

# Employer Unemployment Insurance FAQs

## **What are the qualifications for laid off employees for Unemployment Insurance under the Governor's Executive Order?**

Qualifications are unchanged by the executive order. Unemployment Insurance is for employees laid off from work; separated under non-disqualifying conditions. Individuals must still meet the standard monetary eligibility requirements. Employees should file a claim online, and we assess eligibility at that point in time.

## **Do they still have to meet the qualifications prior to the Executive Order or do they automatically qualify no matter what the circumstances?**

All claimants must meet monetary eligibility requirements and be unemployed through no fault of their own. Layoffs because of the COVID-19 pandemic are non-disqualifying. Waivers of Work Search, Unpaid Waiting Week and Employer Charging in Executive Order 20-04, apply to all claimants for the duration of the Executive Order.

## **How long before employees will get their first check? How long will they get benefits?**

Due to increased claim load we are not able to give an estimated timeframe, but NDOL is working diligently to get payment as quickly as possible to eligible individuals.

## **What instructions on applying for Unemployment Insurance should I give to my employees who are being laid off?**

Direct them to [NEworks.nebraska.gov](https://neworks.nebraska.gov) or the NEworks mobile app to file an unemployment claim. There are step-by-step instructions on how to file a claim at [dol.nebraska.gov/uibenefits](https://dol.nebraska.gov/uibenefits).

## **Do part-time employees qualify?**

Part-time employees are welcome to apply. Claims filed are handled on a case by case basis.

## **How long do they need to have been employed in order to qualify?**

There is no timeframe. If anyone is unsure about qualifying, go to [NEworks.nebraska.gov](https://neworks.nebraska.gov) and file anyway.

## **Since some individuals are simply having hours reduced and not eliminated, what is the litmus test for whether they qualify or not?**

If you are unsure if you qualify, go to [NEworks.nebraska.gov](https://neworks.nebraska.gov) and file. If an employer is reducing hours we recommend you consider Short-Time Compensation. Information about the STC program is available at <https://dol.nebraska.gov/STC>

## **What documentation will suffice to prove a drastic cut in hours?**

Employers simply need to reply to the Department as information is requested. The Department will reach out via phone and in writing.

## **What percentage of their paycheck would they be eligible for and for how long would they be eligible?**

This is determined on a case-by-case basis. Generally speaking, a claimant will receive ½ of their average weekly salary. The maximum weekly benefit amount in Nebraska is \$440.

## **Do they still have to meet the requirement of looking for other jobs since they'd still be employed with us?**

No, this requirement is waived for claimants from March 22nd through May 2nd 2020.

## **If wages were cut significantly but not completely, are employees eligible for unemployment benefits?**

Eligibility is possible. Employees should go to [NEworks.nebraska.gov](https://neworks.nebraska.gov) and file. If an employer is reducing hours we recommend considering Short-Time Compensation. Information about the STC program is available at <https://dol.nebraska.gov/STC>.