

Unemployment Insurance Protections in Response to COVID-19: State Developments

On March 12, 2020, the U.S. Department of Labor issued a [guidance](#) clarifying what measures states can take to improve access to unemployment insurance (UI) for workers who lose their jobs or are temporarily separated from work due to the coronavirus. Below is a summary of the most helpful state provisions adopted as of March 27, 2020.

NELP also has published a set of [recommendations for state reform](#) and summaries of the UI provisions in the [Coronavirus Aid, Relief, and Economic Security \(CARES\) Act](#) and the [Families First Coronavirus Response Act](#), which incentivizes states to adopt certain baseline reforms, such as waiving the waiting-week and work-search requirements that limit access to UI.

States are moving quickly to adopt changes, so we caution that this document may not be comprehensive, although we will update it regularly. Please contact Maurice Emsellem (emsellem@nelp.org) or Paul Sonn (psonn@nelp.org) if you have information about additional state actions taken to expand unemployment benefits in response to the pandemic.

States Have Adopted a Range of Helpful Policies to Expand Access to UI benefits

- At least 35 states have taken action (either legislatively, by executive order, or by administrative authority) to waive the one-week waiting period that all but seven states (GA, IA, MD, MI, NV, NJ, VT, WY) impose for most workers to collect UI benefits.
- At least 16 states have indicated that benefits issued will not be “charged” to the employer’s “experience rating”—meaning that employers will not be penalized with higher UI tax rates in future years because of pandemic-related layoffs. This is important to ensure employers do not try and discourage employees from filing claims.
- By executive order, Michigan and Georgia have extended their states’ benefits to provide 26 weeks of UI (rather than the 20 and 14 weeks of benefits those states typically provide).
- At least 27 states have waived requirements that workers actively search for work. Several states, including Massachusetts and Washington, have adopted emergency regulations that clarify workers’ right to collect UI while in unpaid “standby” status and awaiting a determination from their employers as to when to return to work.
- Several states (including California, Washington, and New Jersey) have developed especially well-designed outreach material, flyers, and FAQs communicating, in clear and simple terms, workers’ rights to access UI and other benefits in response to COVID-19. Several states have provided more detailed technical filing instructions for COVID-19 claimants or have developed clear video guides showing claimants how to file.

- Kentucky (through legislative action) and New Hampshire (through executive order) expanded their state UI programs to cover workers who are not traditionally eligible for UI, such as bona fide independent contractors and self-employed individuals.
- Several states, including Kentucky and Washington, took major legislative action to strengthen their UI programs. Kentucky extended eligibility to workers reduced to part-time hours and modernized its method for calculating benefit levels through an alternative base period. Washington State extended access to its work-sharing program for reasons related to COVID-19.
- Several states (e.g., New York, Michigan, Illinois, Maryland, and Colorado) are attempting to address unprecedented demand on their servers by setting a filing schedule with claimants assigned to a specific filing day. It is not clear, however, that these measures are sufficient to address the overwhelming demand on state servers. States such as New York, California, and Kentucky are expanding staffing to meet the claims-processing demand through new hiring or redirecting staff from other agencies.

State or Territory	Waiting Week	Quarantine & Other Covered Circumstances	Work Search/Suitable Work	Employer Experience Rating	Other Measures	Sources
Alabama	Waiting week waived	<ul style="list-style-type: none"> • UI benefits are available to workers who are totally or partially unemployed due to no fault of their own. • If the employer required the worker to stay home but did not offer telework, the worker might be eligible for benefits if they met the monetary and weekly eligibility criteria. • If an asymptomatic employee imposes a self-quarantine because of the coronavirus, the individual—not the employer—is choosing not to work and, therefore, would be ineligible. Case by case determination will be made. 	<p>“Able and available” to work requirement has been modified for claimants who are affected by COVID-19 in any of the following situations: 1) those who are quarantined by a medical professional or a government agency; 2) those who are laid off or sent home without pay for an extended period by their employer due to COVID-19 concerns; 3) those who are diagnosed with COVID-19; or 4) those who are caring for an immediate family member who is diagnosed with COVID-19.</p> <p>Workers will not have to search for other work provided they take reasonable steps</p>	<p>Employer charges will be waived to weeks claimed due to COVID-19 related issues. This waiver means that employers’ experience ratings will NOT be affected by COVID-19 related claims.</p>	<ul style="list-style-type: none"> • Employers are urged to file partial claims on their employees’ behalf, and / or to waive their right to respond to any Request for Separation information. 	<p>Coronavirus and Unemployment Insurance Benefits Alabama Department of Labor FAQs: https://www.labor.alabama.gov/COVID/Coronavirus%20and%20Unemployment%20Insurance%20Benefits%20UPDATED%20FAQ.pdf</p> <p>Alabama Department of Labor’s News Release (March 20, 2020): https://www.labor.alabama.gov/news_feed/News_Page.aspx</p> <p>Alabama Department of Labor’s News Release (March 16, 2020): https://www.labor.alabama.gov/news_feed/News_Page.aspx?id=201</p>

			to preserve their ability to come back to that job when the quarantine is lifted or the illness subsides.			
Alaska	The waiting week is waived.	Covers both quarantined people, those who have to stay home and provide dependent care as well as those who lost their jobs due to its business shutting own operations	Workers will have to file a claim, and the requirement to provide work search contacts may be waived depending on the circumstances.		Also removes the limit on the number of dependents and the allowance per dependent has increasing from \$24 to \$75	House Bill 308 is on the governor's desk https://www.ktva.com/story/41934791/legislature-expands-unemployment-benefits-all-alaskans-out-of-work-due-to-covid19-to-apply
Arizona	The one-week waiting period is waived pursuant to the Governor's Executive Order	<ul style="list-style-type: none"> UI benefits available to (1) workers whose employer has permanently or temporarily ceased or drastically reduced operations due to COVID-19 resulting in a reduction of wages; (2) workers who, due to requirements that the individual be quarantined, are separated from employment and do not have any available paid leave even if the individual has an expectation of returning to work after 	Work search requirement (able and available to work, actively seeking work, and daily job contacts) are waived pursuant to Governor's Executive Order	Pursuant to the Governor's Executive Order, in adjusting employer contribution rates for the unemployment compensation fund, the Department of Economic Security may not consider unemployment benefits granted pursuant to this executive order against an employer's		<p>Governor's Executive Order 2020-11 (March 20, 2020): https://azgovernor.gov/file/34252/download?token=G50zVEQ6</p> <p>Governor's News Release (March 20, 2020): https://azgovernor.gov/governor/news/2020/03/governor-ducey-expands-access-unemployment-insurance-and-extends-income-tax</p> <p>Department of Economic Security's Unemployment Insurance Benefits Fact Sheet: https://des.az.gov/sites/default/files/media/Unemploy</p>

		<p>the quarantine is over; (3) workers who leave employment due to a risk of exposure or infection and are a member of a population that is particularly susceptible to COVID-19; (4) workers who leave employment to care for a family member who has been infected with COVID-19; or (5) workers who for any other scenario are separated from work for reasons related to COVID-19</p>		account.		<p>ment Insurance Fact Sheet 03232</p>
Arkansas	Waiting period waived	Workers are eligible for UI benefits if a business has a temporary reduction in its workforce for a period of 10 weeks or less.	Effective for claims filed on or after March 16, 2020, work search requirements have been waived for a period of thirty (30) days, or through the week ending April 18, 2020 due to the COVID-19 Pandemic. Therefore, claimants will not be required to register or search for work during the thirty (30) day waive period.	Employers impacted by the COVID-19 pandemic accounts may be charged for unemployment insurance benefits paid to their workers. It depends. DWS will continue to examine the reason for the separation from	Workers may apply for UI benefits online or by telephone rather than in person in a further effort to minimize the risk of spreading COVID-19.	<p>Notice from Arkansas Division of Workforce Services: https://www.dws.arkansas.gov/src/files/Notice to Individuals Inquiring About the Availability of Unemployment Insurance Benefits As A Result of the COVID-19 Pandemic Updated.pdf</p> <p>Division of Workforce Services FAQs for Workers: https://www.arkansasedc.com/docs/default-</p>

