



workforce
SOUTHWEST WASHINGTON

Workforce Southwest Washington (WSW) is a nonprofit organization that invests in the economies of Clark, Cowlitz and Wahkiakum counties. The programs we fund help residents of Southwest Washington **get jobs that support families, strengthen our region's businesses and create a diverse workforce and strong economy**. Since 2003, we've invested more than **\$100 million to get people working** in Southwest Washington.

We fund programs and activities that prepare youth and adult workers for living-wage jobs

We consult local businesses to recruit, train or re-train employees

We invest in community programs that help people find jobs

- For example, we manage "Next," Clark County's **first and only youth employment and training center**

The benefits to the community include:

- **For people:** Programs that fund jobs that provide a living wage with room for growth
- **For businesses:** A workforce that is highly trained and motivated
- **For partners:** The opportunity to connect with like-minded organizations

Definitions – Furloughs, Standby, Shared Work

Furlough

Furloughs are a form of temporary layoff that may consist of a complete stoppage of work or reduced work hours over a period of time (for example, a reduction of one day a week for a year).

Since unemployment benefits are determined on a weekly basis, full-time workers whose hours of work are reduced by one work day each week usually will not be eligible for partial unemployment benefits because they earn too much in the week to be eligible.

Temporary Layoff / Standby: When the employer plans to rehire a laid off employee (or group of employees)

To qualify for standby, the worker must:

- Have been a full-time employee; and
- Be returning to full-time work; and
- Have a probable return-to-work date. Workers cannot exceed a total of eight weeks of standby on a claim
 - Update: During the Governor's Stay Home, Stay Healthy orders, all regular unemployment claimants are automatically placed on Standby for 12 weeks.

Shared Work:

Allows companies who apply and approved to reduce the hours their employees work by up to 50% and employees receive partial unemployment benefits to replace a portion of their lost wages. Shared Work benefits are calculated differently than a standard unemployment claim; employees end up receiving a greater weekly benefit amount with Shared Work vs. without Shared Work.

Rehiring + Recovery

Helpful Links:

- [COVID-19 Alerts from Employment Security](#)

Annual wage	quarterly wage	Weekly wage	Estimated weekly benefit	Benefit + Special \$600	% above/below their std weekly	\$ above/below their std weekly wage
\$ 30,000	\$ 7,500	\$ 577	\$ 288	\$ 888	154%	\$ 311
\$ 35,000	\$ 8,750	\$ 673	\$ 336	\$ 936	139%	\$ 263
\$ 40,000	\$ 10,000	\$ 769	\$ 385	\$ 985	128%	\$ 216
\$ 45,000	\$ 11,250	\$ 865	\$ 433	\$ 1,033	119%	\$ 168
\$ 50,000	\$ 12,500	\$ 962	\$ 481	\$ 1,081	112%	\$ 119
\$ 55,000	\$ 13,750	\$ 1,058	\$ 529	\$ 1,129	107%	\$ 71
\$ 60,000	\$ 15,000	\$ 1,154	\$ 577	\$ 1,177	102%	\$ 23
\$ 62,500	\$ 15,625	\$ 1,202	\$ 601	\$ 1,201	100%	\$ (1) BREAK EVEN
\$ 65,000	\$ 16,250	\$ 1,250	\$ 625	\$ 1,225	98%	\$ (25)
\$ 70,000	\$ 17,500	\$ 1,346	\$ 673	\$ 1,273	95%	\$ (73)
\$ 75,000	\$ 18,750	\$ 1,442	\$ 721	\$ 1,321	92%	\$ (121)
\$ 80,000	\$ 20,000	\$ 1,538	\$ 770	\$ 1,370	89%	\$ (168)
\$ 85,000	\$ 21,250	\$ 1,635	\$ 790	\$ 1,390	85%	\$ (245)
\$ 90,000	\$ 22,500	\$ 1,731	\$ 790	\$ 1,390	80%	\$ (341)
\$ 95,000	\$ 23,750	\$ 1,827	\$ 790	\$ 1,390	76%	\$ (437)
\$ 100,000	\$ 25,000	\$ 1,923	\$ 790	\$ 1,390	72%	\$ (533)

**Additional \$600 per week will be available to nearly everyone on unemployment from March 29 through weekending July 25.*



General Rules

Shared Work:

Employees must be available for all work offered by their regular employer.

Standby:

While on standby, workers must accept any work you offer that they can do without breaking isolation or quarantine.

NOTE:

All claimants are automatically placed on standby during "Stay Home, Stay Healthy" orders.

Returning to Work

Q. I provided an offer to return to work to an employee who is refusing to return. What should I do?

Individuals generally do not have the option to choose between receiving unemployment benefits or an offer to return to suitable work from their employer. Individuals must have a **good cause reason** not to accept suitable work in order to continue receiving unemployment benefits or Pandemic Unemployment Assistance under the federal CARES Act.

Good cause reasons an employee may refuse work and continue to collect unemployment include:

- Being sick with COVID-19
- Taking care of a household member who is sick with COVID-19
- Staying home to take care of a young child because their school or daycare is closed
- If you have substantially changed the job they are coming back to, such as you significantly cut their pay or moved the job location a significant distance away

When an employee files a new or reopened unemployment benefit claim, you will be notified and can dispute the employee's claim to have been laid off through no fault of their own. You can appeal a decision by the Employment Security Department to provide unemployment benefits to a worker.

