

CHAPTER 4

EXTENSIONS AND SPECIAL PROGRAMS

IN GENERAL

This chapter covers unemployment benefit extensions and special programs that are available in certain circumstances, in addition to the regular Unemployment Compensation (UC) program, and include:

- the federal-state Extended Benefits (EB) program;
- special federal extension programs;
- state additional benefits (AB) programs;
- Trade Readjustment Allowances (TRA);
- Disaster Unemployment Assistance (DUA);
- Short-Time Compensation (STC) or worksharing; and
- Self-Employment Assistance (SEA).

FEDERAL-STATE EXTENDED BENEFITS (EB)

Federal law provides for payment of EB when a state's unemployment rate meets certain thresholds during periods of high and rising unemployment—these are referred to as “triggers.” Under the Federal Unemployment Tax Act (FUTA), state law must provide for a permanent EB program that is aligned with the Federal-State Extended Unemployment Compensation Act of 1970. EB is payable to an individual after they have exhausted entitlement to regular UC.

TRIGGERS—Under federal law, states must provide for a mandatory Insured Unemployment Rate (IUR) trigger. States also have the option to include two additional triggers – an optional IUR trigger and an optional Total Unemployment Rate (TUR) trigger. If the state adopts the optional TUR trigger, then they also must provide for additional weeks of EB during a high unemployment period (HUP).

- **Mandatory IUR Trigger** – The state triggers “on” to EB when the IUR for the previous 13 weeks is at least 5.0 percent and is 120 percent of the average of the rates for the corresponding 13-week period in each of the two previous years. The IUR is the ratio of the number of individuals collecting regular UC to the number of individuals who could potentially collect regular UC if they lost their jobs.
- **Optional IUR Trigger** – If provided for in state law, the state triggers “on” to EB when the IUR for the previous 13 weeks is at least 6.0 percent, regardless of the rates of unemployment in the previous years.
- **Optional TUR Trigger** – If provided for in state law, the state triggers “on” to EB when the average TUR, seasonally adjusted, for the most recent three months is at least 6.5 percent and is 110 percent of the rate for the corresponding three-month period in either or both of the two

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previous years. The TUR is the ratio of the total number of all unemployed persons to the civilian labor force.

- Optional TUR Trigger during a HUP – If the state provides for the optional TUR trigger, then it must also provide for additional weeks of EB during a HUP. If the TUR, seasonally adjusted, for the most recent three months is at least 8.0 percent and is 110 percent of the rate for the corresponding three-month period in either or both of the two previous years, the duration of EB increases from up to 13 weeks to up to 20 weeks.

A notice is posted in the *Federal Register* any time a state triggers “on” or “off” using one or more of these triggers. The U.S. Department of Labor publishes a weekly *Trigger Notice* that identifies each state’s EB trigger status at https://oui.doleta.gov/unemploy/claims_arch.asp.

TABLE 4-1: STATES WITH OPTIONAL TRIGGERS FOR EB					
State	Optional IUR Trigger	Optional TUR Trigger	State	Optional IUR Trigger	Optional TUR Trigger
AL	X		NV	X	X ¹
AK	X	X	NH		X
AZ	X		NJ	X	X
CA	X	X ¹	NM		X
CO	X	X ¹	NY		X ¹
CT	X	X	NC	X	X ¹
DC	X	X ¹	OH	X	X ¹
GA		X ¹	OR	X	X
ID	X		PA	X	
IL	X	X ¹	RI	X	X
IN	X		SC	X	X ¹
KS	X	X	TN	X	
KY		X ¹	TX	X	X ¹
ME	X	X	VT	X	X
MD	X	X ¹	VA	X	
MA		X	WA		X
MI		X ¹	WV	X	
MN	X	X	WI	X	
MO	X				

¹ Dependent on 100% federal funding

EB PAYABLE PERIOD—A state’s EB payable period begins the third week after the first week for which there is a state “on” indicator for one or more of the EB triggers. Once started, a state’s EB payable period continues for at least 13 consecutive weeks, even if the state no longer meets the EB trigger requirements. A state’s EB payable period ends the later of: (1) the third week after the first week in which the state no longer has an “on” indicator; or (2) after 13 weeks. Once a state’s EB payable period has ended, the state may not enter into a new EB payable period for at least 13 weeks, even if the state subsequently meets an EB trigger requirement during that time.