			Workers will not be required to seek new employment. It is recommended that the business provide a letter to their workers with a specific return work date that is within 10 weeks of their last day of work. This letter will expedite the process. Affected workers should provide this letter to Department of Workforce Services (DWS).	employment and, where appropriate, non-charge benefits within federal and state guidelines. In most cases, benefits paid as a result of a lay off, regardless of the reason, are charged to an employer's DWS account.	<p>source/covid-19/workers-faqs-ui-covid-19-(2).pdf?sfvrsn=fc4a6cf3_4</p> <p>Division of Workforce Services FAQs for Employers: https://www.arkansasdc.com/docs/default-source/covid-19/employers-faqs-ui-covid-19-(2).pdf?sfvrsn=5d2cb187_4</p> <p>Governor's Press Release (March 17, 2020): https://governor.arkansas.gov/news-media/press-releases/governor-hutchinson-expedites-unemployment-benefits-for-those-impacted-by</p>
California	Waiting week is waived for those unemployed due to COVID-19	<ul style="list-style-type: none"> • Quarantined workers entitled to UI • Case-by-case determination for workers who can't work to care for children and other circumstances 	Workers who are temporarily unemployed due to COVID-19 and expected to return to work with their employer within a few weeks are not required to actively		<p>Executive Order N-25-20 (March 12, 2020): https://www.gov.ca.gov/wp-content/uploads/2020/03/3.12.20-EO-N-25-20-COVID-19.pdf</p> <p>State Fact Sheets/FAQs:</p>

			seek work each week.			https://www.edd.ca.gov/about_edd/coronavirus-2019.htm https://www.edd.ca.gov/about_edd/coronavirus-2019/faqs.htm https://www.edd.ca.gov/about_edd/coronavirus-2019.htm
Colorado		Worker may be eligible for unemployment insurance if the worker is not working or working fewer hours as a result of the COVID-19 pandemic.			Colorado has set a schedule for applicants to file; filing day is based on the first letter of their last name.	State Covid-19 site: https://www.colorado.gov/pacific/cdle/information-and-resources-coronavirus
Connecticut	Waiting week not required for all UI claimants under Connecticut law.		Work search requirements have been suspended.			Governor's Press Release: https://portal.ct.gov/Office-of-the-Governor/News/Press-Releases/2020/03-2020/Governor-Lamont-Coronavirus-Update-March-13-2020-4PM State Agency FAQs: https://www.ctdol.state.ct.us/DOLCOVIDFAQ.PDF
Delaware	Delaware has waived the waiting week. Claimants	Those who are quarantine, as well as those who have coronavirus and those who cannot work due to care of a	Work Search Requirements will be waived through the duration of the state of		Workers may be required to show medical documentation but	State agency FAQs: https://laborfiles.delaware.gov/c19/UI-FAQ.pdf

	should submit a weekly pay authorization the Sunday after a claim is filed and every week thereafter even if they have not yet received a payment.	family member as temporarily laid off will be considered as having temporarily been laid off and are eligible.	emergency		the requirement will be waived during the state of emergency	https://news.delaware.gov/2020/03/17/the-delaware-department-of-labor-expands-unemployment-benefits-to-workers-affected-by-the-covid-19-pandemic/
District of Columbia		UI benefits to workers who are quarantined, self-quarantined or isolated consistent with general guidance of the health department, or reduced operations related to the public health emergency.	Work search requirements waived provided the worker has “reasonable expectation of continued employment with the current employer” regardless of whether there’s a specific return date provided.	UI benefits not “charged” to the employer’s experience rating account.		Emergency COVID-19 Legislation (enacted March 17, 2020): http://lims.dccouncil.us/Download/44469/B23-0718-SignedAct.pdf COVID-19 FAQ for Employees: https://does.dc.gov/sites/default/files/dc/sites/does/publication/attachments/Coronavirus%20FAQ%20for%20Employees_v4.pdf COVID-19 Scenarios & Benefits Available: https://does.dc.gov/sites/default/files/dc/sites/does/publication/attachments/DOES-covid-19-scenarios-and-benefits_v13.0.pdf

						<p>COVID-19 FAQ For Employers: https://does.dc.gov/sites/default/files/dc/sites/does/publication/attachments/Coronavirus%20FAQ%20for%20Employers_v4.pdf</p>
Florida	Waiting week waived.	Workers who may be eligible for Reemployment Assistance include: 1)those who are quarantined by a medical professional or a government agency; 2)those who are laid off or sent home without pay for an extended period by their employer due to COVID-19 concerns; or 3) those who are caring for an immediate family member who is diagnosed with COVID-19	<p>The work search requirement is suspended through May 2, 2020, unless extended by subsequent order, and the suspension shall apply retroactively to the week beginning March 15, 2020.</p> <p>The online work registration requirement is suspended through May 2, 2020, unless extended by subsequent order, and the suspension shall apply retroactively to the week beginning March 15, 2020.</p>			<p>Reemployment Assistance COVID-19 FAQs: http://www.floridajobs.org/docs/default-source/reemployment-assistance-center/dua-faqs-3-17-20-updates.pdf?sfvrsn=805543b0_6</p> <p>State of Florida Department of Economic Opportunity Emergency Order 20-016 (Mar. 31, 2020); https://www.flrules.org/gateway/notice_Files.asp?ID=23101440</p>
Georgia	Georgia does not have a waiting week requirement	Workers who are unable to work due to the COVID-19 public health emergency who have an expectation of returning to work when the emergency ceases shall be	All work search requirements are waived for all claims filed on or after March 14, 2020. This emergency rule shall	<ul style="list-style-type: none"> The account of an employer may not be charged for certain 	<ul style="list-style-type: none"> The Georgia Department of Labor extended the duration of benefits from 	<p>GA Department of Labor’s 300-2-4 UI Benefit Payments Emergency Rule (Adopted 03-16-20): https://dol.georgia.gov/laws-and-rules/gdol-rules</p>

		<p>considered involuntarily unemployed through no fault of their own. This rule shall apply to all claims filed on or after March 14, 2020, including but not be limited to an individual: (a) Quarantined or self-quarantined on the advice of a licensed medical professional; (b) Sixty (60) or more years of age; (c) With a recognized medical condition making that individual particularly susceptible to COVID-19; (d) Who is a caregiver and resides with someone who is sixty or more years of age or with a recognized medical condition that makes that person more susceptible to COVID-19; or (e) Who is a custodial parent or legal guardian of a minor whose school is closed due to COVID-19 and is unable to secure childcare.</p>	<p>remain in effect until the Public Health State of Emergency declared by Governor Brian Kemp is declared over or 120 days from the adoption of this emergency rule.</p>	<p>benefits paid for unemployment due to the COVID-19, including benefits paid on partial claims filed online.</p> <ul style="list-style-type: none"> An employer shall be charged for all benefits paid as a consequence of the employer's failure to provide a timely written response to a claim for unemployment insurance benefits, regardless of whether the previous determination to pay benefits is 	<p>14 weeks to 26 weeks</p> <ul style="list-style-type: none"> Employers are required to file partial claims on behalf of their employees whenever it is necessary to temporarily reduce work hours or there is no work available for a short period. Any employer found to be in violation of this rule will be required to reimburse GA Department of Labor for the full amount of unemployment insurance benefits paid to the employee. 	<p>Georgia Department of Labor's blog on New Information for filing for unemployment, mandatory filing by employers for partial claims, and reemployment services (March 22, 2020): https://dol.georgia.gov/blog/new-information-filing-unemployment-partial-claims-and-reemployment-services</p> <p>GA Department of Labor Emergency Rules (Adopted 03-26-20): https://dol.georgia.gov/blog-post/2020-03-26/emergency-rules-adopted-03-26-20</p>
--	--	--	---	---	---	---

