An Alternative to Laying Off Employees

Requirements for the Employee:

- Must accept all normal work hours offered by the participating employer for the claim period filed
- Must be eligible for regular unemployment benefits

Additional Unemployment Benefit Information:

- The first eligible week counts as the waiting week
- The amount paid from Shared Work will be deducted from the maximum benefit amount, or the total benefits one is eligible to receive
- Partial benefits are available up to 52 weeks, but cannot receive more than the maximum benefit amount
- For more information about Missouri’s unemployment benefits visit, labor.mo.gov/DES/Claims

For Example: If an employee earns $773.08 per week ($154.61 per day) then loses his job, they would be entitled to receive $320 a week from unemployment benefits (known as weekly benefit amount). Missouri’s maximum weekly benefit amount is $320.

Determine payment from day of layoff:

$64

Money received through Shared Work

Employee earns normal wages from four-day workweek

AND receives benefits from the Shared Work Program for the day of layoff.

For more information or to enroll in Shared Work:

WWW.SHAREDWORK.MO.GOV
573-751-WORK (9675)

For Example:

$64

Employee earns normal wages from four-day workweek

AND receives benefits from the Shared Work Program for the day of layoff.

Total: $773.08 per week ($154.61 per day)

$320 from unemployment benefits

Missouri Division of Employment Security is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

TDD/TTY: 800-735-2966 Relay Missouri: 711

MODES-4786 (05-15) AI Benefits
SHARED WORK

Rather than a layoff, the Shared Work Unemployment Compensation Program allows an employer to divide the available work among a group of affected employees. These employees receive a portion of their unemployment benefits while working reduced hours up to 52 weeks.

Shared Work is intended for businesses faced with a reduction in available work.

It’s one of the best programs we have participated in. It allows us to keep good employees during the slow times by supplementing their income with unemployment benefits.

Roy Rutledge
Director of Human Resources
Quaker Window Products

HOW IT WORKS FOR BUSINESSES

REQUIREMENTS FOR THE BUSINESS:
- Normal hours are reduced between 20 and 40 percent
- Affects at least 10 percent of employees
- If fringe benefits are provided, they must continue
- Business must certify their plan every two weeks

HOW WILL IT AFFECT YOUR RATES?
Shared Work benefits will be charged to an employer’s account in the same manner as regular unemployment benefits.

Several factors can affect an experience rating. The Division of Employment Security has knowledgeable specialists that can help guide you through the process.

WHEN BUSINESS IMPROVES
When business improves, and your workers can return to full time, simply notify the Division. Your account will remain available during the year, if your business needs it.

For Example:
A business that is facing a 20 percent reduction in production usually lays off one-fifth of its workforce.

Under Shared Work, the firm retains its total workforce on a four-day-a-week basis.

Allows the business to retain 100% of employees

Production cut by needed 20 percent

Reducing hours from 40 to 32 cuts production by the needed 20 percent.

Workers receive wages for the four-day workweek AND get $ from the Shared Work Program.

The business keeps all employees AND reduces labor costs.

WIN
WIN