

# Resources for Washington businesses

Gain important insights about SharedWork and labor market information for a competitive advantage!

**Wednesday, Jan. 11**

**12:00 PM – 1:00 PM**

**SharedWork, Labor Market and Economic  
Analysis**

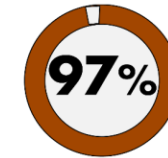


# Welcome

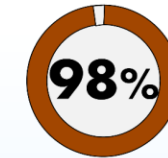
# SharedWork program

Keeps Washington employers thriving during economic ups and downs.

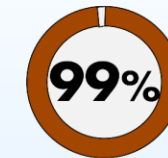
In a survey of past employers who enrolled in the program:



SharedWork improved employee morale.



The program helped retain skilled workers.



Would recommend SharedWork to another employer.

SharedWorkWA.com



# Scenario: 20 percent payroll reduction



Ryna's remodeling company is experiencing supply delays, and it's impacting a few jobsites. She employs 40 individuals.

***In lieu of layoffs.*** Ryna has enough work for 32 full-time employees. The employer can avert the continued layoff of 8 full-time employees by keeping all 40 employees and reducing the workweek.

***Reduced workweek.*** The employer reduced the workweek from 40 hours to 32 hours, which is a reduction of 20 percent and permissible under state law, anywhere from 10-50% is an acceptable reduction each week with SharedWork.

***Summary.*** The 40 returning employees would each receive 80 percent of their wages from their employer, while also remaining eligible for 20 percent of their respective weekly benefit amount under SharedWork.





# Scenario: 20 percent payroll reduction



## Without SharedWork 20% employees laid off

### Laid off worker



**\$800**

\$20 x 40 hrs

### Full-time employee



**\$800**

\$20 x 40 hrs

## With SharedWork All employees working 20% fewer hours.

### Full-time employee at 20% reduction



**\$800**

\$20 x 40 hrs

### Part-time employee at 20% reduction



**\$600**

\$20 x 30 hrs

**Average Weekly Income**  
(before reduction)

After 20% Workforce Reduction	Hours worked
	Weekly Benefit (Unemployment Insurance)
	Weekly Wage
	Weekly Income without SharedWork

0

\$400

0

**\$400**

40

\$0

\$800

**\$800**

**Average Weekly Income**  
(before reduction)

After 20% SharedWork Reduction	Hours worked (reduced by 20%)
	Weekly Benefit (Unemployment Insurance)
	Weekly Wage
	Weekly Income with SharedWork

32

\$80

\$640

**\$720**

24

\$60

\$480

**\$540**

# SharedWork Requirements



## Employer Requirements for SharedWork:

1. Must be a legally registered business in Washington state.
2. Must have an Employment Security Department (ESD) number.
3. Must have at least two permanent employees, who are not corporate officers, affected by a reduction in hours and wages.
4. Continue to provide same benefits to employees.

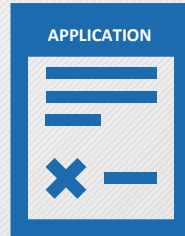
## Employee Requirements for SharedWork:

1. Employee must qualify for a valid claim. (680 hours)
2. All permanent employees may participate in SharedWork.
3. Be able and available for all scheduled hours by SharedWork employer.

# How It Works



1



2



3



4



5

The employer calls SharedWork at **800-752-2500** option 3 to check business eligibility.

The employer assigns a **SharedWork representative** and submits an **Employer Plan Application** and a **Participant List**.

Once the employer plan is approved, each participant submits an **Employee Application** and begins filing weekly claims.

The employee receives **earned wages** and a share of **unemployment insurance benefits** when hours are reduced.

The employer representative checks the weekly **SharedWork Payments Report** for accuracy.

# Employer enrollment options

## Apply by eServices, electronic upload or fax

1. Download the [Employer plan application](#) (pdf). If you need more space to add employee names, download the [Participant list](#) (Excel)
2. Here you can [Upload all documents](#) directly to the SharedWork Unit, or Fax to 800-701-7754

Remember to:

- Include your company's name in the file name
- Sign and date all forms
- Obtain the signature for the collective bargaining agent, if applicable.

**Employment Security Department** WASHINGTON STATE **SharedWork** **EMPLOYER PLAN APPLICATION**  
Submit this form by fax to 800-701-7754 or upload at [SharedWork upload](#)  
Questions? Call 800-752-2500

Please print or type the following information. Answer all questions and sign to complete.

1. Employment Security Department (ESD) number: \_\_\_\_\_  
Find this number on your ESD tax statement.

2. Business name: \_\_\_\_\_ DBA: \_\_\_\_\_

3. Mailing address: \_\_\_\_\_ City: \_\_\_\_\_  
State: \_\_\_\_\_ ZIP code: \_\_\_\_\_ County: \_\_\_\_\_

Physical Location/Street address (if different from mailing address): \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP code: \_\_\_\_\_ County: \_\_\_\_\_

4. **Employer representative:** An employer must identify a representative to coordinate with SharedWork Program staff regarding the employer plan and eligible employee claims. Employer representatives must report changes and respond to written requests for information within 10 days. Representatives also must be easily available to program staff.

