



## RESOURCES FOR WORKERS

### Unemployment Insurance (UI)

Individuals that *lost their employment* or had their *hours reduced* because of the COVID-19 pandemic may be eligible for UI benefits.

Individuals may also be eligible for unemployment benefits if they have to *stay home to care for their child* due to school closures and they:

- Have to miss work.
- Have to quit their job.
- Are unemployed and can't start a job.

When filing for UI benefits, you must have earned enough wages during the base period to establish a claim, and be:

- Totally or partially unemployed.
- Unemployed through no fault of your own.
- Physically able to work.
- Available for work.
- Ready and willing to accept work immediately.

Unemployed individuals can review their eligibility and get guidance to prepare to file for unemployment to avoid any issues by clicking [here](#).

### Disability Insurance (DI)

Individuals that have been *diagnosed* with COVID-19, may be eligible to receive DI benefits. In order to file, you must submit a certification from your treating physician/practitioner or by a state or local health officer. If your physician or practitioner is certifying, telehealth and virtual appointments are acceptable for a physical examination, but certifications are still required.

Individuals that *suspect* they have COVID-19 and are quarantined may also be eligible for DI benefits. In these cases, a written certification by a state or local health officer must be provided stating that they are suspected of having COVID-19.

Individuals preparing to file for state disability can click [here](#) to access guidance from the EDD on filling to avoid any issues in receiving benefits.

### Paid Family Leave (PFL)

Individuals that are unable to work because they are *caring for a family member* that has been diagnosed with COVID-19 or has symptoms related to COVID-19 may qualify for PFL benefits. They must submit a certification from the treating physician/practitioner or by a state or local health officer. If a physician or practitioner is certifying, telehealth and virtual appointments are acceptable for a physical examination, but certifications are still required.

Individuals that are unable to work because they are *caring for a family member who suspects* they have COVID-19 and are quarantined, even if they don't have symptoms may also qualify for PFL benefits. In this case, you must provide a written certification by a state or local health officer that your family member is suspected of having COVID-19.

Individuals preparing to file for paid family leave can click [here](#) to access guidance from the EDD on filling to avoid any issues in receiving benefits.



## RESOURCES FOR EMPLOYERS

### Work Sharing Program

This state program provides employers with an alternative to layoffs that allow them to retain their trained employees by reducing their hours and wages that can be partially offset with UI benefits. Workers of employers who are approved to participate in the Work Sharing program receive the percentage of their weekly UI benefit amount based on the percentage of hours and wages reduced, not to exceed 60 percent.

Employers should review the [eligibility criteria](#) before completing the Work Sharing application. More information can be found on the EDD's [Employer's FAQ page](#). The EDD has streamlined the Work Sharing application and enrollment process pursuant to AB 1731 (Boerner Horvath). Now employers can go through the process online. Employers can review instructions for creating their online account by clicking [here](#).

### **Rapid Response**

This program provides early intervention assistance to help businesses avoid layoffs. These services are tailored to the individual business based on the needs of the employees.

Rapid Response teams will work with your company to minimize the disruptions associated with job losses on your business, workers, and community. Rapid Response teams will meet with you to discuss your needs and programs that can help avert layoffs, including:

- Incumbent worker training – a program designed to assist employers in upgrading the skills of their workers to

maintain a quality workforce and avert the need for layoffs.

- Customized training – a program that supports training for new and existing employees to help businesses stay competitive, productive, and profitable, and help employees retain high-wage, high-skilled jobs.
- Work Sharing - a program available to employers who reduce employee hours and wages as an alternative to layoffs. Affected employees are eligible to receive a percentage of Unemployment Insurance benefits.

Rapid Response activities provide multiple benefits to your company, including:

- Lower Unemployment Insurance costs as workers are
- re-employed more quickly.
- Higher productivity, better worker morale, and lower
- absenteeism due to reduced stress.
- Positive community impact.

Contact your local [America's Job Center of California](#) office to get started.

### **Unemployment Tax Relief**

Tax-rated employers, employers who pay Unemployment Insurance (UI) taxes each year, will receive some unemployment tax relief per [AB 103](#). For benefits paid between January 27, 2020, and December 26, 2020, all COVID-19-related charges will be removed from your reserve account, minimizing the impact to your experience rating, unless you or your agent were at fault. Also, you will not be charged the costs of the additional up to 20 weeks of FED-ED benefits.