

Unemployment Insurance



Are employees eligible for unemployment insurance if they are laid off due to scenarios related to COVID-19?

The US Department of Labor announced new guidance on March 12, 2020 outlining discretion that states have in administering their unemployment insurance (UI) programs to assist employees affected by the COVID-19 outbreak. Under this guidance, federal law permits significant flexibility for states to amend their laws to provide UI benefits in multiple scenarios related to COVID-19. For example, federal law allows states to pay benefits when:

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.

Check with your state department of labor to see what the requirements are and what accommodations have been made with respect to COVID-19. Any employee affected by reduced hours or shutting down of operations due to COVID-19 should apply for UI benefits regardless.

If you are ready to improve your social impact organization's approach to Total Rewards or simply have a question, contact us. Someone from our team will be in touch shortly.

YOUR MISSION-DRIVEN ORGANIZATION. OUR HELP THROUGH COVID-19 CHALLENGES



Total Rewards is not just about financials, it is also about creating programs that engage your staff, connect them to your organization, and allow them to grow their career while also managing their lives.



Some of the areas Nonprofit HR's Total Rewards Team can partner with you:

- Compensation Program Design, including Compensation Philosophy, Practices and Policies
- Job Description Review, Revision or Creation
- Benefit Program Design and Implementation
- Benefit Compliance to State and Federal regulations
- Retirement Plan Guidance and Support
- Leave Benefit Programs
- FLSA Compliance
- Market Valuation of Positions
- Performance Compensation Policies
- Rewards and Recognition Programs
- Executive Compensation and Benefit Program Design/990 Analysis and Reasonableness Testing
- Pay Equity Review and Recommendations

Nonprofit HR has serviced hundreds of clients across the following sectors. Don't see your mission focus?

Contact us for specific examples of how we have supported organizations such as yours.

- Animal Rights
- Arts & Culture
- Community Organizing
- Economic Development
- Education
- Environmental
- Faith-based
- Foundations
- Healthcare
- Housing & Community Development
- Human Rights
- Immigration
- Membership Organizations
- Museums
- NGOs
- Policy & Advocacy
- Professional Societies
- Research
- Social Justice
- Social & Human Services
- Trade Associations
- Women's Issues

and we support social enterprise!

Contact us now. We will show you how to maximize service and performance recognition programs to engage and motivate your staff during this challenging season!



Call us: 202.785.2060



Email us: covid19@nonprofithr.com

Nonprofit HR is the leading professional services firm focused exclusively on the talent and culture needs of the social impact sector.



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