Kansas State Council of SHRM

COVID-19 Webinar & Discussion Series

Topic – Considerations for Reductions in Force & the KS Shared Work Program

Guests

- *Carrie Cox, SHRM-CP, PHR – AGH Employer Solutions*
- *Shawn Yancy, Kansas Dept. of Labor*
- *Phillip M. Hayes, SPHR – The Arnold Group*
  Chairman, KS Employment Security Board of Review

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Agenda

- Welcome
- Considerations for Reductions in Force
- KS WorkShare Program
- Q&A

KSSHRM Overview

Kansas SHRM represents all SHRM members in the State of Kansas, including local SHRM chapter members and at-large SHRM members and currently has 30 members including an Executive Committee, Core Leadership Area (CLA) and other functional area Directors, District Directors and the Presidents for each of our 12 local Chapters in Kansas.

Mission

Connecting the HR community through Leadership, Education and Advocacy

Vision

Leading the advancement of the HR professional and driving positive change at the National, State and Local levels

KANSAS SHRM

AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

KSSHRM Executive Team

State Director
Jenny Locanthi, SHRM-SCP, SPHR

State Director-Elect
David Love, SHRM-SCP, SPHR

Secretary/Treasurer
Makala Navarro, SHRM-CP, PHR

Past Director
Shelbye Smith, SHRM-SCP, SPHR

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Considerations for Reductions in Force

Responding to Business Uncertainty to Plan for Continuity

AGH
EMPLOYER SOLUTIONS

Presenter

CARRIE COX

Senior Consultant, Human Resource Services

AGH Employer Solutions

- Experience in a variety of HR functions, including compensation structures, performance management, leadership development, employee classification, recruitment, benefits administration, and training

- Thorough knowledge of employment laws, HR best practices, and organizational development

- Serves clients across industries, including manufacturing, construction, banking, local government, and not-for-profits

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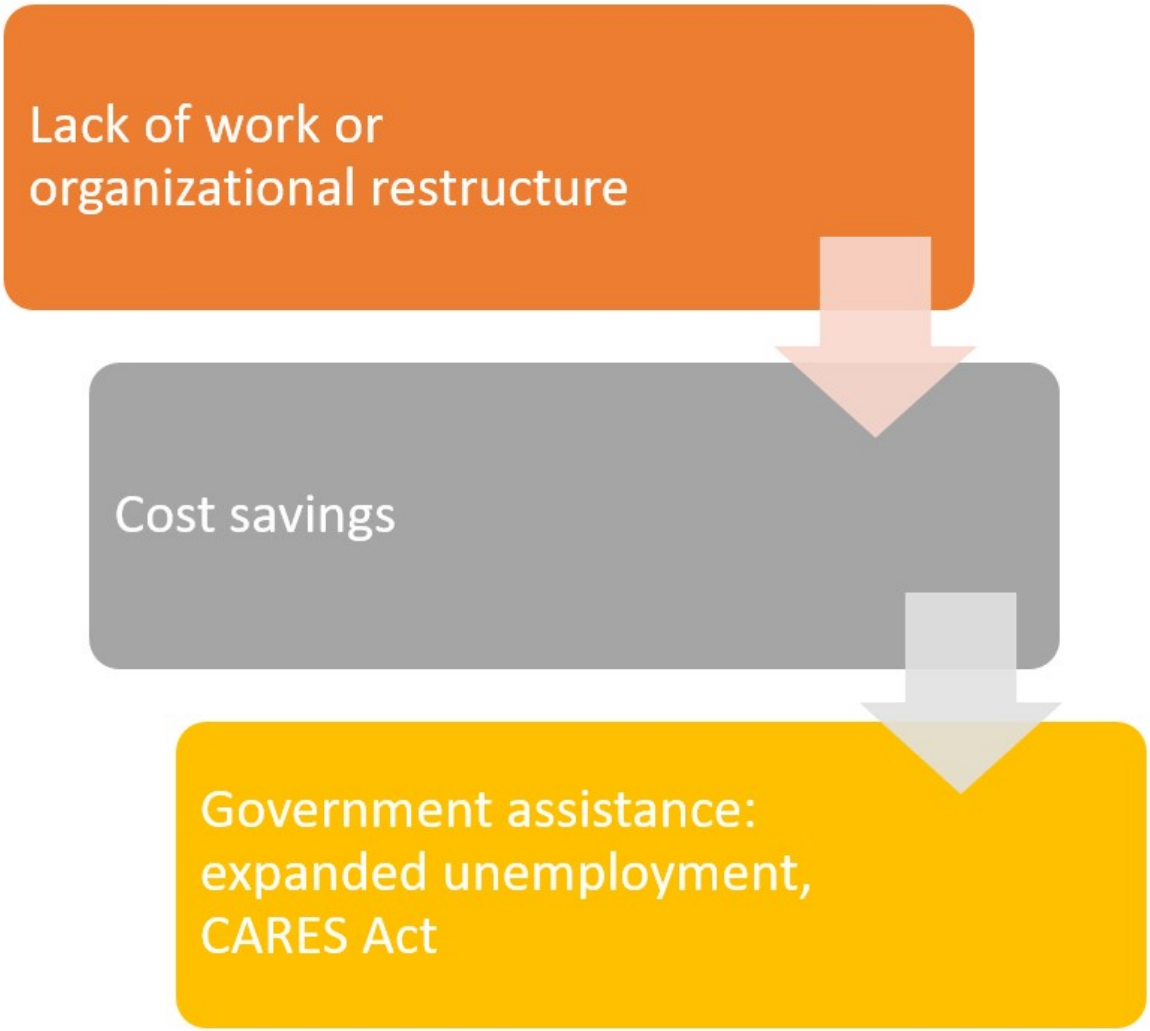
Why RIF?