Primary employer representative:	Alternate employer representative:
Name: _____	Name: _____
Job title: _____	Job title: _____
Email: _____	Email: _____
Phone: _____ Ext.: _____	Phone: _____ Ext.: _____
Fax: _____	Fax: _____
If <b>not</b> located at address above, provide location. Address: _____	If <b>not</b> located at address above, provide location. Address: _____
City: _____ State: _____	City: _____ State: _____

5. Is your business experiencing an economic downturn? ☐ Yes ☐ Maybe

6. What date did you or will you reduced hours? \_\_\_\_\_  
(month/day/year)

7. How many employees are you submitting to participate in SharedWork? (Complete the attached employer plan employee list below.) \_\_\_\_\_

8. Estimate how many jobs will be saved by using the SharedWork Program. \_\_\_\_\_

9. How will you give advance notice to affected employees whose hours are or will be reduced?  
☐ Memo or letter ☐ Email ☐ Staff meeting ☐ Other: \_\_\_\_\_

If advance notice is not possible, please state why: \_\_\_\_\_

10. a) How many of your participating employees are union represented? \_\_\_\_\_ ☐ N/A

b) **Employer union affiliation information (if applicable):** The employer's SharedWork plan must be approved in writing by the collective bargaining agent for each affected collective bargaining agreement covering any affected employee. Approval signature(s) are required to process this application.

Union: _____ Local: _____	Union: _____ Local: _____
Phone: _____ Ext.: _____	Phone: _____ Ext.: _____
Authorized union representative name Print: _____	Authorized union representative name Print: _____
Signature: _____	Signature: _____

11. Your signature certifies that:

- You have at least two permanent employees enrolled in the SharedWork plan.
- Affected employees were hired on a permanent basis.
- Health benefits will continue to be provided under the same terms and conditions as when the affected employee worked their usual weekly hours, unless health benefits are changed for all your employees.
- Retirement benefits and contributions under defined plans will continue to be provided under the same terms and conditions as when the affected employees worked their usual weekly hours, unless retirement benefits are changed for all your employees.
- Paid vacation, holidays, and sick leave continue to be provided under the same terms and conditions as when the affected employees worked their usual weekly hours.
- You agree to furnish all reports and information necessary for proper administration of your SharedWork plan.
- Your participation is consistent with your obligations under federal and state law.
- If there are any changes to the information on this application or employee (participant) list, you will notify SharedWork program staff immediately.
- You agree not to use SharedWork to subsidize seasonal employees during the off season.

By signing below, I, \_\_\_\_\_ Print name \_\_\_\_\_ certify that I am authorized to sign this document on behalf of the business and that all information provided on this application is true and correct.

Signature: \_\_\_\_\_ Title: \_\_\_\_\_ Date: \_\_\_\_\_  
Owner, Proprietor, CEO, CFO, CO, GM, HR Manager, Payroll Manager



# Winning with SharedWork



"I think SharedWork is a great signal to your people:- come back to work, get back to work, and sign up for SharedWork! It could be a great tool in building up your team and moving forward as you try to figure out the next few years of being short [on] workers, and how to retain the great ones you have."

**Washington Hospitality Association**

Statewide

"Client care has ebbed and flowed based on the pandemic, and Shared Work has given us the flexibility to take care of our staff, while saving payroll when there isn't enough work – (as a non-profit, this is especially important!)"

**Pushing Boundaries**

Bellevue, WA



"Our employees are thankful we used it, and happy they do not have to draw full unemployment. There are so many advantages to SharedWork. We do not know what the future will bring. Get approved for SharedWork!"

**Spokane Galvanizing**  
Airway Heights, WA

**SPOKANE GALVANIZING**

"What felt like the right thing for our employees was not just to pick five or ten of our newest employees and let them go because of the pandemic ... and so SharedWork saved us!"

**Kulshan Brewing**

Bellingham, WA





# Contact SharedWork



Employers can verify their eligibility in minutes and get answers by calling 800-752-2500 and choosing Option 3.

## 800-752-2500

8am to 4pm, Monday through Friday

Option 1 – Claims

Option 2 – Existing Plans

**Option 3 – New Plan Inquiry**

Option 4 – I was asked to call  
[sharedworkplansect@esd.wa.gov](mailto:sharedworkplansect@esd.wa.gov)

### More ways to learn about SharedWork

- Watch a commercial by [clicking here](#).
- The SharedWork program will be hosting many regional and statewide **free virtual events** for employers in Washington. Check out our event lineup: [esd.wa.gov/SharedWork/events](https://esd.wa.gov/SharedWork/events)
- The SharedWork program will be hosting weekly webinars through the year end to help businesses get informed. **Wednesdays 11:15 a.m. SharedWork Q&A for businesses.** [Click here to register.](#)
- Download the **SharedWork info card** by [clicking here](#).