				later reversed on appeal or if an overpayment is established.		
Hawaii	The waiting week has been waived.				Workers who are unable to work due to Covid-19 are being encourage. to apply for Temporary Disability Insurance, and those with sick family members are encouraged to apply for the Hawaii Family Leave Law.	State Agency FAQs: https://labor.hawaii.gov/ui/main/covid-19-labor-benefits-fact-sheet/
Idaho	The waiting week has been waived for all claims filed on or after March 8, 2020, as long as Governor's proclamation is	Claimants eligible if isolated and unavailable to work at the request of a medical professional, employer, or local health district AND will be returning to their employers	Work search requirements waived if unemployed due to COVID-19 related reasons and returning to work with same employer. If not returning to same	Businesses who pay a quarterly unemployment tax will not be charged when employees are laid off due to coronavirus.	Parties given an additional 14 days to appeal claims decisions beyond the normal 14 days.	Governor's Press Release re Unemployment Proclamation (Mar. 27, 2020): https://gov.idaho.gov/press-release/governor-little-signs-new-executive-orders-proclamation-to-

	in effect.		employer, required to complete two work search activities per week.			further-position-idaho-to-overcome-coronavirus-challenge/ Claimant FAQs about Unemployment Insurance and COVID-19: https://idahoatwork.com/2020/03/18/faqs-about-unemployment-insurance-and-covid-19/
Illinois		Temporarily laid off and caregivers are eligible for UI.	Work Search requirements are changed, such that workers are still required to register for the employment service and actively seek work from the confines of their home.		Illinois has set a schedule for applicants to file; filing day is based on the first letter of their last name.	State Agency FAQs: https://www2.illinois.gov/ides/Pages/COVID-19-and-Unemployment-Benefits.aspx
Indiana		Caregivers and those who are quarantined are eligible for UI benefits, as well as those temporarily laid off.				State Agency FAQs: https://www.in.gov/dwd/files/Indiana_Unemployment_FAQ.pdf
Iowa	Iowa does not have a waiting week under current law.	UI benefits available to workers (a) laid off, temporarily or otherwise, due to issues related to COVID-19; (b) required by employer to stay home due to COVID-19, without telework or pay or PTO; (c)	Work search requirements have been waived.	Claims filed and paid as a result of COVID-19 will have the charges waived for employers.	State created new video tutorials for claim filing: https://www.youtube.com/watch?v=KeiyC0zoPI0&feature=emb_logo and https://www.yout	Iowa Website Notice: https://www.iowaworkforcedevelopment.gov/updates-and-resources-about-covid-19 COVID-19 and Unemployment Insurance

		sick with COVID-19 unable to work, with no other benefits.			ube.com/watch?v=Nf2dC7_pR3A	Benefits for Employers Questions & answers: https://www.iowaworkforcedevelopment.gov/COVID-19 COVID-19 and Unemployment Insurance Benefits for Workers Questions & answers: https://www.iowaworkforcedevelopment.gov/sites/search.iowaworkforcedevelopment.gov/files/content-files/Updated%20UI%20Worker_COVID-19%20QA.pdf
Kansas	Waiting week is waived for those unemployed due to COVID-19		Workers unemployed due to COVID-19 and have taken all necessary steps to return to work for the regular employer, do not have to look for other work.		Employers can submit application for groups of employees (“spreadsheet filing”). Self-employed workers may be eligible if they have worked for an employer who pays unemployment taxes in the last 18 months.	Kansas Fact Sheet: https://www.dol.ks.gov/docs/default-source/default-document-library/ui-covid19-faqs.pdf?sfvrsn=3b4c881f_1_0 COVID-19 Response Resources: https://www.dol.ks.gov/covid19response

<p>Kentucky</p>	<p>Waiting week waived.</p>		<p>Work search suspended consistent with the federal guidance.</p>	<p>Eligibility extended to independent contractors, small business owners, substitute teachers, gig economy workers, child care workers from churches, cosmetologists, “anyone who has had to leave their job because of quarantine or paid leave,” and anyone who left their job for “good cause” because of reasonable risk of exposure (self-quarantine) or due to caring for a family member affected by the virus.</p> <p>State adopted an alternative base period for determining whether workers earned enough</p>	<p>Governor’s Executive Order (March 16, 2020) https://governor.ky.gov/attachments/20200316_Executive-Order_2020-235.pdf</p> <p>Kentucky's Response to COVID-19: https://governor.ky.gov/covid-19-response</p>
------------------------	-----------------------------	--	--	---	--

					<p>wages to qualify for benefits.</p> <p>Any employer with at least 50 employees, who is laying off at least 15 employees, is encouraged to file a claim on behalf of their employees through the E-Claims process.</p> <p>138 state workers have been trained for Unemployment Insurance claims adjudication to alleviate any case backlog.</p>	
Louisiana	Waiting week waived.	<p>UI benefits may be available if:</p> <p>(a) work hours have been reduced because of lack of work due to Coronavirus;</p> <p>(b) workplace closes temporarily & worker uncompensated;</p> <p>(c) worker has been instructed not to go to work, and not being paid while at home</p>	Work search requirement waived.	Benefits “non-charged” to the employer’s experience rating account.		<p>Governor’s Proclamation JBE 2020-27 (March 13, 2020)</p> <p>https://gov.louisiana.gov/assets/ExecutiveOrders/27-JBE-2020-COVID-19.pdf</p> <p>State Fact Sheet:</p> <p>https://www.laworks.net/Downloads/PR/COVID_19_Information.pdf</p>

Maine	Waiting week waived.	UI benefits available to those on a temporary leave of absence due to a medical quarantine or isolation restriction, or a demonstrated risk of exposure or infection or a need to care for a dependent family member as a result of COVID-19.	Work search requirement not in effect provided the individual is able and available for work and maintains contact with the relevant employer.	Benefits “non-charged” to the employer’s experience rating account.		Emergency Legislation (enacted March 18, 2020): http://legislature.maine.gov/legis/bills/getPDF.asp?paper=SP0789&item=2&snum=129 UI FAQs Regarding COVID-19: https://www.maine.gov/labor/docs/2020/covid19/covidfaqandui.pdf
Maryland	Maryland does not have a waiting week requirement under current law.	UI benefits available to workers when: (1) the employer temporarily ceases operations due to COVID-19, preventing employees from coming to work; (2) the individual is quarantined due to COVID-19 with the expectation of returning to work after the quarantine is over; or (3) the individual leaves employment due to a risk of exposure or infection of COVID-19 or to care for a family member due to COVID-19.		In the event that a process for employers to apply for a waiver of charging of any benefits paid due to coronavirus, COVID-19, additional information will be provided outlining the requirements. Waivers will be reviewed on a case-by-case basis and approved as the law allows. Reimbursing employers are	Division of Unemployment Insurance set a schedule for applicants to file; filing day is based on the first letter of their last name. Phone hours extended.	Emergency Legislation (enacted March 19, 2020): http://mgaleg.maryland.gov/2020RS/bills/sb/sb1080E.pdf FAQ about COVID-19 and Maryland’s Unemployment Insurance Benefits Administration: https://www.dllr.state.md.us/employment/uicovidfaqs.shtml