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FINANCING—Under permanent federal law, half of the sharable benefits paid are financed by the federal government from FUTA revenues. Temporary federal laws have, at times, provided for 100 percent of sharable benefits to be financed by the federal government. The state is responsible for the remainder of EB costs.

As used above, “sharable benefits” include sharable extended compensation and sharable regular compensation. “Sharable regular compensation” includes any weeks of regular compensation paid in excess of 26 times the average weekly benefit amount during an EB period. “Sharable extended compensation” includes EB paid during the EB period, but does not include the first week of EB paid if a state has no waiting week for regular compensation, nor any amount for which the state rounds up instead of down in a given week. No federal sharing is available for EB costs attributable to employment with state and local governmental entities or federally recognized Indian tribes, as these entities do not pay the FUTA tax, which finances the federal share of EB.

BENEFIT AMOUNTS—During an EB payable period, an individual who has exhausted entitlement to regular UC may receive the lesser of: (1) 50 percent of their total amount of regular UC; (2) 13 times the average weekly benefit amount for their regular UC claim; or (3) 39 times the average weekly benefit amount of their regular UC claim, minus the amount of regular UC paid during the benefit year. This generally calculates to an additional 13 weeks of benefits after the individual’s regular UC claim is exhausted. However, states with maximum benefit entitlements that are less than 26 weeks will pay a lesser amount of EB (refer to Table 3-11, Maximum Benefit Entitlement). As noted above, individuals may receive additional weeks of EB if the state is in a period of high unemployment and state law provides for the optional TUR trigger. This generally means that an individual who has exhausted entitlement to regular UC may receive up to 20 weeks of EB. An individual may only receive EB with respect to weeks of unemployment occurring during a state’s EB payable period.

REDUCTIONS IN AMOUNT OF EB—EB paid on interstate claims is limited to two weeks unless both states are in an EB period. Also, individuals who received Trade Readjustment Assistance (TRA) before EB triggered “on” in a state will have their EB entitlement reduced by the number of weeks of TRA received. In addition, some states reduce the EB amount payable to an individual during a period in which federal sharing of the cost of EB is reduced pursuant to a sequester order.

SPECIAL QUALIFYING REQUIREMENTS—Generally, state law applies to the payment of EB. However, some special qualifying requirements exist:

- An individual claiming EB who fails to make “a systematic and sustained” work search or fails to apply for or accept “suitable work” is not entitled to EB until the individual has been employed during at least four weeks and has earned a total of four times the individual’s weekly EB amount. Suitable work under EB is defined based on an individual’s prospects of returning to employment and, for individuals whose prospects are deemed “not good”, includes “any work within such individual’s capabilities.”
- Any disqualification for voluntarily quitting work, committing misconduct, or refusing suitable work must be purged through subsequent employment.
- To qualify for EB, an individual must have 20 weeks of full-time covered work, or the equivalent in covered wages, in the base period. Alternatively, state law may provide for an alternative calculation of either 40 times the weekly benefit amount or at least 1½ times the high-quarter wages in the base period. The following table lists states where laws governing the regular UC program do not automatically satisfy the “20 weeks” requirement (refer to Table 3-2, Base Period Wage and Employment Requirements for Benefits) and identifies which of the alternative methods are applied for purposes of qualifying for EB.