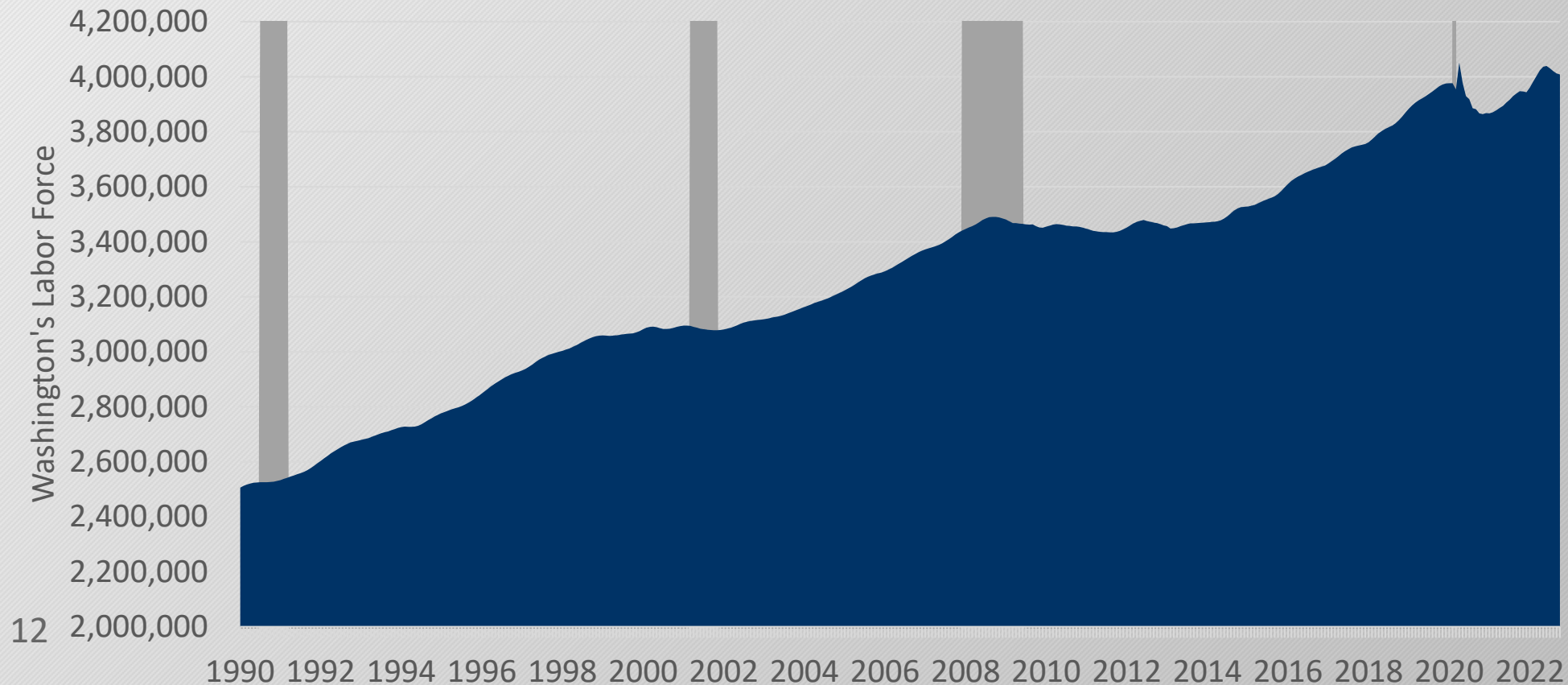
# Labor Market Information Economic Update

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# Washington State Total Nonfarm Employment, 1990 - 2022

