

Current events have led to many companies to reduce employee hours, reduce staff and in some cases, cease operations. The brewing industry is no exception.

A reduction in an employee's hours may still afford an opportunity for the employee to seek relief via unemployment benefits.

Employers can continue to make partial payments to employees while the employee is utilizing their unemployment insurance benefits. Regarding reduced hours, employees must report wages paid during weeks that they are also receiving unemployment insurance benefits.

WHAT TO REPORT:

Employees must report the following wages to the EDD:

- Sick leave pay
- Paid time off
- Self-employment income
- Military pay
- Commissions
- Wages, including modified duty wages
- Residuals
- Part-time work income
- Bonuses
- Workers' compensation benefits
- Insurance settlements
- Holiday pay

The quarter in which employees were paid the highest wages during the base period determines the employee's weekly benefit amount, which can range from \$40 to \$450 per week.

The following is an example of a combination of continued wages and UI benefits.

CALCULATION:

If your weekly earnings are \$100 or less, the first \$25 does not apply. Any amount over \$25 should be subtracted from the weekly benefit amount you are paid the difference, if any. For example:

- Your [weekly benefit amount](#) is \$145.
- You worked and earned \$26 during the certification week.
- Since your weekly earnings are less than \$100, the first \$25 does not apply.
- If you meet all [eligibility requirements](#), you will be paid \$144.

Calculation Example (If Earnings Are \$100 or Less)

Weekly Benefit Amount (A)	Earnings Minus \$25 (B)	Benefit Payment Amount (A-B)
\$145	\$26 - 25 = \$1	\$144

If your weekly earnings are \$101 or more, the first 25 percent does not count. The amount of revenue remaining deducts from your weekly benefit amount, and you are paid the difference, if any. For example:

- Your weekly benefit amount is \$315.
- You worked and earned \$200 during the certification week.
- Since your weekly earnings are more than \$100, the first 25 percent does not apply.
- If you meet all eligibility requirements, you will be paid \$165.

The benefit amount received by the employee will vary due to the amount of reported wages. Therefore, finding the balance between paid wages and paid benefits will take some adjusting to provide the employee the greatest assistance possible.

A quick note regarding furloughs: If an employee is furloughed the employer can still conduct layoffs at a later date.

This remains a fluid situation and accurate information is key. If you have a question regarding human resources, payroll, or benefits administration, please contact us directly at info@omegacomp.com or 916-266-4370.

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