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TABLE 4-2: EB MONETARY REQUIREMENT USED IN STATES WHERE REGULAR UC MINIMUM QUALIFYING FORMULA DOES NOT SATISFY 20-WEEK REQUIREMENT			
State	20 Weeks	Exceeds 40 x WBA	Exceeds 1½ HQW
AK		X	X
AZ		X	X
AR	X	X	X
CA		X	X
DE		X	
DC			X
HI	X	X	X
ID	X	X	X
IL			X
IN			X
IA			X
KS			X
ME			X
MD			X
MA	X	X	X
MN		X	
MT	X	X	X
NE			X
NV	X	X	X
NH		X	
NJ		X	
NM			X
NY			X
NC	X	X	X
OK			X
OR		X	
PA			X
PR		X	
RI		X	X
TX		X	X
VT		X	
VA	X	X	
VI			X
WA		X	X
WV		X	
WI		X	
WY			X

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SPECIAL FEDERAL EXTENSION AND SUPPLEMENTAL BENEFIT PROGRAMS

In addition to the permanent EB program, Congress has, in times of high unemployment, enacted temporary programs extending unemployment benefits or providing supplemental or emergency time-limited benefits. The most recent programs were Pandemic Emergency Unemployment Compensation (PEUC), Pandemic Unemployment Assistance (PUA), Federal Pandemic Unemployment Compensation (FPUC), and Mixed Earners Unemployment Compensation (MEUC) – all of which were available in all states, all of which expired on September 6, 2021.

TABLE 4-3: SPECIAL FEDERAL EXTENSION AND SUPPLEMENTAL BENEFIT PROGRAMS	
Name	Effective Dates (mm/yy)
Temporary Unemployment Compensation (TUC)	6/58 to 6/59
Temporary Extended Unemployment Compensation (TEUC)	4/61 to 6/62
Temporary Compensation (TC)	1/72 to 3/73
Federal Supplemental Benefits (FSB)	1/75 to 1/78
Federal Supplemental Compensation (FSC)	9/82 to 6/85
Emergency Unemployment Compensation (EUC)	11/91 to 4/94
Temporary Extended Unemployment Compensation (TEUC)	3/02 to 3/04
Emergency Unemployment Compensation (EUC08)	7/08 to 1/14
Federal Additional Compensation (FAC)	2/09 to 12/10
Pandemic Unemployment Assistance (PUA)	1/20 to 9/21 ¹
Pandemic Emergency Unemployment Compensation (PEUC)	3/20 to 9/21 ¹
Federal Pandemic Unemployment Compensation (FPUC) at \$600	3/20 to 7/20
Federal Pandemic Unemployment Compensation (FPUC) at \$300	12/20 to 9/21 ¹
Mixed Earners Unemployment Compensation (MEUC)	1/21 to 9/21 ¹

¹ The programs were authorized through their stated ending dates, but some states opted to terminate participation early.

For additional information, refer to the summary of Temporary Federal Benefit Programs available at https://oui.doleta.gov/unemploy/spec_ext_ben_table.asp.

STATE ADDITIONAL BENEFITS (AB)

A number of states have provisions for extending the potential duration of benefits during periods of high unemployment for individuals who exhaust regular UC and meet certain criteria, such as being enrolled in approved training. Although some state laws call these programs “extended benefits,” this publication uses the term “additional benefits” to avoid confusion with the federal-state EB program.

The following table includes information about states that have AB programs funded via their unemployment fund – AB programs funded through other means, such as state general funds, are not included. Caution should be taken in using the following table because: 1) some AB programs may be subject to annual legislative appropriations and may not be in effect; and 2) short-term AB programs will not be included if their legislative authorization expired prior to publication.