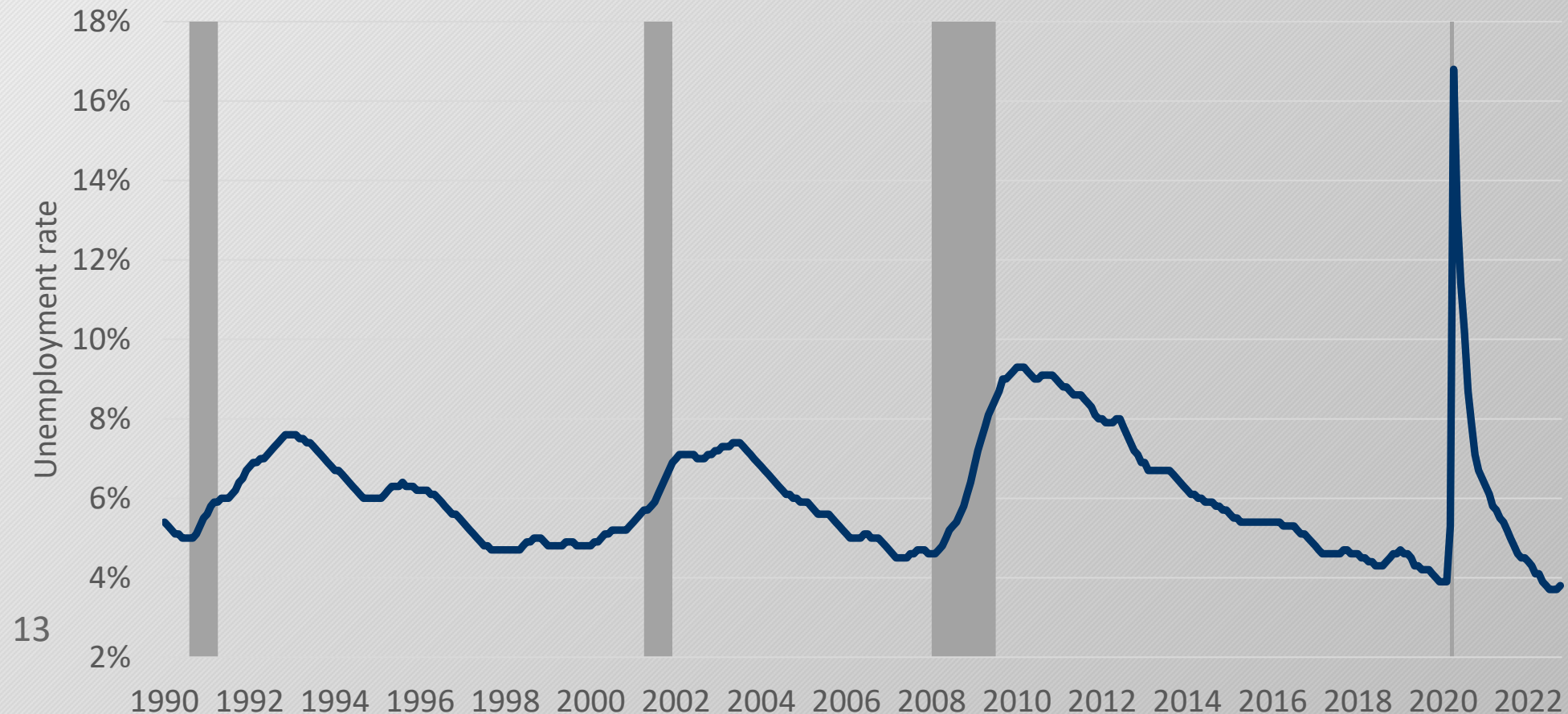


# Washington State Civilian Labor Force, 1990 - 2022

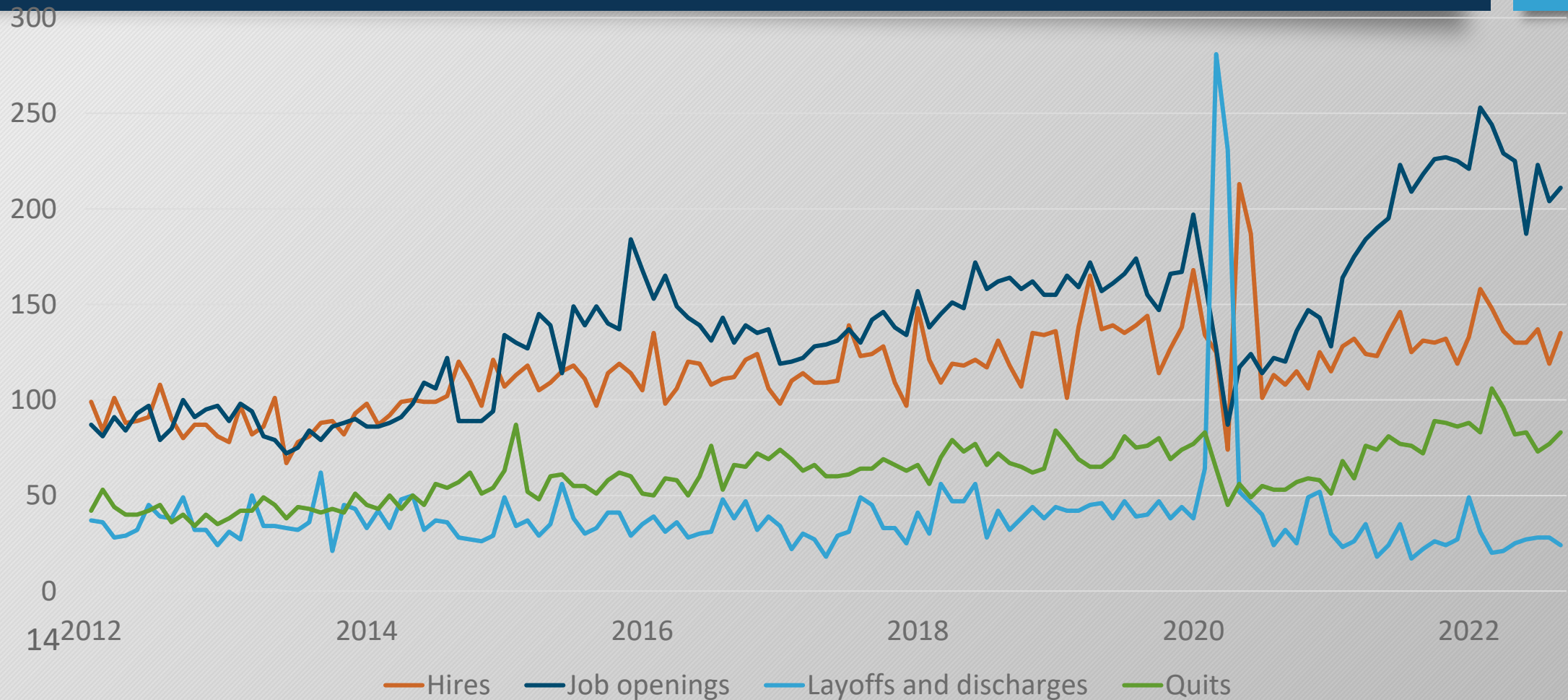




# Washington State Unemployment Rate, 1990 - 2022



# Job Openings, Hires, and Quits