**WORK SHARE PROGRAM**
*Bring Workers Back from Unemployment*

Michigan’s Work Share program allows employers to restart their business and bring employees back from unemployment. Employers can bring employees back with reduced hours - while employees collect partial unemployment benefits to make up a portion of the lost wages. Employers can also retain their current workforce and are given the flexibility to choose which of their employees are part of a Work Share plan.

**PROGRAM REQUIREMENTS**

As a result of Governor Whitmer’s Executive Order, Michigan’s Work Share program eligibility requirements have been expanded:

- If business demand is down, employers participating in workshare can preserve their workforce while reducing hours and wages by 10 - 60%.
- Waived the length of time requirement that employers must be in business.
- Waived the requirement that employers NOT have a previous history of layoffs.
- Waived the requirement that employers have a current or positive balance with UIA.

**Work Share requirements:**

- Employers are given flexibility to organize which employees are in a Work Share plan.
- A plan must include a minimum of two employees and an employer can have multiple plans.
- Plans may be approved for a period of up to 52 consecutive weeks.
- Employee hours/wages may be reduced by a minimum of 10% up to a maximum 60%.
- Part-time employees are eligible, but Work Share does not apply to seasonal, temporary, or intermittent employment.
- Employees must be eligible to receive state unemployment benefits.
- Employer must obtain approval of any applicable collective bargaining unit representative.
- Employers participating in Work Share cannot modify employees fringe benefits.

**Under the federal CARES Act:**

- Employees that receive a percent of Michigan unemployment benefits (including Work Share) also receive an additional $600 federal payment in Pandemic Unemployment Assistance through the CARES Act through July 2020.

**HOW IT WORKS**

With the Work Share program, a worker receives a reduced salary from an employer, but is given a percent of their state benefits plus the additional $600 federal benefit through July. The reduction in work hours must result in an equivalent reduction in wages.

*If a worker’s weekly wages are $1,000, yet the employer needs to reduce their salary/hours by 30%. Under Work Share, their weekly salary would be $700 ($1,000 – 30% = $700). Plus 30% of their state unemployment benefits ($362 maximum x .30 = $108), plus an additional $600 federal payment in Pandemic Unemployment Assistance through the CARES Act through July 2020.*

With Work Share, the employee would earn $1,408/week through July 2020 vs. $962 without Work Share. As businesses are reopened, Work Share can help employers bring back their employees from unemployment faster and allows employers to retain their workforce and avoid layoffs.
**WORK SHARE PROGRAM**  
**Examples**

**RETAINING WORKERS**  
*Average Salary of $52,000 ($1,000/week)*

For 12 weeks, employer will experience a loss of revenue, but is still operating and wants to retain their 100 employees. Employee is receiving $1,000/week and then is retained to work under a 60% reduction in wages and hours.

**Under Work Share**

$400/week in salary + 60% of state unemployment benefits ($362 maximum x .60 =$217.20) + $600 federal benefit through July 2020.

**Employee Weekly Salary through July 2020**

$1,217 with Work Share  
$962 full unemployment

**RESTARTING BUSINESS**  
*Average Salary of $52,000 ($1,000/week)*

Employer wants to bring back 100 employees that were laid off and on unemployment to restart the business at 70% capacity for 12 weeks. Employee is receiving $1,000/week and then is retained to work under a 30% reduction in wages and hours.

**Under Work Share**

$700/week in salary + 30% of state unemployment benefits ($362 maximum x .30 =$108.60) + $600 federal benefit through July 2020.

**Employee Weekly Salary through July 2020**

$1,408 with Work Share  
$962 full unemployment

**APPLICATION PROCESS**

Go to Michigan.gov/UIA.

Login to MiWAM.

File an application.

For more information, visit Michigan.gov/WorkShare or call the Office of Employer Ombudsman at 1-855-484-2636.