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TABLE 4-4: STATES WITH ADDITIONAL BENEFITS (AB) PROGRAMS

State	Name of Extension	Duration	To Whom/When Payable	When Effective
AK	Supplemental State Benefits	13 weeks	Exhaustees of regular UC who satisfy the requirements for receipt of regular benefits and are ineligible for extended benefits solely because they do not meet EB earnings requirement of 40 x WBA or 1.5 HQW	Permanent
CA	Extended Duration Benefits	13 weeks	Exhaustees who are not entitled to regular benefits, if they meet applicable eligibility requirements for regular benefits, are not subject to disqualification, and are not under a disqualification for regular benefits	Triggers if IUR equals or exceeds 6%
	California Training Benefits (CTB)	Up to 52 x WBA, less regular UC and any extensions paid	Individuals who lack competitive job skills and who are enrolled in approved training for a demand occupation; individual must apply for or inquire about CTB program no later than the 16 th week of receiving regular UC	Permanent
CT	Additional Benefits	13 weeks	Individuals who are not entitled to benefits under the federal-state EB program that week	Triggers if an EB period is in effect
GA	Training Extension	14-20 weeks, less any deductible income	Individuals who are separated from a declining occupation and have exhausted all rights to regular unemployment compensation, including extensions, and who are enrolled in and making satisfactory progress in an approved training program that prepares individuals for entry into a high-demand occupation	Permanent TUR for most recent 3 months must > 11%
HI	Additional Unemployment Compensation	13 weeks	Unemployed as a result of natural or man-made disaster, as declared by the Governor; must exhaust regular UC, not qualify for UI monetarily, or be self-employed	Must be approved by Governor
IA	Business Closure Benefits	13 weeks	If unemployed due to last employer going out of business, wage credits are recomputed up from 1/3 of wages for insured work to 1/2	Permanent
	Training Extension Benefits (TEB)	26 weeks	Individuals who are separated from a declining occupation and have exhausted all rights to regular unemployment compensation including extensions, and who are enrolled in and making satisfactory progress in an approved training program that prepares individuals for entry into a high-demand occupation	Permanent
ID	Training Extension	26 weeks	Individuals who are separated from a declining occupation and have exhausted all rights to regular unemployment compensation including extensions, and who are enrolled in and making satisfactory progress in an approved training program that prepares individuals for entry into a high-demand occupation or have been involuntarily and indefinitely separated from employment as a result of a permanent reduction of operations.	Permanent
MD	Training Extension	26 weeks	Individuals who are enrolled in and making satisfactory progress in an approved training program; payments limited to 1 year following end of benefit year	Permanent
MA	Training Extension	26 weeks	Attendees in an approved training course who, in opinion of Commissioner, will be aided in finding appropriate employment; only paid while attending such course and only if not eligible for TRA, exhausted all rights to regular UC and EB, and has no rights to benefits under any other state or federal law	Determined by Commissioner
	Locked Out Workers	26 weeks	Individuals eligible due to an employer's lockout; extension limited to lesser of 26 weeks or the period of the lockout	Permanent
ME	Dislocated Worker Benefits	26 weeks	Must meet the definition of "dislocated worker" and be attending training approved by the UI Commission; must exhaust all rights to regular UC and EB, and have no rights to benefits under any other state or federal law	Permanent