in Washington State



# Compensation is rising quickly



# Despite rapid growth, compensation is still lagging behind inflation



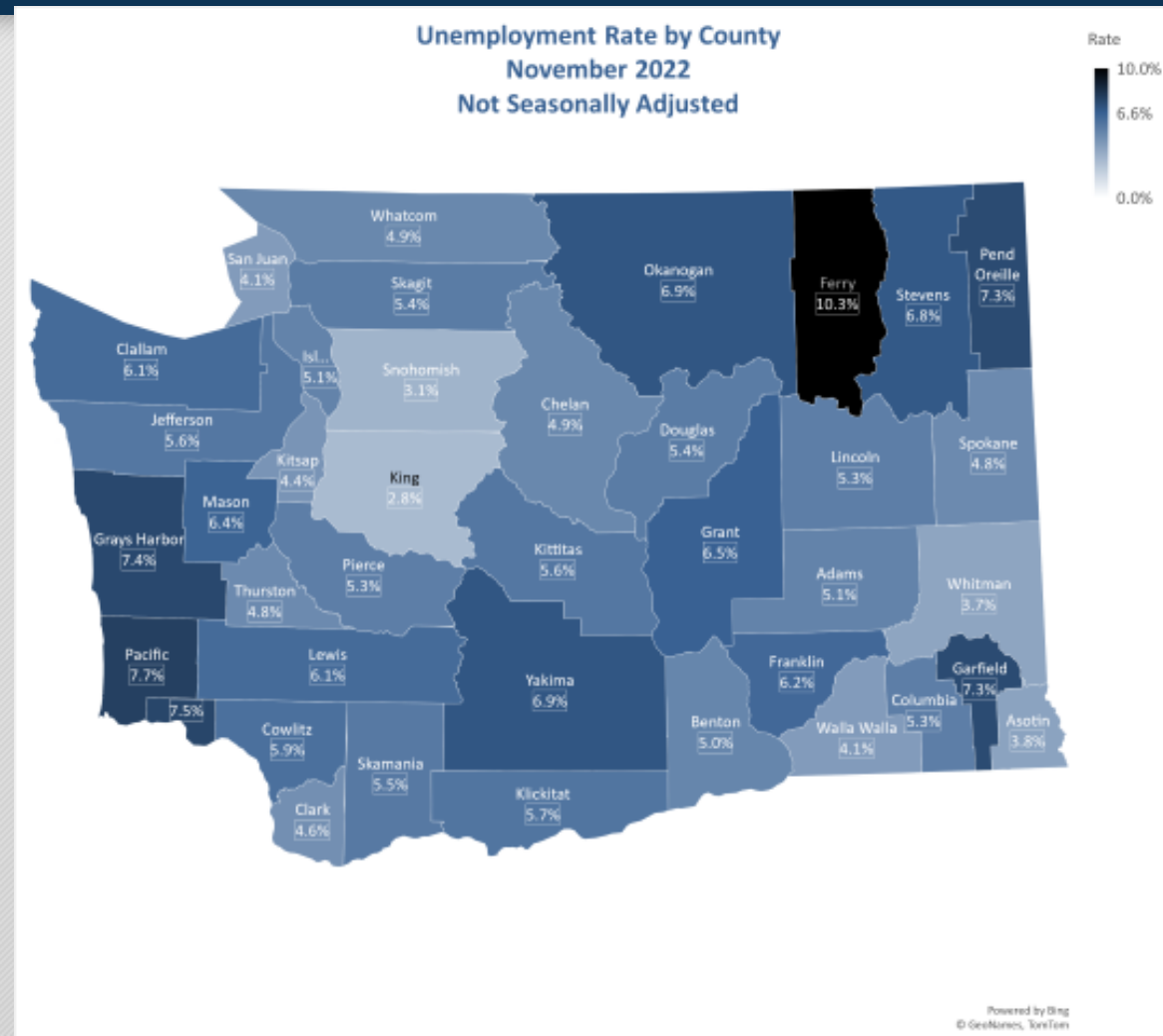


# Labor Shortages: the confluence of several conditions

