

New Hampshire's WorkShare***Helping NH Employers avoid Temporary Layoffs***

WorkShare is a new program beginning on May 11, 2010. WorkShare allows for the payment of unemployment compensation benefits to eligible individuals whose hours are reduced by an employer with an approved WorkShare plan.

Advantages of WorkShare*Employees:*

- ❑ Stay employed during a temporary slowdown.
- ❑ Retain some economic stability by collecting a percentage of their reduced wages through unemployment compensation.
- ❑ Maintain their medical coverage.
- ❑ Retain their company provided retirement based on hours worked.

Employers:

- ❑ Retain their trained workforce to be ready when the business conditions improve.
- ❑ Avoid the expense of hiring, recruiting and retraining new employees.

Who May Participate

All NH employers whose taxes are current and who are in good standing with the NH Department of Labor are eligible to submit a plan. Seasonal, intermittent, and/or temporary part-time employees are not eligible.

WorkShare Plan Information

- ❑ Reduction can be between 10%-50% of the standard work hours, applied uniformly across the unit.
- ❑ A plan must have at least two employees.
- ❑ If employees are covered by a Collective Bargaining Agreement, the plan must be approved, in writing, by the collective bargaining unit's agent.

How to Participate

To participate in the program an employer must submit a WorkShare plan for approval. The plan can be submitted online at <http://nhuis.nh.gov/employer>.

Once received, the application will be approved or denied within 15 business days. A plan will not start prior to 21 calendar days from submission date. A Denial cannot be appealed; but an employer may submit a new plan for consideration and a determination will be made based on the new information submitted on the application.

Employees must either open an initial unemployment compensation claim or reopen an existing claim and be monetarily eligible to collect unemployment compensation.

WorkShare Benefits Calculations

WorkShare participants will receive a benefit amount based on the percentage of the hour reduction. A Federal Assistance Compensation program payment may also be paid.

Weekly benefit amounts may be reduced for additional hours worked. Reductions shall be made when an employee works for a non-

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WorkShare employer and earns more than \$128 during that week.

For More Information

- ❑ If an employee's weekly benefit amount is \$427 and the individual has a 40% reduction in their weekly hours of work, then they could be eligible for \$171.00 ($427 \times 40\% = 171$) in addition to the wages earned from the employer for hours worked.
- ❑ If the individual also worked for a non-WorkShare employer and earned \$45.00, they could still be eligible for \$171.00 since the \$45.00 is less than \$128 in addition to the wages earned from the employer for hours worked.
- ❑ If the individual worked for a non-WorkShare employer and earned \$150.00, the amount that they would be eligible for would be reduced by the amount exceeding \$128 ($\$150 - \$128 = 22$; $\$171 - \$22 = \$149$).

Please contact:

NH Employment Security
WorkShare BAU
518 White Mountain Highway
Conway, New Hampshire 03818-4205
Email: Workshare@NHES.nh.gov
Fax: 603-447-3951
Phone: 603-528-9360

<http://nhuis.nh.gov/employer>

WorkShare Check Information

- ❑ Per NH law, a waiting week must be served by individuals collecting NH Unemployment Compensation, including WorkShare participants, unless they have already served their waiting week.

How Employers are Charged

All WorkShare benefits are charged to the account of the WorkShare employer, regardless of the length of time the employee worked for a WorkShare employer. Employers liable for payments in lieu of contributions (reimbursable employers) will be charged and billed for the full amount of WorkShare benefits paid to their employees. Employers with a negative balance must agree to reimburse dollar for dollar for WorkShare benefits to be approved.