Shared Worker Program
Is it right for your business?
https://uimn.org/employers/alternative-layoff/

Shared Worker Program offered by MN Unemployment Insurance is designed to help employers avoid lay-offs

- Keep experienced and trained staff working
- Avoid future hiring and training costs
- Increase operations quickly when business conditions improve
- Avoid a layoff which creates goodwill and financial stability for the workforce and the community

Employers start by
Employer submits an application & a list of employees that will work to reduce hours during a temporary slowdown. Employees are paid unemployment benefits to offset part of their reduced wages.
- Employers divide available work hours among employees instead of laying them off
- Wages are paid for the hours the employees work
- Employees receive partial unemployment insurance benefits while working reduced hours
- UI benefits pay about one-half of the employees lost income due to the reduced hours

How do I qualify?
- To participate in Shared Work Program Employers must be current on their UI tax account balance

Which employees can participate?
Participants must meet these requirements:
- Must be full time or regular part time employees- not seasonal, temporary, or intermittent workers
- Worked for employer for at least one year
- Salaried employees can be included if their hours are reduced
- Health and pension benefits for participating employees must continue with the same terms and conditions as before you reduced their hours

How is my UI account charged for benefits?
- Experience-rated employers—future experience rating will be affected by the Shared Work benefits paid to your workers in the same way as if you had a full lay off
- Reimbursing employers – will be billed quarterly for Shared Work benefits paid in the previous quarter
- Employers are responsible for administrating their own program
- Employees must apply for Unemployment Insurance & request weekly benefits

Submit your completed application and participant list by email to shared.work@state.mn.us
Any questions, please contact Julia Kennedy, Employment Counselor with CareerForce in Chaska 952.361.1719