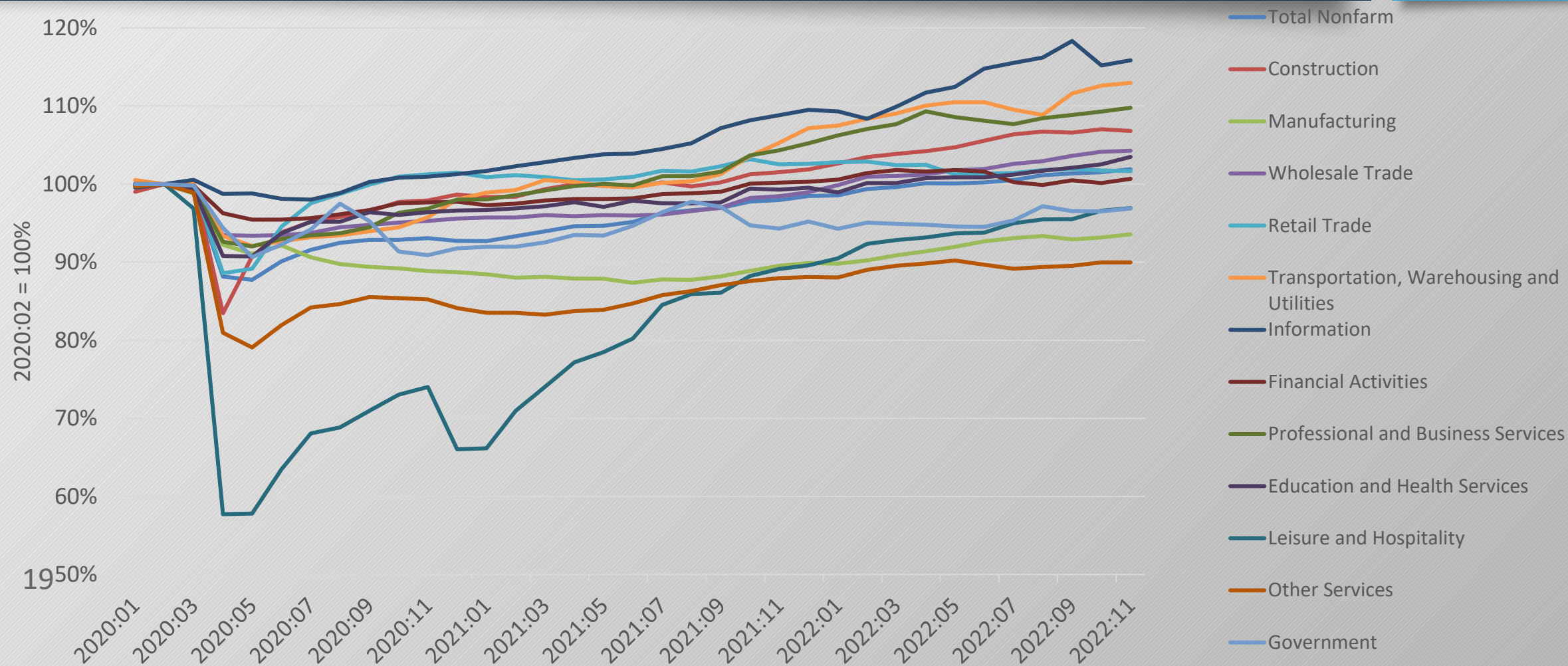


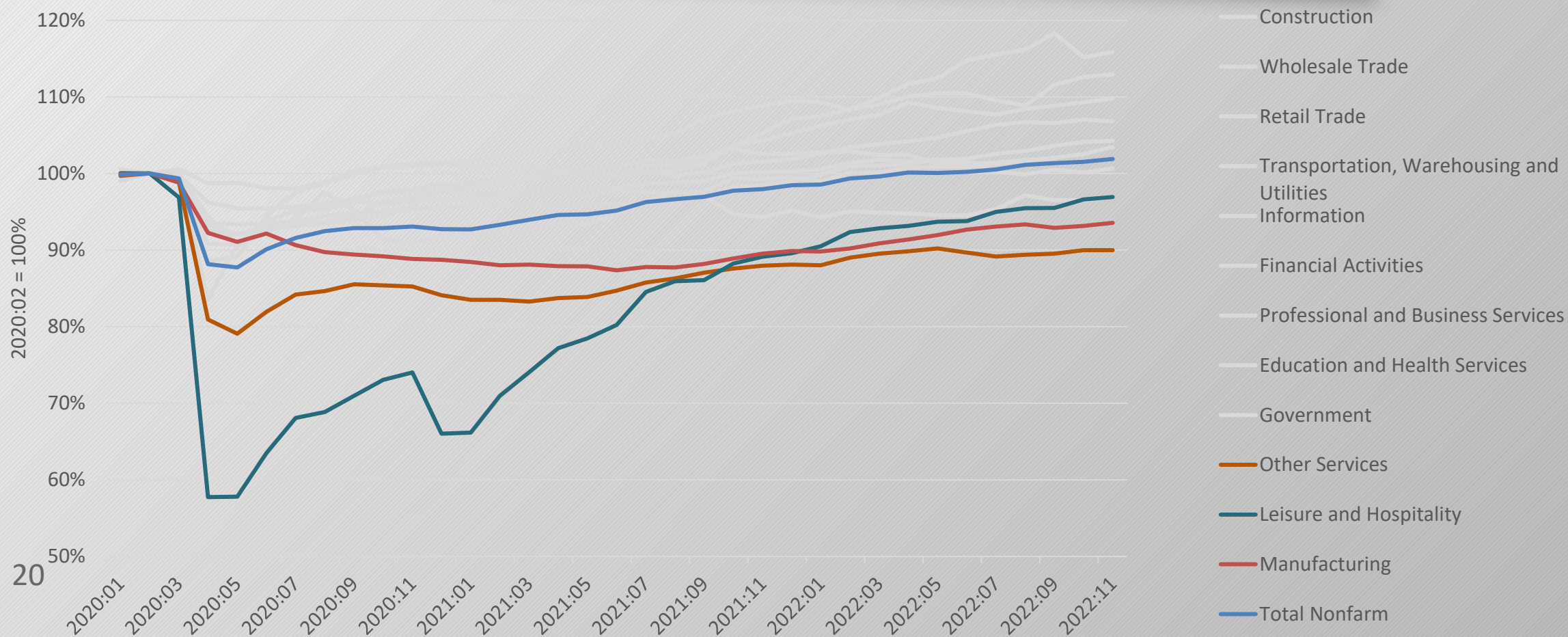
- Low unemployment
- Smaller labor force
- Record number of job openings
- High quits rate
- Lower than usual layoff rate
- Rising wages

