Then click SUBMIT.

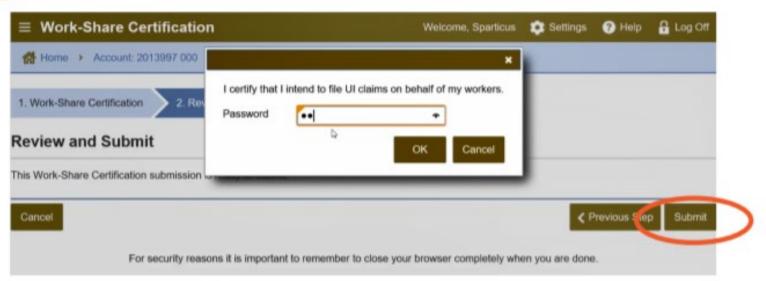
Vork-Share Certifica	ation for Plan:		
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Employees       Employee Gertification	ation	Delete ti	this Record 🌁 Copy row 🐌 Add an Emp
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Employee Certifica	Required	Plan Number Required	Required



### **MiWAM Password**



Enter your MiWAM password. Then click SUBMIT.

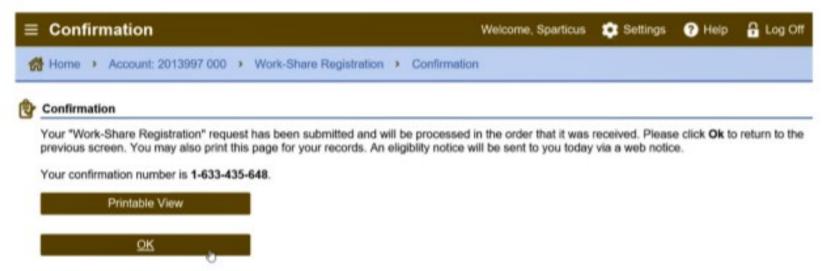




#### Confirmation



Your Work Share certification request has been submitted.



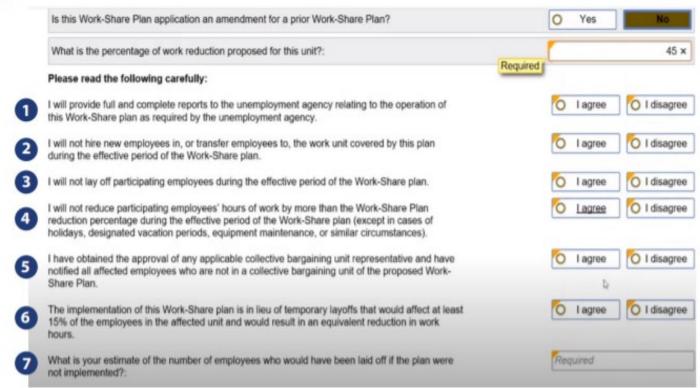


### **Terminating a Plan**

- The employer's assurance that it will not lay off participating employees during the effective period of the Work Share plan, or reduce participating employees' hours of work by more than the reduction percentage during the effective period of the shared-work plan.
- The Unemployment Agency can terminate a Work Share Plan, if an employer is not in compliance.
- If the employer elects to terminate the plan, they would need to do so by a written notice to the Agency.



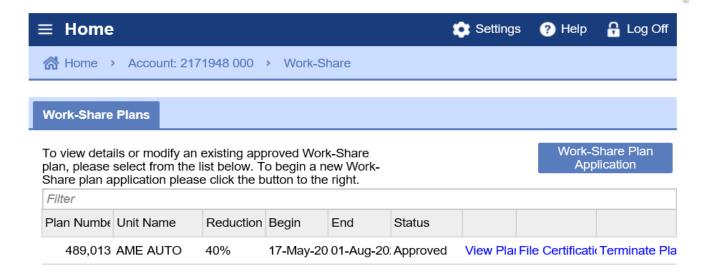
#### Agree to terms and conditions.





### **Terminating a Plan**

 If employers need to terminate a plan before the end date, you will log into your MiWAM account, and go under the specific work share plan and click terminate.



