

REDUCTION IN FORCE

Method	What it Means	Pros to Employer	Pros to Employee	Gross Weekly Example (\$18/hr x 40hrs)
Reducing hours	Keeping hourly staff on at reduced hours; must fall below 32 to be eligible for UI	Keep worker attached, reduced hours paid at 55% through UI; eligible for PPP loan forgiveness	Keep benefits (potentially), maximize earnings through combined wages, UI, PUC. Job security.	<div> 32 hrs work = \$576 8 hrs UI = \$79 <u>PUC = \$600</u> Weekly income = \$1,255 </div>
Job-attached	You intend to bring this worker back within 16 weeks, but there is no guarantee. All hours cut.	Potential to restaff, 100% savings on payroll and benefits.	Worker hopes to have a return to employment. All lost wages paid through UI @ 55% to cap	<div> UI = \$432 <u>PUC = \$600</u> Weekly income = \$1,032 </div>
Furloughed	All hours cut, but may continue to offer benefits (if provider allows).	Potential to restaff, 100% savings on payroll and potentially on benefits.	Worker hopes to have a return to employment, benefits potentially in tact. All lost wages paid through UI @ 55% to cap	<div> UI = \$432 <u>PUC = \$600</u> Weekly income = \$1,032 </div>
Full layoff	There is no current or expected relationship between employer and employee.	No obligation to employee. 100% savings on payroll and benefits.	N/A	<div> UI = \$432 <u>PUC = \$600</u> Weekly income = \$1,032 </div>
Workshare	You reduce hours between 10-40% for at least two workers. Full wages paid for worked hours, UI benefits pay the balance directly to worker. Must apply. <i>Not for seasonal/temp workers</i>	Keep worker attached, reduced hours paid at the % of time reduced x total UI benefit amount	Benefits <i>cannot</i> be reduced. Still get compensated through wages + UI, job security	<div> 32 hrs work = \$576 Workshare = \$86 <u>PUC? = +/- \$600</u> Weekly income = \$662-\$1,262 </div>