				charged dollar for dollar for benefits paid to their former employees.		
Massachusetts	Waiver of one week waiting period enacted by law on March 18 th , with effective date of March 10 th .	<ul style="list-style-type: none"> Emergency regulations and accompanying policy memo allow people impacted by COVID-19 to collect unemployment if their workplace is shut down and expects to reopen in four to eight weeks. If the individual has left work due to a reasonable risk of exposure or infection, (i.e. self-quarantine) or to care of a family member with COVID-19, no medical documentation will be required. The claimant must establish only that his or her actions were reasonable under the circumstances. 	<ul style="list-style-type: none"> Emergency regulations provide that the requirement to search for work is fulfilled so long as the claimant is on “standby” and takes reasonable measures to maintain contact with the employer. 			<p>Emergency Regulations: 430 CMR 22.00 (to be published on-line)</p> <p>State Agency Policy Memo: https://www.mass.gov/service-details/learn-about-massachusetts-covid-19-workforce-measures</p>
Michigan	Michigan does not have a waiting week under current	<ul style="list-style-type: none"> Workers who have an unanticipated family care responsibility, including those who 	Work search requirement suspended.		<ul style="list-style-type: none"> Benefits will be increased from 20 to 26 weeks. 	Governor’s Executive Order 2020-10 (March 16, 2020) https://www.michigan.gov/whitmer/0,9309,7-387-

	law.	<p>have childcare responsibilities due to school closures, or those who are forced to care for loved ones who become ill.</p> <ul style="list-style-type: none"> • Workers who are sick, quarantined, or immunocompromised and who do not have access to paid family and medical leave or are laid off. • First responders in the public health community who become ill or are quarantined due to exposure to COVID-19. 			<ul style="list-style-type: none"> • Employers non-charged benefits. • Work sharing authorized without regard to the positive fund balance requirement. • Michigan has set a schedule for applicants to file; filing day is based on first letter of last name, for both online and telephone filing. 	90499_90705-521790--00.html
Minnesota	The waiting week is waived for accounts established after March 1, 2020.			Employer experience rating is waived, employers tax rate will not increase due to claims.		<p>State Agency FAQs: https://www.uimn.org/applicants/needtoknow/news-updates/covid-19.jsp</p> <p>State Agency updates: https://www.uimn.org/employers/employer-account/news-updates/covid-19.jsp</p>

Mississippi	Waived the one week waiting period. The waiting period is waived for all claims filed from March 8, 2020 until June 27, 2020. Prior to June 27 th , MDES will reassess this measure and modify, continue, or cancel the measure as needed in response to COVID-19.	Workers may file a claim for unemployment benefits who are affected based upon the measures below: 1) those who are quarantined by a medical professional or a government agency; 2) those who are laid off or sent home without pay for an extended period by their employers due to COVID-19 concerns; 3) those who are diagnosed with COVID-19; Or 4) those who are caring for an immediate family member who is diagnosed with COVID-19.	All work search requirements that normally must be met to be considered eligible for UI shall be suspended beginning March 21, 2020 until June 27, 2020 pursuant to the Governor’s executive order.	The current statute dictates that an employer’s account will be charged for benefits paid to result from a lack of work. Mississippi Department of Employment Security (MDES) is monitoring and reviewing federal and state guidelines related to COVID-19 and may exercise flexibility where applicable in accordance federal or state executive orders.	All collection activities including, but not limited to, interception of state tax refunds, payment agreements, enrollment of liens, tax garnishments, and claimant overpayment garnishments shall be suspended until June 27, 2020. This will only apply to delinquencies and will not affect the timely filing of employer contributions or wage reports.	<p>MDES News Release (March 20, 2020): https://mdes.ms.gov/news/2020/03/20/mississippi-announces-support-for-workers-impacted-by-covid-19/</p> <p>MDES FAQs for Workers and Employers: https://www.mdes.ms.gov/unemployment-claims/covid19/</p> <p>Governor’s Executive Order No. 1462: https://www.sos.ms.gov/Education-Publications/ExecutiveOrders/1462.pdf</p>
Missouri	The waiting week is waived.	Quarantined individuals as well as those self-quarantined may be eligible for benefits, as well as those told to stay home, but not offered telework.	Weekly work search requirements are not required when there is a recall date within eight weeks of the temporary lay-off. If the recall date changes but is within the initial eight weeks from the	The employer experience rating is waived.		State Agency updates: https://labor.mo.gov/coronavirus

			last day worked, the employee must contact a Regional Claims Center representative to update the recall date. An employer may apply for approval of an extended recall and work search waiver for employees of up to sixteen weeks.			
Montana	Waiting week waived.	Workers qualify if they are directed by their employer to leave work or not report to work due to COVID-19 or they are temporarily laid off by the employer. Workers who must quarantine or who need to take care of a family member due to COVID-19 are also considered temporarily laid off and eligible for benefits.	Work search waived provided the worker stays in contact with the employer and returns to work when he or she has the opportunity.	Benefits “non-charged” to the employer’s experience rating account.		<p>Governor’s Press Release (March 17, 2020): http://governor.mt.gov/Pressroom/governor-bullock-announces-emergency-rules-to-streamline-unemployment-benefits-for-workers-impacted-by-covid-19</p> <p>COVID-19 Employer & Montana Employee Frequently Asked Questions (updated Mar. 31, 2020 at 10:45 am): http://dli.mt.gov/Portals/57/Documents/covid-19/FAQ.pdf?ver=2020-03-18-113453-137</p> <p>COVID-19 Scenarios &</p>

						Benefits Available (updated Mar. 28, 2020 at 1:45 pm): http://dli.mt.gov/Portals/57/Documents/covid-19/COVID-19-ScenariosAndBenefits.pdf?ver=2020-03-18-113453-153
Nebraska	Waiting week is waived for claims filed from Mar. 22, 2020 - May 2, 2020	Commissioner of Labor directed to treat workers in an unpaid status for any reason as a result of COVID-19 exposure or illness as being on a temporary layoff and attached to their employment	Work search requirement waived for claims filed from Mar. 22, 2020 - May 2, 2020	Employers granted relief from charging for unemployment benefits paid solely as a result of COVID-19 exposure or illness, and for benefits paid to individuals eligible for short-time compensation benefits due to reduction in work as a direct result of COVID-19 exposure or illness	Employers granted relief from charging and appeal rights when an employer's failure to respond to requests for separation information within 10 days is reasonably attributable to absences or temporary separations resulting from COVID-19 exposure or illness	Governor's Press Release (March 17, 2020): https://governor.nebraska.gov/press/gov-ricketts-issues-executive-order-loosen-unemployment-insurance-eligibility-requirements Governor's Executive Order: https://www.dropbox.com/s/h472p8y2fpdcmtl/EO%2020-04%20-%20Emergency%20Unemployment%20Insurance%20Benefit%20Relief%20.pdf?dl=0
Nevada	Waiting week waived, effective Mar. 18, 2020	UI available for eligible individuals "who are out of work and no longer receiving pay from their	Work search requirement waived. State also instructs claimants how to	As of March 20, 2020, Department is waiting on	The State UI system has created a new set of video tutorials to assist	Governor's Press Release (Mar. 18, 2020): http://gov.nv.gov/News/Press/2020/Governor_Sisolak

		<p>employer as a consequence of COVID-19, if otherwise eligible.”</p>	<p>bypass question when completing the application: https://cms.detr.nv.gov/Content/Media/Bypass_Work_Search.pdf</p>	<p>guidance from the US Department of Labor. Until then, “normal procedures” with respect to charging employers’ experience record will be followed.</p>	<p>new claimants with filing for benefits online: https://www.youtube.com/playlist?list=PLKU0G2uxOM7AwxvSH-GyeQAgiwxFzEdF</p>	<p>_Waives Work Search Requirement and Wait Period for Unemployment Insurance Benefits/</p> <p>Nevada Unemployment Insurance Information for Claimants and Employers COVID-19 (Coronavirus): https://detr.nv.gov/Page/COVID-19_(Coronavirus)_Information_for_Claimants_and_Employers</p> <p>Nevada Unemployment Insurance for Claimants COVID-19 Coronavirus FAQ (updated Mar. 25, 2020): https://cms.detr.nv.gov/Content/Media/Claimant_FAQ_Covid19_0325_ENG.pdf</p> <p>Nevada Unemployment Insurance for Employers COVID-19 Coronavirus FAQ (updated Mar. 20, 2020): https://cms.detr.nv.gov/Content/Media/Employer_FAQ_Covid19_ENG.PDF</p>
New Hampshire	Waiting week suspended for any individual	UI available if leaving employment necessary because of (1) current			Claimants are assigned specific time blocks in	Governor’s Emergency Order #5 Pursuant to Executive Order 2020-04:

	<p>“who commences a benefit year” while COVID-19 Executive Order or any subsequent related directive or order is in effect</p>	<p>diagnosis of COVID-19; (2) quarantined (including self-imposed quarantine) at instruction of health care provider, employer, or gov’t official, to prevent spread of COVID-19; (3) caring for family member or dependent who has COVID-19 or under a quarantine related to COVID-19; (4) caring for a family member or dependent who is unable to care for themselves due to the COVID-19 related closing of their school, child care facility, or other care program.</p> <p>UI also available to self-employed individuals and those individuals providing services currently excluded from definition of employment under NH law where partial or total unemployment necessary for same reasons listed above.</p>			<p>which to file claims, based on the first letter of their last name, to prevent heavy volume from crashing state’s UI website: https://www.nhes.nh.gov/documents/covid19-filing-notice.pdf</p> <p>The state also provides specific instructions and forms for self-employed claimants to complete their applications: https://www.nhes.nh.gov/ -- under heading ***ATTENTION SELF-EMPLOYED CLAIMANTS***</p>	<p>https://www.governor.nh.gov/news-media/emergency-orders/documents/emergency-order-5.pdf</p> <p>Executive Order 2020-04: https://www.governor.nh.gov/news-media/orders-2020/documents/2020-04.pdf</p> <p>COVID-19 Filing Notice (effective Mar. 26, 2020): https://www.nhes.nh.gov/documents/covid19-filing-notice.pdf</p>
New Jersey	<p>New Jersey does not have a waiting week requirement</p>	<p>UI available to (a) people out of work because employer voluntarily closed or was ordered closed; (b)</p>	<p>Unclear, but NJ Division of Unemployment Insurance advising</p>		<p>NJ Division of Unemployment Insurance published specific</p>	<p>NJDOL Benefits and the Coronavirus (COVID-19): What Employees Should Know:</p>

	under current law.	workers who have less hours available due to business slow down or lack of demand. UI may be available, on a case by case basis, where employers stay open in defiance of public health urging to close and worker refuses to work.	that applicants waiting to be recalled to their present job, or delaying their job search until this natural emergency ends or subsidies, should answer “YES” when asked if they are actively seeking work when certifying for benefits each week.		<p>instructions to help COVID-19 claimants complete applications and get payments without needless processing delays: https://myunemployment.nj.gov/labor/myunemployment/covidinstructions.shtml</p> <p>Claimants are assigned specific time blocks in which to file claims, based on last 4 digits of SSN, to prevent heavy volume from crashing state’s UI website: https://myunemployment.nj.gov/labor/myunemployment/schedule.shtml</p>	<p>https://www.nj.gov/labor/worker-protections/earnedsick/covid.shtml</p> <p>COVID-19 Scenarios & Benefits Available Fact Sheet (Mar. 16, 2020): https://www.nj.gov/labor/assets/PDFs/COVID-19%20SCENARIOS.pdf</p>
New Mexico	Waiting week is NOT waived.	UI available to workers who (a) are self-quarantined or directed to be quarantined, or who have immediate	New Mexico is waiving the work search requirements for up to four weeks. The department will			Governor’s Press Release (March 17, 2020): https://www.governor.state.nm.us/2020/03/17/state-extends-eligibility-for-

		family who is quarantined; (b) are laid off as a result of the impact of COVID-19; (c) have their hours reduced as a result of COVID-19	advise claimants if the waiver will be extended beyond the four weeks.			<p>unemployment-insurance-benefits-to-workers-affected-by-covid-19/</p> <p>Information for Workers Affected by COVID-19 (see “Frequently Asked Questions”): https://www.dws.state.nm.us/COVID-19-Info</p> <p>State Fact Sheet: https://www.dws.state.nm.us/Portals/0/DM/UI/COVID-19%20UI%20Fact%20Sheet.pdf</p>
New York	Waiting week is waived.				<p>Governor requested a “major disaster” declaration, which was granted by the President (a determination is pending on whether Disaster Unemployment Assistance will be approved).</p> <p>NYDOL has</p>	<p>State website: https://labor.ny.gov/unemploymentassistance.shtm</p> <p>Unemployment Insurance During COVID-19 Emergency FAQ: https://labor.ny.gov/ui/coronavirus-faq.shtm</p>

					extended telephone filing hours, and set a schedule for applicants to file based on the first letter of their last name. (See https://labor.ny.gov/unemploymentassistance.shtm , under “Important Information for Unemployment Insurance Claimants”)	
North Carolina	Waiting week is waived.	UI available to workers who, as a result of COVID-19, are: (a) separated from employment; (b) have had their hours of employment reduced; (c) are prevented from working due to a medical condition caused by COVID-19; (d) are prevented from working due to communicable disease control measures, which include quarantine or isolation directives or orders related to COVID-19	Work search is waived for COVID-19 related claims.	No charges will be assessed to an employer’s account for any benefits paid as a direct result of COVID-19. The Dep’t of Commerce shall separately account for these expenditures so that the State can seek reimbursement	NC Dep’t of Commerce published guide to help claimants file properly, including how to bypass work search question on application: https://files.nc.gov/files.nc.gov/des/filing-for-unemployment-due-to-covid-19-tip-sheet_mar26.pdf Paid Time Off	Executive Order 118 (March 17, 2020) https://files.nc.gov/governor/documents/files/EO118.pdf Unemployment Insurance Changes Due to COVID-19 (Coronavirus): https://des.nc.gov/need-help/covid-19-information Tip Sheet for Filing for Unemployment Insurance Benefits Due to COVID-19 (updated Mar. 26, 2020): https://files.nc.gov/des/fili

		<p>issued by the State of North Carolina, the federal government, a local governmental entity, or a medical or public health professional</p>		<p>(Vacation and/or Sick Pay) will not be considered separation pay that disqualifies worker from receiving UI “if the payment was issued as a result of the employer’s written policy established prior to separation”</p> <p>If the Dep’t of Commerce identifies other state laws regulations, and policies that may inhibit the fair and timely distribution of benefits to those affected by COVID-19, it is directed to inform the Governor in writing. Upon written authorization from the Governor, the Dep’t may interpret flexibly,</p>	<p>ng-for-unemployment-due-to-covid-19-tip-sheet_mar26.pdf</p> <p>COVID-19 Information for Individuals: https://des.nc.gov/need-help/covid-19-information/covid-19-information-individuals</p> <p>COVID-19 Information for Employers: https://des.nc.gov/need-help/covid-19-information/covid-19-information-employers</p>
--	--	---	--	--	--

					<p>modify, or waive those state laws, regulations, and policies, as appropriate, to the maximum extent permitted under federal law, to effectuate purposes of E.O. 118</p> <p>Dep't ordered to provide reasonable means for filing, including both telephone and internet access</p>	
North Dakota			<p>Work search is suspended for individuals whose unemployment is related to COVID-19, effective Mar. 13, 2020</p>	<p>Benefits paid to an individual whose unemployment is related directly or indirectly to COVID-19 shall not be charged against the accounts of the individual's employer, effective Mar. 13, 2020</p>	<p>Strict compliance with N.D.C.C. § 52-06-04 is suspended to the extent review of an employee's separation from past employers is required; only review of current reason for separation from employment as it relates to COVID-</p>	<p>Executive Order 2020-08 (Mar. 20, 2020): https://www.governor.nd.gov/sites/www/files/documents/executive-orders/Executive%20Order%202020-08.pdf</p>