For security reasons it is important to remember to close your browser completely when you are done.



## Here's a Comparison

#### **Work Share**

- If an employee earns \$775 per Week
- A Work Share Participant on a 20% plan will earn \$620.
- The Work Share Program for the day of layoff \$72 plus the extra \$300 federal benefit.

### Regular UI Claim

• An Employee laid off from his job, would receive \$362 per week from Unemployment Benefits and the \$300 federal benefit.

Work Share Claim \$992

**Regular UI Claim** 

\$662



## Conclusion

- Work Share is a great option for employers who need to bring back their employees at a reduced capacity.
- It also allows the company to reengage their workforce and ramp up their business at a schedule that works for them.





Q. If an employer chooses Work Share, must he or she use it for their entire business?

**A.** No. A Work Share plan may apply to a department, shift or another organizational unit. Employers may have more than one Work Share plan.

Q. Can I lay off some of the workers participating in a Work Share plan and continue the plan with the remaining individuals?

**A.** No. You may not lay off any employees in a Work Share plan during the duration of the plan.



Q. Not every employee within the "affected unit" is a union member; can the unit still be approved for a Work Share plan?

A. Yes

Q. Can the union representative request a modification or termination of a Work Share plan?

A. No. The union cannot unilaterally modify or terminate a Work Share plan.



# Q. Should a Work Share plan be terminated, if one or more employees on the plan are either laid off or on a temporary shutdown?

 The employer's assurance that it will not lay off participating employees during the effective period of the shared-work plan, or reduce participating employees' hours of work by more than the reduction percentage during the effective period of the shared-work plan, except in cases of holidays, designated vacation periods, equipment maintenance, or similar circumstances.

#### Q. Can a Work Share Plan be modified if I want to change the percentage?

• If you want to change the percentage a new Work Share Plan is needed.



#### Q. What do I do if my employer has been approved for Work Share?

Your employer will provide you with information regarding participation in a Work Share Program. You will receive a letter Form #1054, from the State of Michigan, Unemployment Insurance Agency, explaining your weekly benefit amount while participating in Work Share, your weeks of eligibility and your employer Work Share Plan begin and end date. This letter will provide you with instructions on method of payment. You do not need to contact the UI office to file for your weekly Work Share benefits, this will be completed by your employer.



#### Q. When will I receive my weekly Work Share amount?

**A.** After UIA notifies you of your eligibility for Work Share Benefits, your employer will submit all the information on your behalf. If you have any questions regarding your Work Share benefits you must contact your employer.

#### Q. How will I receive my weekly Work Share amount?

**A.** Payments are issued by either a UIA issued debit card from Bank of America or direct deposit to your financial institution of choice.

- ➤ Once the claimant receives Form UIA 1054 showing that they are eligible for Work Share. They can set-up direct deposit and create a Michigan Web Account Manager (MiWAM) and data enter your direct deposit information under the Claimant Services tab or call 1-866-500-0017 and select the payment option.
- ➤ You will need to have your financial Institution's routing number and your account number readily available. If no option is selected, your method of payment will default to a debit card. If you have previously selected a method of payment, your option will remain the same



- Q. I forgot my personal identification number (PIN). Can you help me?
- **A.** Call 1-866-500-0017 and speak to a representative to have their pin number reset.
- Q. Can I protest my Work Share claim or benefit amount?
- **A.** Form UIA 1054, *Notice to Employees of Approved Work Share Plan*, cannot be protested. Your employer handles the entire Work Share process including application, participant list and the work reduction percentage resulting in the payment of Work Share benefits.



- Q. I was receiving a standard UI claim then I was recalled back to work and told that my employer was having me to participate with Work Share. Do I continue to certify my standard UI claim?
- **A.** It is imperative that while you are participating in the Work Share Program that you do not certify your previous standard claim. While the Plan is in effect, your employer is responsible for certifying you for benefits. You are not to receive benefits under a standard UI claim and a Work Share claim. You will be committing fraud if you certify your standard UI claim while you are receiving benefits from participating in the Work Share Program.



## **Questions and Answers**