# The unemployment rate tells us how effectively job seekers are connecting with employers



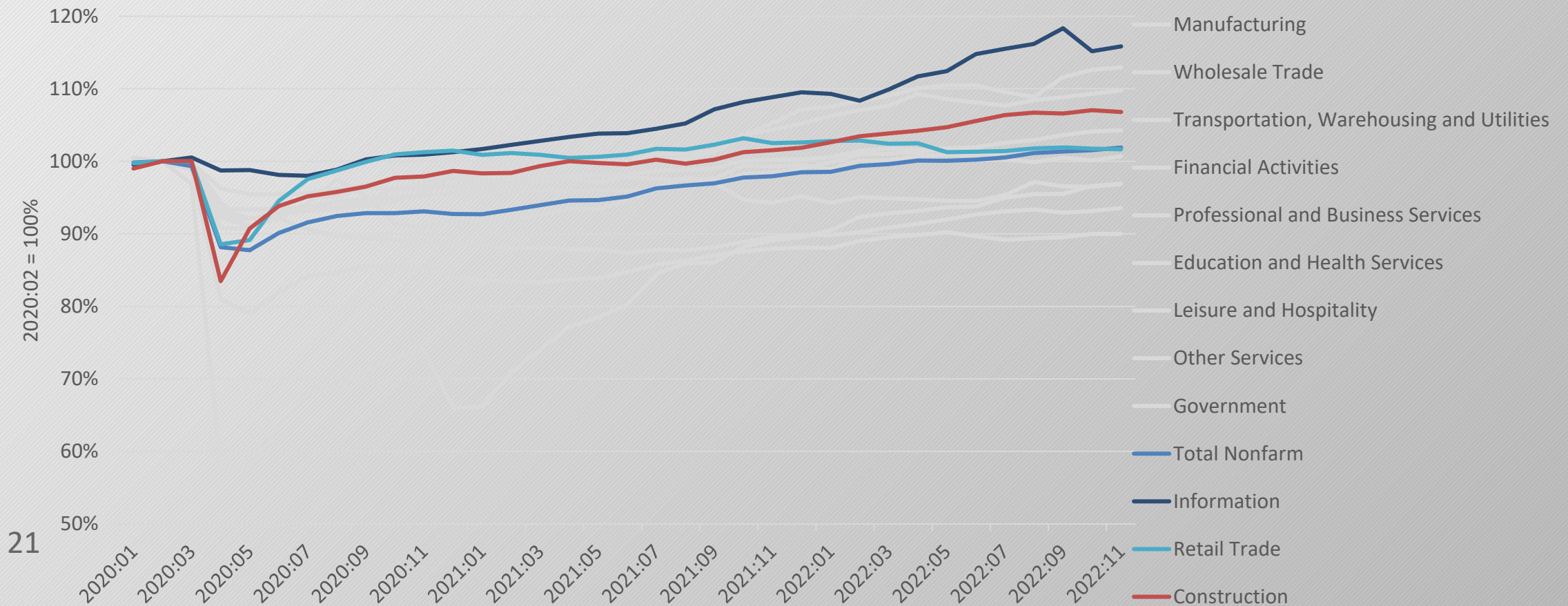
# Industries were impacted differently







# Information, retail trade and construction rebounded quickly.



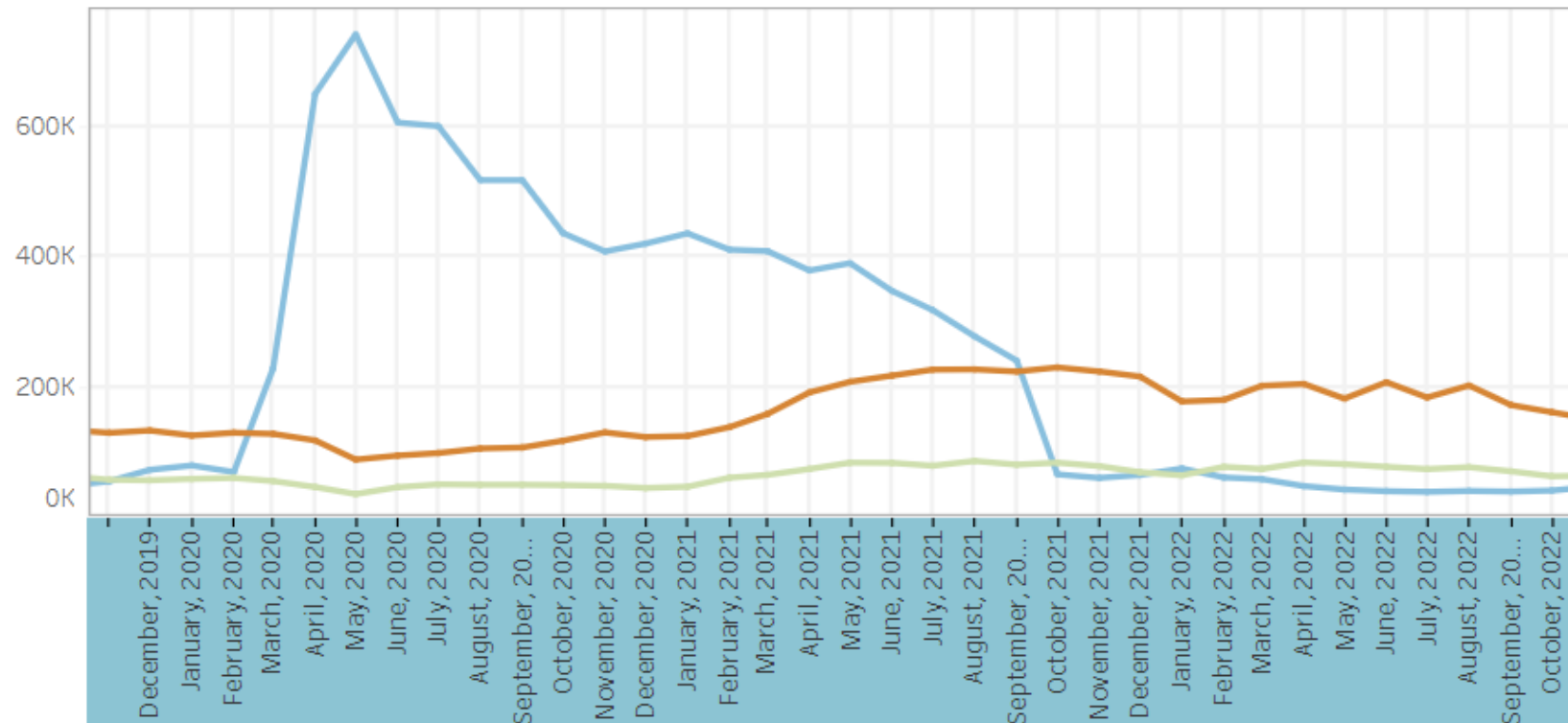
# Leisure and hospitality lost the largest number of jobs statewide