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TABLE 4-4: STATES WITH ADDITIONAL BENEFITS (AB) PROGRAMS

State	Name of Extension	Duration	To Whom/When Payable	When Effective
MI	Extended Training or Retraining Benefits	18 weeks	Must be in approved training, and is separate from TRA	Optional – not currently in effect
MN	Additional Benefits	13 weeks	If individual was laid off from main base period employer; that employer had 100 or more workers; employer laid off at least 50% of workforce; employer has no intentions of rehiring individual; individual exhausted regular UC; and facility is located in county with unemployment rate at least 10% from 3 months before to 3 months after layoff; individuals who have stopped working because of a lockout are eligible if the lockout is in active progress	Permanent – Determined by Commissioner
MT	Additional Training Benefits	26 weeks	Individuals who are separated from a declining occupation and have exhausted all rights to regular unemployment compensation including extensions, and who are enrolled in and making satisfactory progress in an approved training program that prepares individuals for entry into a high-demand occupation	Permanent
NE	Training Extension	26 weeks	Individuals who are separated from a declining occupation and have exhausted all rights to regular unemployment compensation including extensions, and who are enrolled in and making satisfactory progress in an approved training program that prepares individuals for entry into a high-demand occupation	Permanent
NJ	Additional Benefits During Training	26 weeks	Dislocated workers unlikely to return to previous employment because opportunities in the job classification are impaired due to substantial reduction in employment at worksite; training must be for a labor demand occupation and must be approved	Permanent
NY	Additional Training Benefits	104 effective days	Exhaustees of regular UC and, if in effect, any other extended benefits, provided that entitlement to a new benefit claim cannot be established; individual must be in approved training, separate from TRA	Permanent – Subject to availability of funds
OR	Supplemental Benefits – Dislocated Worker Program	1-26 weeks	Eligible dislocated workers who are ineligible to receive extended benefits or additional benefits, and who are demonstrating satisfactory progress and attendance in the approved training	Permanent – Additional eligibility requirements apply
	Additional Benefits	Up to 25% of most recent regular UC claim	Exhaustees of regular UC who continue to meet eligibility requirements for regular UC and are not eligible for any other unemployment benefits including any federal extensions; payable for weeks not within an EB period, not within a federal extension period, and when IUR equals or exceeds 4.5%	Permanent
PR	Additional Benefits	(20 x WBA plus 32 x additional WBA) less max. potential benefits payable in last BY	Individuals displaced due to technological progress and/or the permanent disappearance of an industry, establishment, or occupation; not for seasonal unemployment	Permanent – Secretary determines if special unemployment situation exists
VT	Training Extension	26 weeks	Individuals who are separated from a declining occupation and have exhausted all rights to regular unemployment compensation including extensions, and who are enrolled in and making satisfactory progress in an approved training program that prepares individuals for entry into a high-demand occupation	Permanent

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TABLE 4-4: STATES WITH ADDITIONAL BENEFITS (AB) PROGRAMS

State	Name of Extension	Duration	To Whom/When Payable	When Effective
WA	Training Benefits Program	52 x WBA less regular UC and EB paid	Unemployed individuals who are disabled, low-income, members of the Washington National Guard, or recently discharged from the military, and in need of full-time training in a demand occupation	Permanent – Training benefits not payable for weeks more than 2 years beyond end of benefit year of regular claim
WI	Wisconsin Supplemental Benefits	8 weeks	Individual who has exhausted benefits; Wisconsin supplemental benefit period occurs when IUR is 4% and TUR is 5%	Governor can elect to run this program or allow payment through federal-state EB program

TRADE READJUSTMENT ALLOWANCES (TRA)

TRA is an income support benefit available to those participating in the Trade Adjustment Assistance (TAA) Program. The TAA Program provides federal assistance to workers who are certified as adversely affected by foreign trade. It includes resources and opportunities for individuals to obtain the skills, credentials, and support necessary for successful reemployment. Any member of a worker group certified by the Department as trade-affected is potentially eligible to receive TAA Program benefits and services through a local American Job Center (AJC), such as employment and case management, training, income support in the form of TRA, job search allowances, relocation allowances, and (when available) a Health Coverage Tax Credit. For affected workers age 50 and over, Reemployment Trade Adjustment Assistance (RTAA) provides wage supplements for eligible reemployed workers whose reemployment resulted in lower wages than those earned in their trade-affected employment.

The Secretary of Labor has entered into agreements with state agencies whereby the agencies will act as agents for the federal government in paying TAA, TRA, and other allowances to eligible individuals. Payments and administrative costs are financed by federal funds.

The following table provides program authority applicable by petition number. For additional information on the TAA Program go to <https://www.dol.gov/agencies/eta/tradeact>.