					<p>19 will be considered for determining eligibility.</p> <p>Work registration requirement suspended</p> <p>Requirement that individual requalify for UI benefits for week in which individual left most recent employment voluntarily or without good cause attributable to the employer suspended if unemployment related to COVID-19</p>	
Ohio	Waiting week is waived.	UI available to individuals “requested by a medical professional, local health authority, or employer to be isolated or quarantined as a consequence of COVID-19 even if not actually diagnosed with COVID-19;”	Work search waived for workers isolated or quarantined.	UI benefits shall not be charged to employer’s account, except reimbursing employers	Office of UI Operations published guide to help claimants file weekly claims properly, including how to bypass work search	Executive Order 2020-03D (March 16, 2020): https://governor.ohio.gov/wps/portal/gov/governor/media/executive-orders/executive-order-2020-03-d

		<p>Isolated or quarantined workers entitled to UI.</p> <p>UI also available to workers laid off due to loss of production caused by COVID-19; and to workers whose employer requires individual to stay home but does not offer telework, if otherwise eligible</p> <p>UI is NOT available to “asymptomatic individuals” that “Remove themselves from employment” to care for a sick relative, or for child care</p>			<p>questions: http://jfs.ohio.gov/ouio/InstructionsForFilingWeeklyClaimsRelatedToCOVID-19.stm</p> <p>Office created a form for employers to distribute to employees laid off b/c of COVID-19 to expedite claim process: http://www.odjfs.state.oh.us/forms/nun/JFS00671/pdf/</p>	<p>Coronavirus and Unemployment Insurance Benefits: http://jfs.ohio.gov/ouio/CoronavirusAndUI.stm</p> <p>Instructions for Filing Weekly Claims Related to COVID-19: http://jfs.ohio.gov/ouio/InstructionsForFilingWeeklyClaimsRelatedToCOVID-19.stm</p>
Oklahoma	<p>Waiting week suspended so long as Governor’s Executive Order remains in effect, for all claims with an effective date of Mar. 15, 2020 or later</p>	<p>UI available to individuals “who have experienced a loss of work due to no fault of their own when suitable work is not available.”</p>	<p>Work search requirement waived if a return to work date has been given to the employee.</p> <p>Work search requirement NOT waived if the worker has no return to work date.</p>		<p>Third Amended Executive Order 2020-07 (Mar. 21, 2020): https://www.sos.ok.gov/documents/Executive/1917.pdf</p> <p>COVID-19 Unemployment Insurance FAQs & Important Messages (last modified Mar. 23, 2020): https://www.ok.gov/oesc/Claimants/Claimant_Unemployment_Insurance_FAQs_o</p>	

						n COVID-19.html
Oregon		<p>UI available to workers who:</p> <p>(a) mildly ill with COVID-19;</p> <p>(b) exposed to COVID-19 and quarantined;</p> <p>(c) caring for family member who is sick with coronavirus or subject to mandatory quarantine;</p> <p>(d) caring for child due to COVID-19 school closures;</p> <p>(e) work for employer that has ceased or curtailed operations due to COVID-19, including closures or curtailments based on direction or advice of Governor or public health officials, or due to business slowdown/lack of demand;</p> <p>(f) work for employer that has reduced available hours due to business slowdown/lack of demand</p> <p>(g) refuse to work in violation of a mandatory quarantine or Governor’s directive regarding limiting activities to stop spread of virus, and quits or discharged as a result.</p>	<p>Work search requirement effectively waived. If employer expects to re-open, you do not have to actively seek another job. If you are not still in contact with employer, you are considered actively seeking work “if you are doing what you can to be prepared to return to new work or find new employment.”</p>		<p>Certain disqualifications from benefits reinterpreted, such that people are not disqualified from receiving UI who (a) are discharged because of a COVID-19 related situation; (b) quit work because of a COVID-19 related situation; (c) fail to apply for work when referred by employment office or director because of a COVID-19 related situation; or (d) fail to accept an offer of work because of a COVID-19 related situation</p>	<p>Employment Department Temporary Rules for Unemployment Insurance Benefits Flexibility (Mar. 18, 2020):</p> <p>https://www.oregon.gov/employment/Documents/OAR%20471-030-0070-temporaryrule.pdf</p> <p>COVID-19 Scenarios & Benefits Available:</p> <p>https://www.oregon.gov/employment/Documents/OAR%20471-030-0070-temporaryrule.pdf</p>
Pennsylvania	Waiting week	Workers may be eligible if:	Work search and work	Contributory		Information for

a	suspended for all UI claims.	(a) employer temporarily or permanently closes b/c of COVID-19; (b) employer reduces hours b/c of COVID-19; (c) they are “told not to work because employer feels you might get or spread COVID-19”; (d) they are “told to quarantine or self-isolate, or live/work in a county under government-recommended mitigation efforts” ; (e) caring for sick family member	registration requirements are temporarily waived for all UI claimants. Claimants are not required to prove they have applied or searched for a new job to maintain their benefits. Claimants are also not required to register with www.pacareerlink.pa.gov	businesses who are <i>temporarily closed</i> due to COVID-19 will be granted “Relief From Charges,” and UC tax rate will not be increased because of COVID-19 related claims	<p>Pennsylvania Employees Impacted by COVID-19: https://www.uc.pa.gov/Pages/covid19.aspx</p> <p>COVID-19 Guidance & Resources: https://www.uc.pa.gov/COVID-19/Pages/default.aspx</p> <p>COVID-19 Guide: Scenarios & Benefits Available: https://www.uc.pa.gov/COVID-19/Documents/COVID19%20Scenarios %20Benefits%20.pdf</p> <p>UC Benefits & COVID-19 FAQs (updated Mar. 26, 2020): https://www.uc.pa.gov/COVID-19/Pages/UC-COVID19-FAQs.aspx</p> <p>Employer UC & COVID-19 FAQs (updated Mar. 23, 2020): https://www.uc.pa.gov/COVID-19/Pages/Employer-COVID19-FAQs.aspx#</p>
Puerto Rico					

Rhode Island	Waiting week waived for UI and work-sharing claims related to COVID-19	Workers may be eligible for UI if: (a) workplace closes temporarily; (b) directed by employer to remain home; (c) have to stay out of work to care for children due to quarantine, illness, or school closings; (d) impacted by COVID-2019 and quarantined and unable to work				<p>Governor’s Press Release: https://www.ri.gov/press/view/37878</p> <p>Department of Labor & Training Emergency Regulation (Mar. 12, 2020): https://risos-apa-production-public.s3.amazonaws.com/DLT/REG_10992_20200312_130537.pdf</p> <p>State Fact Sheet (updated Mar. 25, 2020): http://www.dlt.state.ri.us/pdfs/COVID-19%20Workplace%20Fact%20Sheet.pdf</p>
South Carolina	Waiting period waived for individuals who file for UI benefits between March 15, 2020 and April 18, 2020	<ul style="list-style-type: none"> Workers may be eligible for UI under following circumstances: a) if an employer must shut down operations and no work is available; b) if an employer must lay off employees due to the loss of production caused by the coronavirus; c) if an employer reduces the number of hours an 	The weekly work search requirement for claimants out of work due to COVID-19 has been suspended for claims filed March 15, 2020 through April 18, 2020.	South Carolina law allows for the removal of charges from contributory employers when unemployment benefits are paid as a result of a natural disaster, either declared by the President of the United States or the declaration		<p>South Carolina Department of Employment and Workforce Press Release on waiting week (March 19, 2020): https://dew.sc.gov/docs/default-document-library/waiting-week-press-release.pdf?sfvrsn=6d86038b_0</p> <p>South Carolina Department of Employment and</p>

