

GUIDANCE ON UNEMPLOYMENT INSURANCE FLEXIBILITIES DURING COVID-19 OUTBREAK



NOTE: As you know each state administers a separate unemployment insurance program, but all states follow the same guidelines established by federal law. [Check with your state's unemployment insurance program](#) regarding the rules in your state.

Federal law permits significant flexibility for states to amend their laws to provide unemployment insurance benefits in multiple scenarios related to COVID-19. For example, federal law provides states flexibility to pay benefits where:

1. An employer temporarily ceases operations due to COVID-19, preventing employees from coming to work;
2. An individual is quarantined with the expectation of returning to work after the quarantine is over; and
3. An individual leaves employment due to a risk of exposure or infection or to care for a family member.

In addition:

- Federal law does not require an employee to quit in order to receive benefits due to the impact of COVID-19.
- An individual receiving paid sick leave or paid family leave is still receiving pay. Thus, generally speaking, the individual is not “unemployed,” so the individual is ineligible for unemployment insurance.

Specific to Employers with California Employees:

The recent Government Order removed the usual one week waiting period for unemployment and disability insurance for Californians who lose work as a result of the COVID-19 outbreak. The EDD has also delayed the deadline for state tax filing by 60 days for individuals and businesses unable to file on time based on compliance with public health requirements related to COVID-19 filings.

**Please contact your Account Manager if you have any questions.
Please forward any unemployment insurance claims or notices you have received
directly from the state to your Claims Analyst immediately.**

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Additional Resources:

While we represent your company as a Third Party Administrator for Unemployment Insurance Matters, as a value add, please note the following pertaining to your Employees:

COVID-19 or Other Public Health Emergencies and the Fair Labor Standards Act Questions and Answers can be found by clicking [here](#) .

California EDD is giving Employees the following advice regarding **Wages, Hours and Leave**

The Wage and Hour Division is providing information on common issues employers and workers face when responding to COVID-19, including the effects on wages and hours worked under the Fair Labor Standards Act and job-protected leave under the Family and Medical Leave Act.

Affected workers can visit the Labor & Workforce Development Agency's website to review what benefits are available to them. For instance,

- If you're unable to work because you are caring for an ill or quarantined family member with COVID-19 you may qualify for Paid Family Leave (PFL).
- If you're unable to work due to medical quarantine or illness, you may qualify for Disability Insurance. Those who have lost a job or have had their hours reduced for reasons related to COVID-19 may be able to partially recover their wages by filing an unemployment insurance claim.
- If a worker or a family member is sick or for preventative care when civil authorities recommend quarantine, workers may use accrued paid sick leave in accordance with the law.
- If workers are unable to do their usual job because they were exposed to and contracted COVID-19 during the regular course of their work, they may be eligible for workers' compensation benefits.