

Keep jobs and avoid layoffs with Work Sharing.

Are you or your employees concerned new minimum wage requirements may impact your company’s ability to keep people in their jobs? Is your business cyclical with busy times and slow times throughout the year? Is it a constant worry that when business slows you will have to lay off good employees, risking the chance they may not be around when you need them at the next busy time?

There is a great alternative to layoffs available through the State of California Employment Development Program (EDD). It is called Work Sharing.

Work Sharing is open to companies who pay unemployment insurance (UI) and is designed to help prevent layoffs by allowing employers to keep employees on the company’s payroll.

Keep your employees. As a temporary alternative to layoffs, your company can use the Work Sharing program when workers hours and wages are reduced. When business conditions improve, employers can quickly gear up without the expense of recruiting, hiring, and training new employees.

Keep your job. Work Sharing is an unemployment insurance program paid for by the employer(s) through their regular UI tax contribution or reimbursement process. Nothing is deducted from employee wages to pay for Work Sharing benefits. This program allows you the payment of a percentage of UI benefits. Employers may apply and notify employees upon acceptance.¹

Thousands of companies are enrolled in Work Sharing within the State of California.



The Advantages of Work Sharing

- Provides an alternative to layoffs created by potential wage increases.
- Minimizes or eliminates the need for layoffs and the accompanying hardships for employees.
- Businesses retain trained employees and avoid the expense of recruiting, hiring, and training new employees.
- Employees can be retained during a temporary slowdown and quickly gear-up when business conditions improve.
- Work Sharing can act as a phased transition to layoff.

Who can participate?

- Work Sharing is open to employers looking for an **alternative to layoffs**.
- Work Sharing is open to **employers who pay unemployment insurance**.
- The employees’ reduction in hours and wages must be at least 10 percent and must not exceed 60 percent.
- The **health benefits** and the **retirement benefits** of employees must be continued under the same terms and conditions as prior to the reduction in hours and wages or to the same extent as other employees not participating in Work Sharing.
- Each Work Sharing contract is up to six months with the option to extend.
- To be eligible submit paperwork via mail or in person. Employers may contact Employment Development Department (EDD) Special Claims Office directly by calling 916-464-3343 for more information.
You can find the [WS_Plan](#) application [here](#).

¹ Courtesy of http://www.edd.ca.gov/Unemployment/Work_Sharing_Program.htm

To learn more about the EDD Work Sharing program

including full requirements for participation, visit www.edd.ca.gov/unemployment/work_sharing_claims.htm

Employers: If you need additional information on Work Sharing, contact the EDD Special Claims Office at 916-464-3343.

Employees: If you are approved by your employer to participate in Work Sharing and have questions regarding your Work Sharing claim, contact the EDD Special Claims office at 916-464-3300.

Looking for ways to market and promote your goods and services?

The L.A. County Department of Consumer and Business Affairs (DCBA) and the County’s many procurement opportunities assist businesses every day in increasing sales.

Contact the DCBA at <http://dcba.lacounty.gov/wps/portal/dca/main/home/page/contactus/>

To view bids online and to learn about purchasing and contract opportunities, visit the L.A. County web site: <http://www.lacounty.gov/business/doing-business-with-the-county>



While the growth of Crunchy Cookie Chips is exciting, the business climate in California has made it increasingly more and more difficult to maintain operations in Los Angeles. Labor costs, utilities, workers’ compensation insurance, all have contributed to company considering of out of state manufacturing locations for future expansion.

The LAEDC Business Assistance Team met HannahMax principals and promptly arranged a Regional Economic Development (RED) Team to address core issues and introduce key contacts in a solutions-driven environment. Participants included representatives from Southern California Edison (SCE), the Governor’s Office of Business and Economic Development, and workers’ compensation insurance and claims management experts. HannahMax is now evaluating new options to better manage costs and job count.

The LAEDC delivered top-tier professionals. As stated by Stuart Schwartz, President of HannahMax Baking, “The LAEDC introduced us to insurance and workers’ compensation management professionals with many years of experience. We have been very impressed with their assistance, and now have direct access to a highly skilled team of experts to help us effectively manage our workers’ compensation program and better control costs.”



The LA COUNTY Workforce Development Board (WDB) and the Los Angeles County Economic Development Corporation (LAEDC)

Partnering for business.

Welcome to our fourteenth issue of *LA County Business Connect*. Our newsletter is a service offered by the LA County WDB and the LAEDC to provide valuable tools to support and grow your business. One call, one click, can put you in touch with people who know where and how to get things done.

Just a few ways we can help:

- Resources for hiring and training employees.
- Identify incentives and resources that can save you money.
- Assist with access to financing.
- Provide existing workers with new skills to help you compete.
- Best of all, LAEDC services are **FREE!**

Call the LAEDC today, and let us connect you to resources to help your business thrive!

Visit www.laedc.org/our-services/business-assistance-layoff-aversion/ or call **888-4-LAEDC-1**

CONNECT WITH US!

Put the LA County WDB and the LAEDC to work for you!

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