		<p>employee works</p> <ul style="list-style-type: none"> If an employee is receiving paid leave they would not be considered unemployed and therefore ineligible for unemployment benefits. 		<p>of emergency by the Governor.</p> <p>The deadline to pay first quarter contributions has been extended from April 30, 2020 to June 1, 2020. Important: Employers will still need to submit their wage reports by the April 30, 2020 deadline so that the state will continue to have current data to evaluate workforce needs in South Carolina.</p>		<p>Workforce Press Release on work search (March 19, 2020):</p> <p>https://dew.sc.gov/docs/default-source/default-document-library/media-release-march-19-work-search-and-tax-change1f386c04e1f742fd9aac45c61d55885e.pdf?sfvrsn=4b49f652_0</p> <p>COVID-19 and Unemployment Insurance Benefits FAQs:</p> <p>https://dew.sc.gov/docs/default-source/default-document-library/covid19-and-unemployment-benefits1d0d3e9ed525472bb7d17898b4058132.pdf?sfvrsn=5f3744bc_0</p> <p>Quick reference of COVID-19 related UI scenarios:</p> <p>https://dew.sc.gov/docs/default-source/default-document-library/covid-19-ui-related-information.pdf?sfvrsn=832b658c_0</p>
South	Waiting week	Workers are eligible for	Work search	Employer		Press Release:

Dakota	requirement NOT waived	<p>Reemployment Assistance (RA) benefits if:</p> <p>(a) test positive for COVID-19 & temporarily unable to work;</p> <p>(b) out of work because employer closed due to COVID-19;</p> <p>(c)</p> <p>Likely eligible if:</p> <p>(a) for partial benefits, if work hours reduced because of COVID-19 reduction in force;</p> <p>(b) employer sends home because they think they are a risk or are at risk;</p> <p>(c) work at a SD school that is closed</p> <p>Ineligible if:</p> <p>(a) worker self-quarantines & is unable to work;</p> <p>(b) unable to work to care for a dependent/child.</p>	requirement waived for a COVID-19	charging requirement NOT waived for employers who decide to temporarily close or reduce workforce because of COVID-19; benefit payments would be charged to an employer's account.		<p>Unemployment Claims: What Workers and Businesses Need to Know (Mar. 20, 2020): https://dlr.sd.gov/news/releases20/nr_032020_ui_what_workers_businesses_need_to_know.pdf</p> <p>COVID-19 Reemployment Assistance Eligibility Determinations (Mar. 17, 2020): https://dlr.sd.gov/ra/publications/ra_covid_19_eligibility_determinations.pdf</p>
Tennessee	Waiting period suspended	<ul style="list-style-type: none"> Workers may be eligible for UI benefits if a) employer closes to help slow the spread of the virus and temporarily has to lay off employees; b) if 	Suspended UI requirements to report to an employment office and have the ability and undertake reasonable efforts to secure work.		If employer does not file a mass layoff list or an employer filed mass claim, each employee will need to file individual	<p>Governor's Executive Order No. 15 (March 19, 2020): https://publications.tnsosfiles.com/pub/execorders/exec-orders-lee15.pdf</p> <p>TN Department of Labor</p>

		<p>claimant left work after being directed by a medical professional or health authority to isolate or quarantine due to COVID-19, who intends to return to work, and who is otherwise eligible for benefits</p> <ul style="list-style-type: none"> • If employer continues to pay at a reduced rate during the time the business is closed employee may file a claim, but must report those payments during weekly certification. The payment from employer may be deducted from weekly UI benefit amount. 			<p>claims which will take much longer to process. If employers do not file mass list, please provide each separating employee with a completed separation notice.</p>	<p>and Workforce Development’s COVID-19 Unemployment for Employees: https://www.tn.gov/workforce/covid-19/employees.html</p>
Texas	<p>Waiting week waived pursuant to the Governor’s disaster declaration.</p>	<p>UI benefits may be available if:</p> <p>(a) worker self-quarantined (not mandated) and has COVID-19;</p> <p>(b) subject to employer-ordered quarantine and not earning pay for time off or allowed to use PTO;</p> <p>(c) subject to government-ordered quarantine;</p>	<p>Work search requirement waived pursuant to the Governor’s disaster declaration.</p>	<p>Employers forced to shut down “due to a closure order from a governmental entity” may be able to seek chargeback protection under Texas Labor Code Sec.</p>		<p>State Website Notice: https://twc.texas.gov/news/twc-waives-certain-requirements-unemployment-benefits-services</p> <p>Unemployment Eligibility Scenarios for Job Seekers: https://www.twc.texas.gov/files/agency/unemployme</p>

		<p>(d) stay home to care for a sick family member and lose job, if family member is your minor child;</p> <p>(e) employer closes business indefinitely or permanently b/c of pandemic and lays off all staff;</p> <p>(f) employer closes business for specific period of time and lays off all staff, and does not allow use of paid leave;</p> <p>(g) employer keeps business open but reduces hours</p>		204.022(a)(1-2)		<p>nt-eligibility-scenarios-job-seekers-twc.docx</p> <p>Coronavirus Information & Resources for Texas Employers - Office of the Commissioner Representing Employers FAQ: https://www.twc.texas.gov/files/agency/faq-texas-employers-twc.docx</p>
Utah	There continues to be a waiting week for all claims, including claims related to COVID-19	<ul style="list-style-type: none"> UI benefits available to worker when: 1) employer temporarily ceased operations with the expectation that worker will return to work; 2) worker is quarantined, but not showing symptoms, and will return to work; 3) worker is able and available (not showing any symptoms of COVID-19), but are unable to go to work because place of employment has been quarantined. 		<ul style="list-style-type: none"> All unemployment insurance claim benefit costs attributable to COVID-19 will be charged to social costs instead of employer's benefit ratio (basic tax rate). Currently social costs are .001, or 	Reimbursable employers will continue to receive monthly billing if any unemployment insurance benefits have been paid to former employees. To help during this time, reimbursable employers will receive one additional month to pay their reimbursement/bill. In addition, penalty and interest associated	<p>Utah Department of Workforce Services FAQs for Employers: https://jobs.utah.gov/covid19/uifaqemployers.pdf</p> <p>Utah Department of Workforce Services FAQs for Employees: https://jobs.utah.gov/covid19/uifaqemployees.pdf</p>

		<ul style="list-style-type: none"> Worker may be eligible for UI if worker was full-time and hours reduced due to COVID-19. Report earnings which will then determine how much or if the worker is eligible for unemployment benefits. 		<p>\$1 for every \$1,000 of wages paid.</p> <ul style="list-style-type: none"> Employer's unemployment insurance tax rate for 2020 is already set and will not change due to COVID-19 or any other claims. Unemployment insurance tax rate for 2021 will include all benefits costs from July 1, 2019 through June 30, 2020, and three prior fiscal years. Unemployment insurance tax rate for 2022 will include all benefits costs from 	<p>with late payments due to COVID-19 will be waived and will consider installment agreements provided the employer keeps their contact information current and remains in contact with the Department.</p>	
--	--	---	--	---	---	--

