



COVID-19

Employer Return to Work Guide



CORPORATE COST CONTROL

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As a result of the Corona-virus Pandemic, the United States has had several legislative acts passed to assist both businesses and individuals affected by lock downs throughout the country. No one thought in March of 2020, that the United States would remain affected by COVID-19 well into 2021. Many states are now taking steps to get back to business as usual, resulting in changes to the programs that were implemented during the pandemic by state unemployment agencies.

Each state acts individually to determine the appropriate time and steps for reopening and returning to normal. As states make these decisions there are several different steps they may take to bring claimants back to the workforce. These include:

- Withdrawing from federal COVID-19 unemployment programs
- Reinstating work search requirements
- Work refusal reporting requirements
- Return to work bonus incentives

CCC is tracking the status of pandemic assistance in each state. As more states return to normal, we will continue to provide updates through both our website and this guide.

Withdrawal from Federal Programs

STATE	EFFECTIVE DATE
Alabama	June 19 2021
Arkansas	June 26 2021
Idaho	June 19 2021
Indiana	June 19 2021
Iowa	June 12 2021
Mississippi	June 12 2021
Missouri	June 12 2021
Montana	June 27 2021
North Dakota	June 19 2021
South Carolina	June 30 2021
South Dakota	June 26 2021
Tennessee	July 3 2021
Texas	June 26 2021
Utah	June 26 2021
Wyoming	June 19 2021

Reinstating Work Search Requirements

STATE	REINSTATED	DATE?	STATE	REINSTATED	DATE?
AK	Y		NC	Y	
AL	Y		ND	Y	
AR	Y		NE	Y	
AZ	Y		NH	Y	
CA	N		NJ	N	
CO	Y		NM	Y	
CT	N		NV	Y	
DC	N		NY	N	
DE	Y		OH	Y	May 23, 2021
FL	N	June 1 2021	OK	Y	
GA	N	July 1 2021	OR	N	
HI	N		PA	N	June 1 2021
IA	Y		PR	N	
ID	Y		RI	N	May 23 2021
IL	N		SC	Y	
IN	Y		SD	Y	
KS	Y		TN	Y	
KY	Y		TX	Y	
LA	Y		UT	Y	
MA	N		VA	N	June 5 2021
MD	N	June 1 2021	VI	UNKNOWN	
ME	Y		VT	Y	
MI	N	May 30 2021	WA	N	
MN	N		WI	N	
MO	Y		WV	Y	
MS	Y		WY	Y	
MT	Y				

Work Refusal Reporting

STATE	RETURN TO WORK	WORK REFUSAL	ADDITIONAL DETAILS
AK	https://labor.alaska.gov/unemployment/refusal_of_work.htm	https://labor.alaska.gov/unemployment/documents/WorkRefusal_Employer.pdf	
AL	https://labor.alabama.gov/Work%20refusal%20flow%20chart.pdf	https://labor.alabama.gov/nh/NewHireEfile/LogIn.aspx	https://labor.alabama.gov/COVID19_Exceptions_to_Refusal.aspx
AR		https://www.workforce.arkansas.gov/Tax21/Home.aspx	
AZ	https://des.az.gov/returning-work-guidance-employers-and-employees	https://fraudreferralexternal.azdes.gov/	
CA	https://www.edd.ca.gov/unemployment/Employer_Information/report-refusal-of-work.htm	https://askedd.edd.ca.gov/AskEDD/s/form?cat=Unemployment%20Insurance%20Benefits&catN=Unemployment_Insurance_Benefits&scat=Employer%20Inquiry&scatN=Employer_Inquiry&title=Report%20Refusal%20of%20Work&topicid=ka0t-0000000LjMIAAK&parentSub-Cat=true	
CO		https://docs.google.com/forms/d/e/1FAIpQLSfD-qhB-bSE670mSBOv_vQQQMrN-3r3jrgQQ8ME9bbvoZzhYv1g/viewform	https://www.colorado.gov/pacific/sites/default/files/Return%20to%20Work%20Guidance%20Fact%20Sheet.pdf
CT	https://www.ctdol.state.ct.us/BPCU/fraud.htm	https://www.ctdol.state.ct.us/BPCU/fraud-sec/BenefitsFraud.htm	
DC	https://essp.does.dc.gov/DOES%20ESSP%20Agent%20Landing%20Page.html	https://dcmgov.seamlessdocs.com/f/jssdmp4ebtk5	
DE		https://delaware.service-now.com/sp/?id=dol_work_refusal	
FL		https://mobile.connect.myflorida.com/prweb/PRAuth/app/DEOREmp/g1eNZfpW-iXvYsT47L1K-1toiqe6SG1Pt*/!STANDARD	
GA	https://ga-newhire.com/files/GANewhireBrochure.pdf	https://ga-newhire.com/	
HI	https://labor.hawaii.gov/ui/information-on-ui-fraud/	Call 808-586-8947	
IA		https://www.iowaworkforcedevelopment.gov/job-offer-decline-form-employers	
ID	Email details including when the employee was asked to return to work and how the offer was made at fraud@labor.idaho.gov . Do not include the employee's Social Security number to help prevent identity theft.	https://labor.idaho.gov/dnn/Businesses/Report-Fraud	

