



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	STATE	EFFECTIVE DATE
Alabama	June 19 2021	South Carolina	June 30 2021
Alaska	June 12 2021 (FPUC & MEUC only)	Tennessee	July 3 2021
Arizona	July 10 2021 (FPUC only)	Texas	June 26 2021
Arkansas	June 26 2021	Utah	June 26 2021
Florida	June 26 2021 (FPUC Only)	West Virginia	June 19 2021(FPUC Only)
Georgia	June 26 2021	Wyoming	June 19 2021
Idaho	June 19 2021		
Indiana	June 19 2021		
Iowa	June 12 2021		
Louisiana	July 31 2021		
Maryland	July 3 2021		
Mississippi	June 12 2021 (FPUC only)		
Missouri	June 12 2021		
Montana	June 27 2021		
Nebraska	June 19 2021		
New Hampshire	June 19 2021 (FPUC only)		
North Dakota	June 19 2021		
Ohio	June 26 2021 (FPUC Only)		
Oklahoma	June 26 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	July 11 2021	NJ	N	
CO	Y		NM	Y	
CT	Y		NV	Y	
DC	N		NY	N	
DE	Y		OH	Y	
FL	Y		OK	Y	
GA	Y		OR	N	July 31 2021
HI	Y		PA	N	July 18 2021
IA	Y		PR	N	
ID	Y		RI	Y	
IL	N		SC	Y	
IN	Y		SD	Y	
KS	Y		TN	Y	
KY	Y		TX	Y	
LA	Y		UT	Y	
MA	Y		VA	Y	
MD	N	July 4 2021	VI	UNKNOWN	
ME	Y		VT	Y	
MI	Y		WA	N	July 4 2021
MN	N		WI	Y	
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	Follow Prompt "I am an employer -> I would like to report an individual who refused an offer of work at my business"
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	

Work Refusal Reporting

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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-JQequatequal=IbFsj561Zf-D3aWuH1Q57plusn9wXGLOlby-gEwA5%2FJT4dwequal&gF4QV-FIMk6Zk9pMoCN2vNwequalequal=y9gbPYLgyqDX%2FW40l-2lUcWp6V6G1o25cetTmFVl-zYtQequatequal&HAtTISDC7OegI8pk-CRUArgequalequ	
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	https://files.nc.gov/des/images/COVID19/refusal_joboffer_tipsheet_m.pdf		

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ND	https://www.jobsnd.com/unemployment-business-tax/respond-claims	https://ilinxforms.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	

Work Refusal Reporting

STATE	RETURN TO WORK	WORK REFUSAL	ADDITIONAL DETAILS
TX	https://www.twc.texas.gov/news/covid-19-resources-employers#employerWorkRefusalDocumentation	https://apps.twc.state.tx.us/EBS_REF/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/	
WI	https://dwd.wisconsin.gov/uiben/handbook/english/contentspart6.htm	https://unemployment.wisconsin.gov/employerfeedbackform	
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

On May 19, 2021, **Alaksa** approved an amendment which would offer claimants a one-time return-to-work bonus of \$1,200 under the following conditions:

- Accepts full-time employment of over 30 hours a week in any industry upon the fourth week of employment (\$1,200)

-or-

- Accepts part-time employment of over 20 hours (but no more than 30 hours) a week in any industry upon the fourth week of employment (\$600)

Arizona's Back-to-Work plan 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

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.

Colorado Governor Jared Polis (D) signed an Executive Order creating the Colorado Jumpstart incentive program which offers eligible individuals an incentive of up to \$1,600 to support the transition into full-time work.

To be eligible for an incentive Colorado's unemployed workers must:

- Must be a Colorado resident
- Must have completed ID.me identity verification
- Must have certified for at least one week of regular state unemployment benefits or Pandemic Emergency Unemployment Compensation (PEUC) during the period beginning March 28, 2021 and ending May 16, 2021 with a minimum weekly benefit amount of \$25
- Must return to work full-time between May 16 and June 26, 2021

Newly employed workers must maintain full-time employment for at least eight weeks to receive the full incentive. The incentive payments are expected to be issued during July and August of 2021 and will be distributed in two installments. Claimants will become eligible for the first half of the incentive after approximately four weeks of full-time employment, and will become eligible for the remaining half after approximately eight weeks.

Claimants receiving Pandemic Unemployment Assistance (PUA) benefits, as well as workshare claimants and out-of-state claimants, are not eligible to receive the Colorado Jumpstart incentive, regardless of any other qualifying criteria.

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.

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

Maine and Governor Janet Mills (D) announced the Back-to-Work Grant Program, which will provide *Employers* with a one-time \$1,500 payment for eligible workers who start jobs between June 15 and June 30, or a \$1,000 payment for eligible workers starting in July.

To be an eligible employee for the employer grant, the employee must:

- Have received unemployment compensation for the week ending May 29, 2021;
- Accept a full-time job that pays less than \$25 per hour and remain in the position for a period of at least eight consecutive weeks, and;
- Not receive unemployment compensation during the eight-week period of employment.

Employers may apply for the Back-to-Work Grant Program with the Program Application (<https://appengine.egov.com/apps/me/labor/backtowork>), and the program is first-come, first-serve until the \$10 million grant runs out.

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

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