# Job postings far exceed the number of UI claimants



Supply Demand Chart



Digit

☒ 2

☐ 3

Occupation

(All)

WDA

(All)

Measure Names

☒ Demand (Total Job Posti...

☒ Demand (New Job Posti...

☒ Supply

# www.esd.wa.gov/labormarketinfo



- Find your regional economist
- Employment and wage information
  - Wage range by occupation
  - Jobs by industry
  - Employment over time
  - Employment Projections
- Labor force and unemployment

The screenshot shows the Washington State Employment Security Department website. The header includes the department name and logo, a search bar, and links for eServices Login and Languages. The main navigation bar lists various services, with 'Labor Market Info' highlighted by a red circle. Below the navigation bar, the 'Labor market menu' section lists links like LMI HOMEPAGE, Labor Market Info home, and frequently used links. The 'Data Architecture, Transformation and Analytics' section provides an overview of the data division's services. The 'Monthly unemployment rates' section shows data for June 2022, with Washington State at 3.9% and Nationwide at 3.6%. The 'Recently published reports' section lists several new reports, including the 2022 OEWS Databook and estimates, 2022 Employment Projections, and the June 2022 UI Trust fund report.

**Employment Security Department**  
WASHINGTON STATE

Search

eServices Login Languages

Home Unemployment Paid Leave Jobs & Training Unemployment Taxes Employer Resources **Labor Market Info** Newsroom

English | Español

**Labor market menu**

**LMI HOMEPAGE**  
Labor Market Info home  
Contact an economist  
Provide website feedback  
Contact labor market staff

**FREQUENTLY USED LINKS**  
COVID-19 economic data  
Labor area summaries  
Learn about an occupation  
Apprenticeships  
LMI flyers and brochures  
Facts and figures report  
Report library/downloads

**TECHNICAL TOOLS AND STEM**  
LMI data dashboard/STEM

**EMPLOYMENT**  
Monthly employment report  
Employment estimates (WA-QB and CES)  
Covered employment (QCEW)  
Occupations (OES)

**Data Architecture, Transformation and Analytics**

The Data Architecture, Transformation and Analytics (DATA) Division is your one-stop data shop comprised of state/regional economists, economic analysts, researchers, and many others who collect and analyze data about Washington's employment conditions, economy, job market and workforce. We also provide research and analysis, program evaluation, and actuarial analysis in response to federal and state legislative mandates, stakeholder requests and ESD needs. Our name has been changed to better reflect the work we do and the services we provide.

**Monthly unemployment rates**

**June 2022**  
**Washington State:**  
3.9% seasonally adjusted  
**Nationwide:**  
3.6% seasonally adjusted  
**2022 Publication dates;**  
**Labor force by county snapshot**  
not seasonally adjusted

**Recently published reports**

- 2022 OEWS Databook and estimates (07/20/22) **NEW**
- 2022 Employment Projections (07/20/22) **NEW**
- June 2022 UI Trust fund report (07/07/22)
- 2021 QCEW preliminary annual averages (06/30/22)
- July supply-demand reports (07/28/22) **NEW**
- Weekly unemployment initial claims dashboard for 2022 (07/28/22) **NEW**
- Weekly initial claims filed for unemployment benefits



# Q&A



# Resources for Washington businesses

Gain important insights about SharedWork, Paid Family and Medical Leave programs for a competitive workforce advantage!

**Wednesday, Feb. 8**

**12:00 PM – 1:00 PM**

**SharedWork, Paid Family and  
Medical Leave**



## Next webinar



BUSINESSES, EMPLOYEES  
FAMILIES & COMMUNITIES

**WIN**

*with*

**SharedWork**

[SharedWorkWA.com](http://SharedWorkWA.com)



Employment  
Security  
Department  
WASHINGTON STATE



Thank you for joining us today