Lack of work or
organizational restructure
Cost savings
Government assistance:
expanded unemployment,
CARES Act

Considering layoffs or furloughs…

Furloughs are generally:

- Shorter duration
- Defined period of time
- Employees remain on payroll (may be unpaid)
- Paid or unpaid
- Retain employee benefits
- Eligible for unemployment benefits

Layoffs are generally:

- Longer-term or indefinite
- Unknown length of time; may be permanent
- Employees are not on payroll
- Unpaid
- Termination of benefits
- Severance pay may be offered
- Eligible for unemployment benefits

Employment law considerations

- WARN
- Anti-discrimination
- Workers' compensation, FMLA
- FFCRA
- ADA
- ERISA

Other considerations…

Reduced schedules or work hours

Eligible for KS Shared Work Program

Reduced pay

FLSA requirements for salaried exempt

Long-term implications

Help your employees

- Letter citing reason for lack of work (e.g., governor's stay-at-home order), duration
- Inform them of unemployment benefits
  - Waived waiting period
  - Additional federal amounts
  - How to file
- Benefits continuation
- Local protections against evictions
- Payment plans for credit, utilities, bank loans
- Employment assistance programs or other mental health services

Questions?

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Kansas Shared Work Program

Employer Information
An employer/business owner may use Shared Work in lieu of a temporary, total layoff of employees. It allows for:

- a partial workweek; and
- partial unemployment benefits for employees.

It is *not* available for seasonal layoffs.

A Layoff Alternative
The Employment Security (Unemployment Insurance) Shared Work Program is designed to help both employers and employees.

It is an alternative for employers faced with a reduction in workforce and allows an employer to divide the available work or hours of work among a specified group of affected employees in lieu of a layoff. Shared Work allows the employees to receive a portion of their unemployment insurance benefits while working reduced hours.

https://www.dol.ks.gov/employers/shared-work-program

Shawn Yancy
Unemployment Insurance Performance and Reporting Manager

Phillip M. Hayes
Vice President, The Arnold Group
KSESBR Chairman
Past KSSHRM Director

UI Weekly Review – Week Ending April 18, 2020

Unemployment Insurance Weekly Review					
Regular Program	This Week	Last Week	Year Ago	Percent Change	
	April 18, 2020	April 11, 2020	April 20, 2019	Over-the-Week	Over-the-Year
Initial Claims	31,849	30,786	1,199	3.5%	2556.3%
Call Center	8,886	7,706	753	15.3%	1080.1%
Internet	22,963	23,080	446	-0.5%	5048.7%
Continued Claims	92,969	75,494	7,663	23.1%	1113.2%
Amount of Payments	$28,273,821	$22,903,534	$2,235,769	23.4%	1164.6%
Weeks Compensated	79,641	64,600	6,103	23.3%	1204.9%
Final Payments	353	360	259	-1.9%	36.3%
Individuals Receiving Payments	72,214	58,818	5,638	22.8%	1180.8%
Average Weekly Benefit Amount	$355.02	$354.54	$366.34	0.1%	-3.1%
U.I. Trust Fund Balance (Millions)	$928.6	$954.0	$819.3	-2.7%	13.3%

Additional statistics and information available at:
https://klic.dol.ks.gov/admin/gsipub/htmlarea/uploads/UI%20Weekly%20Review.pdf

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Upcoming Programs

- **Navigating the Intersection of FFCRA, EFMLA & Unemployment Insurance**
  Friday, April 24th @ 11:30a
  Register Here

- **Safety in the Workplace in Light of COVID-19**
  Wednesday, April 29th @ 9:00a
  Register Here

- **HR Planning for Reopening & Returning to Work**
  Friday, May 1st @ 11:30a
  Register Here

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Q & A

To ask a question, please use the chat feature to share your question. We will do our best to get to as many questions as possible.

Thank you!