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IL	https://www2.illinois.gov/ides/employers/Pages/Refusal-to-Return.aspx	https://www2.illinois.gov/ides/IDES%20Forms%20and%20Publications/Refusal-of-Work-Reporting-Form.pdf	https://www2.illinois.gov/ides/IDES%20Forms%20and%20Publications/ADJ016FE.pdf#search=refusal%20of%20work
IN	https://www.in.gov/dwd/files/Indiana_Unemployment_FAQ_Employers.pdf	https://forms.in.gov/Download.aspx?id=14576	
KS	https://www.dol.ks.gov/documents/20121/97983/job-refusal-info.pdf/4125aa90-9a6d-9425-07bc-85ece56dfc2f?version=1.0&t=1613986135526	https://www.dol.ks.gov/documents/20121/98084/k-ben-3118-%2812-18%29.pdf/260ad-edb-b0c7-84e6-637c-9a3efbf-ce19?version=1.0&t=1613986942156	
KY	https://kcc.ky.gov/employer/Pages/Unemployment-Insurance.aspx	https://apps.kcc.ky.gov/employer/WorkRefusal.aspx	
LA		https://www2.laworks.net/CARE-Sact/UI_ROW_Create.asp	
MA	https://www.mass.gov/info-details/unemployment-insurance-benefits-and-returning-to-work-guide-for-employers	UIReturntowork@detma.org	
MD		https://employer.beacon.labor.md.gov/	
ME		https://www.maine.gov/unemployment/ucbr/	
MI	https://www.michigan.gov/documents/uia/145_-_What_is_Suitable_Work_379859_7.pdf	https://miwam.unemployment.state.mi.us/EmpMiWAM/_/#1	
MN	https://www.uimn.org/employers/help-and-support/employer-user-guide/raise-issue.jsp	https://www1.uimn.org/ui_employer/employer/login.do	
MO	https://labor.mo.gov/sites/labor/files/2020-5-1%20Slides%20on%20UInteract%20Employer%20Work%20Offer%20Refusal%20Function.pdf	https://uinteract.labor.mo.gov/benefits/linkaction.do?TBwnaDjze4tFKbgfmqLE-JQequarequal=lbFxsj561Zf-D3aWuH1Q57plusn9wXGLOlby-gEwA5%2FJT4dwequal&gF4QV-FIMk6Zk9pMoCN2vNwequarequal=y9gbPYLgyqDX%2FW40l-2lUcWp6V6G1o25cetTmFVl-zYtQequarequal&HAtTISDC7Oegl8pk-CRUArgequarequ	
MS	https://mdes.ms.gov/employers/restart-mississippi/	https://restartms.mdes.ms.gov/restartms/faces/restart/restart.xhtml	
MT	http://www.dli.mt.gov/return-to-work	uieservices@mt.gov	
NC	Sign into on-line account at des.nc.gov and click on the form on your 'Employer Homepage' to submit information about an employee's refusal to return to work.		