TABLE 4-5: TRADE ACT AMENDMENTS

Petition Series	Applicable Trade Act Amendment	Applicable Guidance
TA-W-69,999 and below	TAARA (2002 Amendments)	TEGL No. 11-02 and Changes 1, 2, and 3
TA-W-70,000 through TA-W-79,999	TGAAA (2009 Amendments)	TEGL No. 22-08 and Change 1
TA-W-80,000 through 80,999	TAARA (2002 Amendments under the sunset provisions of TGAAA) - or-TAAEA (2011 Amendments), based on one-time selection under TAAEA one-time worker “choice” provision	TEGL No 11-02 and Changes 1, 2, and 3; 20 CFR 618
TA-W-81,000 through TA-W-84,999	TAAEA (2011 Amendments)	20 CFR 618
TA-W-85,000 through TA-W-97,999	TAARA (2015 Amendments)	20 CFR 618
TA-W-98,000 +	Reversion 2021	20 CFR 618; TEGL 24-20

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On July 1, 2022, the termination provision under Section 285(a) of the Trade Act of 1974, as amended, took effect. The Department may not issue any determinations and may not accept any new petitions or requests for reconsideration. Requests to amend current certifications may still be filed. Workers who were certified and separated from their job on or before June 30, 2022, may still be eligible for benefits and services.

TRA QUALIFYING REQUIREMENTS—To qualify for TRA, the individual must have had at least 26 weeks of employment with wages of at least \$30 a week within the 52-week period ending with the week of the individual's total or partial separation from adversely affected employment. Along with other requirements to receive TRA payments, the individual must be enrolled in, participating in, or have completed an approved training program unless it is determined that training is not feasible or appropriate and a waiver from training has been granted.

ELIGIBILITY—TRA is payable in three distinct tiers, each with its own eligibility requirements and potential duration: Basic, Additional, and Completion TRA. Basic TRA is generally available after an individual exhausts all UC entitlement. It is payable within a 104-week eligibility period that begins with the first week after the individual's most recent qualifying separation. The weekly benefit amount available is the same weekly amount as the initial UC claim, and the total amount of benefits payable is the weekly benefit amount times 52, reduced by the total amount of UC entitlement. For example, in a state with a 26-week UC entitlement, an individual would be eligible for up to 26 weeks of Basic TRA.

Additional TRA is available after an individual exhausts Basic TRA, and is payable for up to 65 weeks within a 78-week eligibility window. One key element of Additional TRA is that it is only payable if the individual is actually participating in training – that requirement is different from Basic TRA, which can be paid if the person is merely enrolled in training, for example. The weekly benefit amount paid is the same as paid on Basic TRA.

Finally, Completion TRA is available within the last 20 weeks of training – the individual must be expected to complete training within those 20 weeks to be eligible. Completion TRA is only payable for 13 of those 20 weeks, at the same weekly benefit amount as was paid in Basic and Additional TRA.

SUPPLEMENTAL ASSISTANCE —In addition to TRA, individuals may receive supplemental assistance to defray reasonable subsistence and transportation expenses while a worker attends training at a facility outside of the worker's commuting area.

RELOCATION ALLOWANCES—Relocation allowances are payable to totally separated individuals who have no reasonable expectation of securing suitable employment in the area in which they live, and who have a bona fide offer of suitable work in the area in which they wish to relocate. Relocation allowances consist of a lump sum payment equal to three times the weekly benefit amount (not to exceed \$1,250) and 90 percent of the allowable expenses incurred in moving the individual, their family, and their household goods to the location of their new job.

JOB SEARCH ALLOWANCES—Job search allowances are payable to totally separated individuals who have no reasonable expectation of securing suitable employment in the area in which they live, and who have a reasonable expectation of securing suitable employment in the area of the proposed job search. Job search allowances consist of up to 90 percent of the cost of the necessary expenses incurred in the job search, not to exceed \$1,250, under a single certification.

