

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

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.

VA - The "Regular Base Period" comprises the first four of the last five completed calendar quarters preceding a claim's effective date.

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.

VA - Beginning with claims effective March 15, 2020, Governor Northam has directed that the one week waiting period and the requirement to conduct a weekly job search both be suspended for those receiving unemployment insurance benefits.

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.

VA - Benefit duration varies from 12 to 26 weeks, also depending on wages earned in the base period.

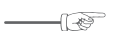
4. Who can file for unemployment benefits?

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?

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

- **Monetary Qualification** - Based on the wages earned during the regular base period, this determination will indicate the benefit amount you qualify for each week and the number of weeks you may receive benefits.;
- **Separation qualification** - Even though you may have enough earnings to qualify, there are circumstances that may prevent you from receiving unemployment benefits. If you are separated for any reason other than lack of work, it will be necessary to gather facts from you and your employer concerning your separation; and
- **Weekly Eligibility Requirements** - To receive a payment for benefits, you must file a weekly request for each week you wish to claim.



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.

VA - <http://www.vec.virginia.gov>

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.