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ND	https://www.jobsnd.com/unemployment-business-tax/respond-claims	https://ilinxeforms.nd.gov/ILINXFlex/eFormsApp/view.php?param=29SijhwA5nb15i-ay9UNeVE1G%2FrpoPTReg-3FJi6OCfxU%3D	
NE	https://dol.nebraska.gov/Press-Release/Details/153	NDOL.Ulworkrefusal@nebraska.gov	
NH	https://www.nhes.nh.gov/contact/ui-fraud.htm	https://business.nh.gov/NCharge/NHES/default.asp?form_name=InsuranceFraud	
NJ	https://www.nj.gov/labor/ea/employer-services/register-update/employeraccess.shtml	https://my.state.nj.us/ai/Login?	
NM	https://www.dws.state.nm.us/portals/0/dm/business/Guidance_Return_to_Work_COVID-19_.pdf	https://www.dws.state.nm.us/portals/0/DM/UI/Refusal_of_Work_Form_05_2020.pdf	
NV		https://detr.nv.gov/page/Corona-important_information#section-4	
NY	https://dol.ny.gov/system/files/documents/2021/02/p820.pdf		
OH	https://secure.jfs.ohio.gov/covid-19-return-to-work/	https://secure.jfs.ohio.gov/covid-19-return-to-work/form/	
OK	EMAIL: returntowork@oesc.state.ok.us	https://oesc.ok.gov/employers	
OR		https://www.oregon.gov/employ/Unemployment/Pages/Fraud.aspx	
PA	https://www.uc.pa.gov/forms/Pages/UC-1921W-Refusal-of-Suitable-Work.aspx	https://www.uc.pa.gov/Documents/UC_Forms/UC-1921%20Interactive.pdf	
PR	https://patronos.trabajo.pr.gov/patronos/acercade.aspx?id=228&M=286&F=12		
RI	Check I Want To Complete the Refusal of Work Questionnaire	https://dltweb.dlt.ri.gov/UIEmployerProtest/index.aspx	
SC	https://www.dew.sc.gov/sites/default/files/Documents/ess-refusal-of-work-job-offer.pdf	https://www.dew.sc.gov/sites/default/files/Documents/ucb-261%20(2).doc	Submit an Offers of Work Form (UCB-261) to: S.C. Department of Employment and Workforce Attn: Offers of Work P.O. Box 995 Columbia, SC 29202
SD	https://dlr.sd.gov/ra/individuals/refusal_to_work.aspx	https://sdeforms.na2.documents.adobe.com/public/esignWidget?wid=CBF-CIBAA3AAABLblqZhAuMOhKT80-jlBO67PbNZbPyLLkYeDb-Lz8rp-3tOsqWd-N9FNlYyQyUlviVfvmN-fZTc*	
TN	https://www.tn.gov/workforce/covid-19/faq/returntowork.html	https://lwdsupport.tn.gov/hc/en-us/requests/new?ticket_form_id=360003403833	

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TX	https://www.twc.texas.gov/news/covid-19-resources-employers#employerWorkRefusalDocumentation	https://apps.twc.state.tx.us/EBSREF/ewrd/employeeWorkRefusalDoc	
UT	https://jobs.utah.gov/covid19/ui/returningemployerfaq.pdf	https://jobs.utah.gov/ui/home/Fraud/FraudForm	
VA	https://www.vec.virginia.gov/employer-path	https://employer.vec.virginia.gov/eForms/ff02	
VT	https://labor.vermont.gov/unemployment-insurance/refusal-return-work-covid-19	https://labor.vermont.gov/form/refusal-work-fraud-report	
WA	https://esd.wa.gov/unemployment/work/refuse	https://secure.esd.wa.gov/home/	
WV		https://workforcewv.org/images/files/employers/Workforce-WV-WorkRefusal.pdf	
WY	http://www.wyomingworkforce.org/contact/fraud/	http://www.wyomingworkforce.org/_docs/ui/Fraud-Reporting-Form.pdf	

Return to Work Bonus

Montana has instituted the Return-to-Work Bonus initiative which offers \$1,200 payments to individuals receiving unemployment benefits as of May 4, 2021, who subsequently accept employment and complete at least four paid weeks of work.

On May 18, 2021, **New Hampshire** began offering unemployed workers who find full-time jobs \$1,000 bonuses after completing eight weeks of work, and part-time workers \$500 until the \$10 million fund is depleted. The stipends will be available for those earning \$25 or less per hour.

Connecticut is now offering a return to work bonus beginning May 20, 2021. To be eligible:

- Have filed an unemployment claim with the State of Connecticut for the week immediately prior to May 30, 2021;
- Obtain and maintain a full-time job for a period of eight consecutive weeks prior to December 31, 2021; and
- Not receive unemployment compensation during the required eight-week period of employment.

Oklahoma has announced a Return-To-Work Bonus of \$1,200 to the first 20,000 Oklahomans that reenter the workforce.

Arizona is offering residents who return to work full-time by September 6, a \$2,000 bonus. Those who return part-time could receive a \$1,000 bonus. Requirements to qualify:

- Have been receiving unemployment benefits
- Begin working at a job where they earn less than \$25 an hour
- Complete 10 weeks of work with a new employer to qualify

There are several states that have legislation introduced. CCC will continue to monitor this legislation and provide updates as appropriate.

CCC Nationwide



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