DISASTER UNEMPLOYMENT ASSISTANCE (DUA)

The Robert T. Stafford Disaster Relief and Emergency Assistance Act authorizes the President to provide to any individual, who becomes unemployed or cannot commence employment as a direct result of a major disaster, such assistance as the President deems appropriate while the individual is unemployed. Among

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the types of assistance available as a result of a presidentially declared disaster is DUA – a payment made by state UC agencies under agreements with the Secretary of Labor. Funds for both DUA benefits and administrative costs are provided by the Federal Emergency Management Administration to the Secretary of Labor who, in turn, makes them available to the states.

ELIGIBILITY—Federal regulations provide that certain individuals living or working in areas affected by a major disaster who become unemployed or cannot commence employment as a direct result of the disaster and who are not eligible for regular UC may be eligible for DUA benefits. DUA eligibility includes coverage for individuals who are self-employed. Applications for DUA must be filed within 30 days after the announcement date of the major disaster. In general, individuals must be able and available for suitable work.

DISASTER ASSISTANCE PERIOD—When a disaster declaration is made, a disaster assistance period will be identified. This is the period within which DUA is payable. DUA benefits are generally paid for up to 26 weeks beginning with the first week following the date the major disaster began and ending with the 26th week following the date the major disaster is declared by the President.

WEEKLY ASSISTANCE AMOUNT—The DUA weekly assistance amount is computed in accordance with the applicable state law formula used to compute the weekly benefit amount under the state’s regular UC program; however, the DUA base period will always be the most recent tax year that has ended. If the individual’s weekly amount calculates to less than 50 percent of the state’s average weekly payment of regular compensation, or the individual has insufficient wages or income to calculate a weekly benefit amount under state UC law, the individual will be entitled to a minimum weekly assistance amount equal to 50 percent of the average weekly payment of regular compensation in the state.

In Guam and the Northern Mariana Islands, the weekly DUA amount is the average of the payments of regular compensation made under all state laws referred to in 20 CFR 625.2(r)(1)(i) for weeks of total unemployment in the first four of the last five completed calendar quarters immediately preceding the quarter in which the major disaster began. In American Samoa, Marshall Islands, Micronesia, and the Trust Territory of the Pacific Islands (Palau), the weekly DUA amount is the agreed-upon amount of approximately 50 percent of the area-wide average of the weekly wages paid to individuals in the major disaster area in the quarter immediately preceding the quarter in which the major disaster began.

DEDUCTIONS—An individual’s weekly DUA amount is reduced by the amount of wages that the individual earns in a week, as determined by applying the earnings allowance rules prescribed by the applicable state’s UC law. An individual’s weekly DUA amount is also reduced by the following amounts: 1) any compensation for loss of wages due to illness or disability; 2) supplemental unemployment benefits pursuant to a collective bargaining agreement; 3) private income protection insurance payments; 4) workers’ compensation by virtue of death of head of household; and 5) the amount of retirement pension or annuity under a public or private retirement plan or system if such amount is deductible under the state UC law.

SHORT-TIME COMPENSATION (STC)

The STC program (also known as “worksharing” or “shared work”) is a lay-off aversion program in which an employer, under a state-approved plan, reduces the number of work hours for a group of employees and, in turn, the employees receive a pro-rated unemployment benefit payment. The STC program maintains the connection between employees and employers by allowing certain work activities to continue, thereby ensuring that these workers will be available to resume prior employment when business demand increases. In addition, the STC unemployment benefit cushions the negative economic impact to workers who experience a reduction in work hours. Whereas partial benefit formulas look at individuals’ earnings (refer to Table 3-8, Partial Unemployment and Earnings Disregarded when Determining Weekly Benefit), STC provides a pro-rata share of an individual’s weekly benefit amount based on the group’s reduction in weekly work hours.

