



Unemployment Insurance (UI): COVID-19

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In the wake of our current climate, *“You are encouraged*

to apply for unemployment compensation online,” may be the most common message an employee who has either been furloughed or laid-off as a result of COVID-19 may hear if filing for Unemployment Insurance (UI). Unemployment Insurance, respectively administered state-to-state and the District of Columbia, but all states follow established federal-law. On March 11th, the World Health Organization (WHO) deemed COVID-19 as a pandemic.

Since January 20, 2020, when COVID-19 invaded the United States, every American, directly or indirectly has been affected. This is not the first time as a Country that Americans rallied together to overcome such a catastrophic reality. HRinMotion, LLC celebrates everyone from first responders, clinicians, nurses, employers, stakeholders, governors, mayors, the federal government, and local communities for creatively identifying ways to help.

Governors and Mayors have passed Executive Orders, to include how UI is administered and addressed. The purpose of this article is to provide guidance to include website information, links to Frequently Asked Questions (FAQs), State-to-State information, and more, where employers and employees can pursue pertinent UI/COVID-19 information.

Rapid Changes

According to Roy Maurer, the author of the article, “New Unemployment Claims Soar to 3.28M,” since March 26th, the number of U.S. workers filing for new unemployment benefits for the week ending March 21st shot up to 3.28 million, rocketing past the previous week’s revised total of 282,000, and scientists believe that the increase has not reached its peak.

Governors and Mayors have executed Executive Orders to expedite the UI process, eliminating such requirements as, applying weekly for possible employment, in support of reducing stress and anxiety that many Americans are currently facing as a result of COVID-19. It is because of COVID-19 that situational extensions have been added to the UI process. Consequently, individuals whose unemployment claim or status is not directly related to COVID-19, may not be approved at this time.



On Monday, March 23rd, Maryland Governor Larry Hogan, required all nonessential businesses to close due to the spread of the COVID-19. On Tuesday, March 24th, District of Columbia Mayor, Muriel Bowser ordered all nonessential businesses to close through April 24th, and on the same day, Governor Ralph Northam of Virginia, ordered nonessential businesses to close through June 10th. These drastic measures were an attempt to slow the spread of the virus. It was clear that such a requirement impacted business owners and employees in both states and the District of Columbia. For those employees who have been furloughed or laid off, unemployment insurance may be possible. It is strongly recommended that business owners have policies and procedures that may address questions centered around paid time off (PTO) and/or sick and safe leave.

Unemployment Insurance

Employees should file unemployment insurance claims in the state/jurisdiction **where they work, not live**. It is more efficient and effective to electronically file. This article includes itemized information for: (1) The State of Maryland, (2) The District of Columbia and (3) the State of Virginia. You need to have been employed respectively, for at least the past 30 days.

The State of Maryland

On March 19, 2020, Governor Hogan signed the COVID-19 Public Health Emergency Protection Act into law. This Act remains in effect through April 30, 2021. The link below provides a Jackson Lewis article on what Employers need to know about the State of Maryland's Approach to the COVID-19, to include Unemployment Benefits. Both full- and part-time employees may be eligible to file for unemployment insurance.

It is imperative that all state of Maryland employers understand the basis of this new Act, as well as, the additional situations that will be considered as it pertains to UI and the Sick and Safety Leave.

The District of Columbia – for Employees

According to Mayor Bowser's office, she has adjusted the District of Columbia's operating status in response to COVID-19, so claims should be filed at dcnetworks.org.

To accelerate the process of filing for your employment benefits, you may need the following information:

- Your social security number;
- Your most recent 30-day employer's name, address, phone number and dates of employment;
- Your Alien Registration Number, if you are not a US Citizen;
- Your DD214, if you are ex-military;
- Your Standard Form 8 or Standard Form 50, if you are a former federal employee;
- Severance pay information (only applicable if you did or will receive severance pay; and
- Pension.



The state of Virginia has several resources to support local VA businesses to obtain viable information. For additional data, see links below. Currently, it appears that only full-time employees are eligible to file for unemployment benefits. Such guidance as:

- Virginia Chamber of Commerce;
- Updates from the Office of the Governor Ralph Northam;
- The Virginia Department of Health;
- The Virginia Department of Education;
- The Virginia Department of Taxation; and
- The Small Business Administration, are available.

The Virginia Employment Commission offers services, e.g., videos/webinars to support employers in navigating the revised COVID-19 UI processes.

The careeronestop.org is sponsored by the US Department of Labor to provide value information in one location. Career training is provided for:

- Entry level workers,
- Older workers,
- Young Adult workers,
- Laid off workers,
- Workers with criminal convictions,
- Resources for businesses, and
- Career advisors.

To fellow business owners, don't give up; collaborate, share information and resources. When chaos is present, opportunity is in plain sight. We will get through this.

Fredricia Cunegin is the chief humanity consultant (CHC) of HRinMotion, LLC with a passion to become a business partner to small- and mid-size companies to grow and expand respectively, their organization. HRIM's mission is, "all roads lead to Legacy"; we partner with chief executive officers (CEOs) to create generational pathways and Legacy Leaders. HRIM would enjoy a one-on-one conversation with you regarding your human resource management (HRM) needs. Visit our website, www.hrinmotionllc.com.



Helpful References

Jackson Lewis: <https://www.jacksonlewis.com/publication/what-employers-need-know-about-maryland-s-approach-covid-19>

District of Columbia: UI filing process: <https://does.dc.gov/service/unemployment-compensation-process>

District of Columbia: Frequently Ask Questions (FAQs) for Employees: https://does.dc.gov/sites/default/files/dc/sites/does/publication/attachments/Coronavirus%20FAQ%20for%20Employees_v4.pdf

District of Columbia: Frequently Asked Questions (FAQs), COVID-19 – for Employers: https://does.dc.gov/sites/default/files/dc/sites/does/publication/attachments/Coronavirus%20FAQ%20for%20Employers_v4.pdf

The date of the 1st US COVID#19 case: https://en.wikipedia.org/wiki/2020_coronavirus_pandemic_in_the_United_States

State of MD: to file for unemployment benefits: <https://www.dllr.state.md.us/employment/unemployment.shtml>

State of MD: Frequently Asked Questions (FAQs): <http://www.vec.virginia.gov/covid19http://labor.maryland.gov/employment/uicovidfaqs.shtml>

State of MD: Claimant most Frequently Asked Questions regarding UI: <https://www.dllr.state.md.us/employment/claimfaq.shtml#ptfin>

State of VA: Frequently Asked Questions (FAQs): <https://www.governor.virginia.gov/media/governorviriniagov/governor-of-virginia/pdf/Frequently-Asked-Questions-Regarding-EO-53.pdf>

State of VA: Virginia Unemployment Commission: <http://www.vec.virginia.gov/covid19>