
The COVID19 Unemployment Update

Many CCC clients have reached out questioning how the Coronavirus 2019 pandemic may affect their organizations in relation to unemployment compensation. This bulletin is intended to answer the most frequently asked questions.

Do employer-initiated quarantines or temporary shutdowns or mass layoffs entitle workers to unemployment benefits?

Yes. Any stoppage of work initiated by the employer will be seen as a lack of work, and therefore the individual affected will be eligible to collect unemployment benefits. To be eligible, all other unemployment eligibility requirements will have to be met by the individual, which can include being able, available, and actively seeking employment.

Depending on the size and length of the employer initiated work stoppage, some jurisdictions may require notification to the state unemployment agency as a mass separation and follow the WARN act.

What if an employee chooses to self-quarantine? Will they be eligible for benefits?

This will be dependent on the individual state agency and the specifics of that situation. For questions regarding a specific case, please contact your CCC Account Executive.

Various impacted states have put together resources to assist employers. You can find them here:

CALIFORNIA

- [EDD Coronavirus resources](#)
- [Coronavirus Disease \(COVID-19\) – FAQs on laws enforced by the California Labor Commissioner’s Office](#)
- [Information for Employers and Worker Benefits](#)

COLORADO

- [Coronavirus Efforts Under State Of Emergency](#)
- [Governor declares state of emergency](#)
- [Emergency Rules on Paid Sick Leave for COVID-19](#)

NEW JERSEY

- [Dept of Labor Benefits and the Coronavirus: What you should know.](#)

MONTANA

- [Law rule that would help with eligibility in COVID-19 situations](#)

OHIO

- [Webpage on coronavirus and UI benefits](#)

OREGON

- [Sick days 101: What the law says for workers and employers](#)

RHODE ISLAND

- [Workplace Fact Sheet for COVID-19](#)
- [Governor declares state of emergency \(including information about unemployment insurance\)](#)

WASHINGTON CONTINUED ON PAGE 2

WASHINGTON

- [Non-Pharmaceutical Interventions \(NPIs\)](#)
- [Governor Inslee announces support for workers and businesses impacted by COVID-19](#)
- [ESD COVID-19 Response: including link to emergency rules for unemployment insurance](#)
- [Employment Security Department COVID-19 Information](#)
- [Scenarios and benefits chart](#)
- [Resource list for businesses & workers impacted by COVID-19](#)
- [PASSED: WA HB 2965 - Concerning the State's Response to the Novel Coronavirus](#)
- [PASSED: WA HB 2739 - AN ACT Relating to Adjusting Certain Requirements of the Shared Leave Program and Declaring an Emergency](#)

What if we want our employees to continue to work, but from home?

The following resources can assist you and your employee in determining the parameters of a telecommuting agreement.

- [Montana Department of Labor and Industry Telework Agreement Form](#)
- [NASWA's Virtual & Telecommuting Work Agreement](#)

Can employees use Disaster Unemployment Assistance (DUA) to collect benefits?

No. At this time, no state has been declared a major natural disaster, nor has a national state of emergency been declared. Even if that were the case, FEMA has not authorized DUA benefits in any state related to COVID19; therefore, DUA benefits are not available at this time. It is important to note that for a claimant to collect DUA benefits, they must be found ineligible for regular unemployment benefits.

Federal Legislation regarding COVID19:

- [Coronavirus Preparedness and Response Supplemental Appropriations Act, 2020](#)
- [6 things to know about the coronavirus funding package](#)
- [DOL guidance for preparing workplaces for coronavirus](#)
- [OPM Memorandum, Guidance, and Q&A: Coronavirus Disease 2019 \(COVID-19\)](#)

Information contained in the bulletin was gathered both independently, as well as utilizing resources obtained from NASWA and the Department of Labor. CCC is in contact with both national and state representatives regarding this issue and will keep you updated as more information becomes available.