



Frequently Asked Questions

This FAQ is not all inclusive and will be a working document that's updated as more questions arise. If you have any questions, please reach out to the designated resources.

How do I apply for unemployment?

<https://dwd.wisconsin.gov/uiben/>

What happens to my benefits?

All benefits remain intact as if you were working. There could be an impact to the following:

- Flex – if you have no wages through SH payroll, there can't be a deduction. There are two options:
 - Stop flex deductions and we will recalculate once you are back to regular scheduled work
 - Roll your deductions forward and the cumulative amount will pull from your next paycheck in which you have hours worked.
 - Please contact Caiti Droessler, 342-4702 or droesslerc@southwesthealth.org to set up how you would like to proceed.
- Retirement Contribution– If you have no wages through SH payroll, there is no deduction.

How will I pay for my insurance premiums?

All health insurance premiums will be waived beginning April 12, 2020 through May 9th, 2020 for all staff (excluding leaders and providers).

- If you do not currently have health insurance, this has no effect on you.

The remainder of insurance premiums (Dental, Vision, Long-term Disability, etc.) will be deducted from your earnings each pay period. During furlough however, the deductions will simply pull from the next paycheck in which you have hours worked.

Can I substitute PTO while on unemployment?

If you choose to use PTO while on furlough, it shows you are earning wages through SH. This may minimize your unemployment benefits or make you ineligible.

How will I know if I should file for unemployment?

If your leader communicates to you that you are being furloughed – that makes you eligible to file for unemployment benefits.

When will I get payment from unemployment?

There's no direct guidance other than the state is working hard to process all claims in a timely manner.

What is the amount I will receive from unemployment?

Currently, Wisconsin provides up to 26 weeks, with a maximum of \$370 a week and a minimum of \$54 per week. It is based off of previous gross wages.

The CARES Act has created temporary Pandemic Unemployment Assistance which would provide up to an additional \$600 per week. This has been approved through July 31st, 2020. So in total, the maximum unemployment benefit that a person could receive would be \$970 per week.

If I work only partial hours in a week, am I able to file for unemployment for the rest?

Yes. Employees can seek partial unemployment, but are not guaranteed benefits. We are trying our best to furlough staff in full week increments so this is a non-issue. However, if you are on furlough, you must be available to come back to work at any time.

Are taxes taken out of unemployment benefits?

You don't have to **pay** Social Security and Medicare **taxes** on your **unemployment benefits**, but you do have to report them on your **tax** return as income. You can choose to have income **tax** withheld from your **unemployment benefits**, if necessary, to avoid an unpleasant surprise next year when you file your return. You will determine which option you want when you file for unemployment.

If I live in a different state – which state to I file unemployment in?

Generally, you should file your claim with the state where you worked. If you worked in a state other than the one where you now live or if you worked in multiple states, the state unemployment insurance agency where you now live can provide information about how to file your claim with other states.

What makes me eligible for unemployment?

You have been notified from your leader that you are being put on furlough – which means you have no work at no fault of your own.

What if I choose to not work during the COVID-19 pandemic for any of the following reasons:

- I prefer to stay home and not risk exposure
 - You wouldn't be guaranteed unemployment benefits
- I don't have childcare
 - You wouldn't be guaranteed unemployment benefits
- I have a sick family member at home I need to care for
 - You wouldn't be guaranteed unemployment benefits
- I myself have a compromised immune system
 - Contact Human Resources to discuss
- I have a family member in my household with a compromised immune system
 - Contact Human Resources to discuss

What if I have symptoms of COVID-19 and forced to stay home?

If you have symptoms of COVID-19, Employee Health will work with you and we will likely request you be tested. The tiers have changed and health care workers getting tested has moved up the priority list.

If you were scheduled to work and you miss shifts due to illness related to COVID-19 – SH will pay cover your salary for the scheduled shift until the test result is available. At that time – if it's negative and you still have illness and cannot return to work, we will follow the unscheduled PTO policy and PTO will be applied.

Can I receive partial unemployment benefits?

"It is possible to receive a partial unemployment benefit payment for a week even when your gross income is greater than your weekly benefit rate (WBR). However, you will not receive benefits if you work a total of 32 or more hours for all employers in a week you are claiming or if your total gross pay is more than \$500.00."

Here is the link that outlines partial employment benefit payments:

<https://dwd.wisconsin.gov/uiben/handbook/english/contentspart5.htm>

ETC Deductions:

ETC Deductions are only taken out of a paycheck if you work. If you are on furlough, those deductions will not be pulled, and will only resume once you have worked hours. If you would like to make changes to your ETC donation, you are welcome to contact Tammie Richter at richtert@southwesthealth.org.

Where can I find my start date for unemployment?

Your leader has access to your start date and they can provide it to you.

Finding Southwest Health as an employer when filing unemployment:

When I search for Southwest Health as my employer – it's showing Southwest Health – U C MNGT Services, Arlington Heights, IL.

This is correct. U C Mngt services is who processes our claims.