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States are not required to enact an STC program; however, states may not operate an STC program that does not conform to the definition found in FUTA. For example, FUTA requires that the reduction in the affected employees' (also known as "affected unit") work week is at least 10 percent and not more than 60 percent. State law may provide for a narrower range within this window. Additionally, the STC plan must provide that employers will maintain (to the same extent as for other employees not participating in the STC program) certain specified health benefits and retirement benefits for employees in the affected unit, despite the reduced hours. Most states do not allow seasonal employees to participate in an employer's STC plan. Several states require that employers continue to file wage reports and pay contributions as a condition of participation. Many states require the employees' union to agree to an STC plan if the employer is unionized.

TABLE 4-6: STATES WITH STC PROGRAMS

State	Period of Approved Plan	Required Reduction of Work	Maximum Number of Weeks Payable
AZ	1 year	10% - 40%	24-26 weeks (limitation does not apply if state IUR consisting of the week and the preceding 12 weeks is $\geq 4\%$)
AR	12 months	10% - 40%	25 weeks
CA ¹	1 year	10% - 60%	52 weeks
CO	12 months	10% - 60%	52 weeks
CT	26 weeks (with 26-week extension possible)	10% - 60%	26 weeks
DC	365 days	10% - 60%	52 weeks
FL	12 months	10% - 40%	26 weeks
GA ²	n/a ²	10% - 60%	n/a ²
IA	52 weeks	20% - 50%	26 weeks
IL	12 months	20% - 60%	52 weeks
KS	12 months	10% - 50%	52 weeks
KY	12 months	10% - 40%	26 weeks
ME	12 months	10% - 50%	52 weeks
MD	6 months	10% - 60%	52 weeks
MA	12 months	10% - 60%	52 weeks
MI	52 weeks	15% - 45%	52 weeks
MN	At least 2 months, but not more than 1 year	20% - 50%	52 weeks
MO	12 months	20% - 40%	52 weeks
NE	12 months	10% - 60%	52 weeks
NH	26 weeks	10% - 50%	26 weeks
NJ	1 year	10% - 60%	52 weeks
NY	53 weeks	20% - 60%	26 weeks
OH	52 weeks	10% - 50%	52 weeks
OR	1 year	20% - 40%	52 weeks
PA	52 weeks	20% - 40%	52 weeks
RI	12 months	10% - 50%	52 weeks
TX	12 months	10% - 40%	52 weeks
VA ³	12 months	10% - 60%	26 weeks
WA	12 months	10% - 50%	52 weeks

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TABLE 4-6: STATES WITH STC PROGRAMS

State	Period of Approved Plan	Required Reduction of Work	Maximum Number of Weeks Payable
WV ³	12 months	10% - 60%	26 weeks
WI	12 months	10% - 50%	6 months
WY	12 months	10% - 60%	52 weeks

¹ STC benefits shall not be payable on any type of extended claim.
² Not operational prior to promulgation of regulations; currently no regulations for this program exist.
³ Authority in law, but program not currently operational.

SELF-EMPLOYMENT ASSISTANCE (SEA)

The SEA program helps unemployed individuals create their own jobs by starting small businesses. To be eligible for SEA payments, individuals must be:

- Eligible for regular UC;
- Engaged on a full-time basis in activities relating to the establishment of a business and becoming self-employed;
- Identified as likely to exhaust their regular UC benefits; and
- Participating in self-employment activities including entrepreneurial training, business counseling, and technical assistance.

The authorizing federal law provides that no more than five percent of individuals receiving regular UC under a state program may participate in the SEA program. Individuals enrolled in the SEA program will receive weekly allowances. These allowances are the same as the individual's regular UC weekly benefit amount. Provisions of state law relating to availability for work, search for work, and refusal to accept suitable work do not apply.

TABLE 4-7: STATES WITH SEA PROGRAMS

Delaware	Louisiana ¹	Maine ¹
Mississippi	New Hampshire	New Jersey
New York (expires 12/7/23)	Oregon	Pennsylvania
Rhode Island		

¹ The program authorized by state law, but the program is not currently active.