				July 1, 2020, through June 30, 2021, and three prior fiscal years		
U.S. Virgin Islands					Employers reducing hours, furloughing employees, or laying off employees are requested to inform state DOL of names of affected employees in advance.	New Policies to Serve and Safeguard during the COVID-19 State of Emergency (Mar. 19, 2020): https://www.vidol.gov/news/new-policies-to-serve-and-safeguard-during-the-covid-19-state-of-emergency/
Vermont	Vermont does not have a waiting week under current law (as of 2017).	The state will not deny claims for able and available issues due to a claimant being isolated or quarantined at the direction of a health care official due to potential or verified exposure to the COVID-19 disease. These individuals shall be treated as temporarily unemployed through no fault of their own, and able and available, for the purpose of UI benefits.	All official work search requirements for all unemployment insurance claimants are suspended until further notice, as of March 24, 2020		Governor directed its labor agency to work with the Legislature on “other opportunities to extend benefits to workers affected by COVID – 19.” The state UI agency is implementing “any/all measures necessary to allow for a more	Governor’s Executive Order No. 01-20: https://governor.vermont.gov/sites/scott/files/documents/EO%2001-20%20Declaration%20of%20State%20of%20Emergency%20in%20Response%20to%20COVID-19%20and%20National%20Guard%20Call-Out.pdf <u>Vermont Agency Memo:</u> https://labor.vermont.gov/sites/labor/files/doc_library/Admin%20Memo%20to

					<p>expedited benefit payment process” as directed by the Governor. This includes issuing payments prior to employer confirmation and shortening the Electronic Fund Transfer validation process whenever possible.</p>	<p>%20Staff%20Regarding%20UI%20Benefit%20Determinations%20Pertaining%20to%20COVID%20%28March%2014%202020%29.pdf</p> <p>Administrative Memorandum re: Temporary Suspension of Work Search Requirement (Mar. 24, 2020): https://labor.vermont.gov/sites/labor/files/doc_library/Work%20Search%20Waiver%20Memorandum%20-%20March%2024%202020.pdf</p>
Virginia	Waiting week for UI waived for claims related to COVID-19.		Work search requirement suspended for claims effective March 15, 2020			<p>Governor’s Press Release (March 17, 2020): https://www.governor.virginia.gov/newsroom/all-releases/2020/march/headline-854487-en.html?link_id=1&can_id=2e1254b501e1fd19ee0d0e56d58fa5bd&source=email-new-measures-to-combat-covid-19-and-support-impacted-virginians&email_referrer=email_752145&email_subject=new-measures-to-support-</p>

						impacted-virginians-and-combat-covid-19 VA Employment Commission COVID-19 Resources: http://www.vec.virginia.gov/covid19
Washington	Waiting week suspended.	Workers may receive unemployment benefits if an employer needs to shut down operations temporarily; worker is mildly ill with COVID-19; worker was exposed and remains quarantined; worker is immune-compromised and advised to self-quarantine; worker follows advice of public health and gov't officials to self-quarantine and chooses not to go to work; employer reduces hours available.	<ul style="list-style-type: none"> The requirement to register for work and search for work is fulfilled so long as you are on standby and take reasonable measures to maintain contact with the employer (Emergency Regulations) Workers that are asked to isolate or quarantine by a medical professional or public health official as a result of exposure to COVID-19 may receive 	<ul style="list-style-type: none"> UI benefits related to COVID-19 are “non-charged” to employers. 	<ul style="list-style-type: none"> New legislation expands access to shared-work for reasons related to the COVID-19 (HB 2739) 	Emergency Regulations: https://esdor.chardstorage.blob.core.windows.net/esdwa/Default/ESDWAGOV/rule-making/emergency-rules-covid-19.pdf For workers affected by COVID-19 (“Worker Q&A” updated regularly): https://esd.wa.gov/newsroom/COVID-19 State Fact Sheet/Flyer: https://esdor.chardstorage.blob.core.windows.net/esdwa/Default/ESDWAGOV/newsroom/COVID-19/covid-19-scenarios-and-benefits.pdf

			unemployment benefits and work search requirements could be waived, so long as they have a return date with their employer. The return to work date can be the date the isolation or quarantine is lifted.			
West Virginia	Will interpret flexibly or waive waiting period for UI benefits for so long as the State of Emergency Declaration regarding COVID-19 remains in place.	Workers are eligible for UI benefits who, due to a documented medical condition caused by COVID-19 or due to quarantine; isolation directives; orders relating to the closure or limitation of occupancy of certain types of businesses or facilities to limit the spread of COVID-19; or other orders related to COVID-19, are separated from employment, have their hours of employment reduced, or are prevented from working.	Will interpret flexibly or waive the following requirements: the able to work and available to work requirements; the work search requirements; and the actively seeking work requirement			Governor's Executive Order No. 4-20: https://governor.wv.gov/Documents/2020%20Executive%20Orders/Executive-Order-March-19-2020-Unemployment.pdf
Wisconsin	Governor is seeking	Workers qualify if during the public health emergency	Work search requirement is	Employer charging		Governor's Emergency Order No. 7 (March 18,

	<p>legislative action to waive the waiting week; legislature has yet to vote.</p>	<p>is he or she is perceived by an employer as exhibiting COVID-19 symptoms preventing a return to work or the claimant is quarantined by a medical professional or under local, state or federal government direction or guidance.</p> <p>In addition, one of the following must apply:</p> <ul style="list-style-type: none"> -the employer has instructed the claimant to return to work after the employee no longer exhibits symptoms, after a set amount of time to see if the disease is present, or after the quarantine is over; or -the employer has not provided clear instruction for the claimant to return to work. c. The claimant would be available for other work with another employer but for the perceived COVID-19 symptoms preventing a return to work or the quarantine. 	<p>waived.</p>	<p>requirement NOT waived:</p> <p>“Unemployment benefits are proportionately charged to each employer based on weeks worked and wages earned in each individual’s base period. Contributory employers could see an increase in their tax rate, which would result in higher taxes. Reimbursable employers would be charged dollar for dollar for benefits paid, which could result in higher than expected unemployment costs.”</p>	<p>2020):</p> <p>https://evers.wi.gov/Documents/COVID19/DWD20200318FINAL.pdf</p> <p>Governor’s Press Release (March 17, 2020)</p> <p>https://dwd.wisconsin.gov/news/2020/200317-emergency-order.htm</p> <p>State Agency FAQ:</p> <p>https://dwd.wisconsin.gov/covid19/public/ui.htm</p>
Wyoming	Wyoming does not have a	Workers “may be eligible” if they meet monetary criteria	Work search requirement waived if	Employer charging	COVID-19 and Unemployment Insurance

	<p>waiting week under current law.</p>	<p>and federal weekly eligibility criteria, and:</p> <p>(a) employer must shut down operations and no work is available;</p> <p>(b) employer must lay off employees due to loss of production caused by COVID-19</p> <p>Workers in mandatory quarantine because of suspicion of having COVID-19 will NOT be eligible, state says, because of the “ongoing federal eligibility criteria, which require them to be able to work, available to work, and actively seeking suitable work”</p> <p>Asymptomatic employees who impose self-quarantine because of COVID-19 will “in most cases” NOT be eligible, but case-specific determination.</p> <p>Workers ill because of COVID-19 and unable to work NOT eligible, state says, because “federal requirements mandate that</p>	<p>employers made temporary layoff and requests the employee be job attached, for up to 12 weeks</p>	<p>requirement NOT waived:</p> <p>“Unemployment benefits are proportionately charged to each employer based on weeks worked and wages earned in each individual’s base period. Contributory employers could see an increase in their tax rate, which would result in higher taxes. Reimbursing employers would be charged dollar for dollar for benefits paid, which could result in higher than expected unemployment costs.”</p>		<p>Benefits Questions and Answers (updated Mar. 18, 2020):</p> <p>http://wyomingworkforce.org/docs/data/epidemiology/2020-03-covid19-faq.pdf</p>
--	--	--	--	--	--	---

		claimants be able to work, available to work, and actively seeking suitable work.”				
--	--	--	--	--	--	--

© 2020 National Employment Law Project. This report is covered by the Creative Commons “Attribution-NonCommercial-NoDerivs” license fee (see <http://creativecommons.org/licenses>). For further inquiries, please contact NELP (nelp@nelp.org).