

Unemployment FAQs Related to COVID-19 from our Partner 501c.com (MD)

1. Are individuals impacted by Covid-19 eligible for Unemployment Benefits?

If you were furloughed by the YMCA of Metropolitan Washington the termination reason cited is Layoff- Covid-19. Monetary eligibility will be determined by individual base period wages paid by ALL employers.

MD - The standard base period is the first four of the last five calendar quarters completed before you file your new claim for benefits.

2. Is there a waiting period before someone can receive Unemployment Benefits?

Some states have a waiting week and some do not. In states with a waiting week the individual will not receive any benefits for the first week they claim benefits. Some states are waiving the waiting week for COVID-19 related claims.

MD - Maryland does not have a waiting week like many other states do. The Maryland Secretary of Labor has ordered, effective March 20th, 2020, a ten (10) week exemption from the requirement that claimants actively seek work every week in order to be eligible for benefits.

Despite the order exempting claimants from completing the work search each week, you must still file a weekly claim certification in order to receive benefit payments.

3. How long can someone collect Unemployment Benefits?

This varies by state but usually ranges anywhere from 13-26 weeks. Check your specific state's website for state specific information.

MD - At these time individuals are eligible to receive 26 weeks of full benefits.

4. Who can file for unemployment benefits?

Anyone can file unemployment regardless of whether they are full-time or part-time, exempt, or non-exempt, etc. Eligibility is a separate issue.

5. How is eligibility for Unemployment Determined?

MD - To receive benefits you must meet each of the following:

A monetary determination of based period wages must be determined and your weekly benefit amount if you are monetarily eligible. To be eligible, you must be unemployed through no fault of your own, able to work, available for work, looking for full-time work (At this time this requirement is exempt due to COVID-19 or unless defined by Unemployment Insurance as a part-time worker), and willing to accept a job for which you are qualified in order to collect benefits.



6. How does Partial Unemployment work?

If you have employees that become “underemployed” they can file for partial benefits. The state will determine their weekly benefit amount (WBA) based on the wages paid by all employers during the base period. This would be their full WBA if they were totally unemployed. The employee then reports any wages earned each week to the state and they offset these wages and reduce the benefit amount leaving a partial benefit. The formula for determining the amount they offset varies by state.

7. What is the best way for someone to file for benefits?

Online is the quickest and easiest way to file. Every state has this option.

MD - <https://www.dllr.state.md.us/employment/unemployment.shtml>

8. What is the difference between a furlough and a layoff?

A furlough is a mandatory, temporary, unpaid leave from work. Employees will come back to their jobs when the employer notifies them that the leave has ended. A layoff can be temporary or permanent. Employers may also consider reducing the daily hours of some employees.

9. Can furloughed employees take outside employment while on leave?

Furloughed employees have the right to seek new employment and may consider taking temporary jobs while on furlough.