Returning to Work

Q. My “essential” employer is open for business, but I do not feel the worksite is safe. Am I eligible for regular unemployment or PUA benefits?

Eligibility is determined on a case-by-case basis, but this is not a simple case and may require us to do fact finding with both you and your employer. If you are working at a worksite that does not follow guidelines published by the U.S. Department of Labor, the Washington State Department of Labor and Industries, or the Washington Department of Health, and you are unable to telework, you’ll likely be eligible for unemployment benefits.

If fact finding shows that an individual refused work for an employer maintaining a worksite that does meet guidelines published by the U.S. Department of Labor, Washington State Department of Labor and Industries, or Washington Department of Health, you will not be eligible for unemployment benefits, unless you have another good cause reason to refuse work, like you are at high-risk for severe illness from COVID-19, are caring for someone who is at high-risk, or is in the same household as someone who is at such risk. For more information, please see the state’s Workplace Safety Guidance.

Source: Worker Questions About Returning to Work <https://esd.wa.gov/newsroom/covid-19>

RECOVERY + RESILIENCY CONVERSATIONS

Workforce Development Post COVID-19

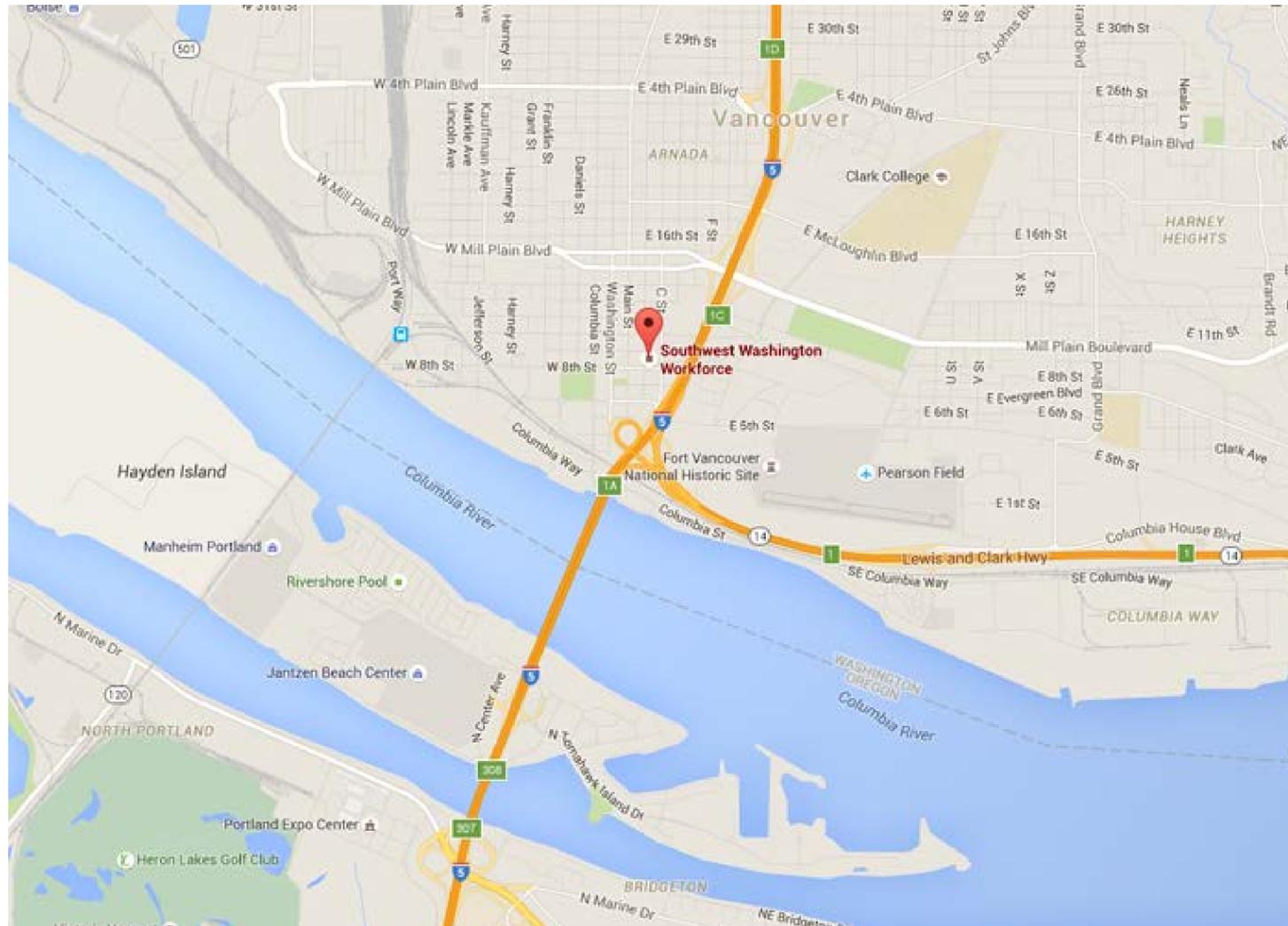


Help inform our workforce investment strategies by taking our survey:

<https://workforcesw.org/covid-19>

- Restarting projections
- Strategies to better prepare people to return to work with their employer and/or in their same industry
- Strategies to help people gain new skills to transition into a new career
- This is how we've responded so far...
- This is how we think we can work together...

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