EMPLOYMENT & WORKFORCE

COVID-19 AND UNEMPLOYMENT INSURANCE BENEFITS

QUESTION 1:
WILL WORKERS QUALIFY FOR UNEMPLOYMENT BENEFITS IF THE CORONAVIRUS (COVID-19) CAUSES AN EMPLOYER TO SHUT DOWN OPERATIONS?

ANSWER 1 - YES:
Unemployment benefits are available to individuals who are unemployed through no fault of their own. If an employer must shut down operations and no work is available, individuals may be eligible for unemployment benefits.

QUESTION 2:
IF AN EMPLOYER LAYS OFF EMPLOYEES DUE TO THE LOSS OF PRODUCTION CAUSED BY THE CORONAVIRUS (COVID-19), WILL THE EMPLOYEES BE ELIGIBLE FOR UNEMPLOYMENT INSURANCE BENEFITS?

ANSWER 2 - YES:
Unemployment benefits are available to any individual who is unemployed through no fault of their own. If an employer must lay off employees due to the loss of production caused by the coronavirus, individuals may be eligible for unemployment benefits.

QUESTION 3:
IF AN EMPLOYER HAS TO REDUCE THEIR EMPLOYEES' HOURS BECAUSE OF COVID-19, WILL THE EMPLOYEES QUALIFY FOR UNEMPLOYMENT BENEFITS?

ANSWER 3 - YES:
Unemployment benefits are available to any individual who is unemployed through no fault of his/her own. If an employer reduces the number of hours an employee works, individuals may be eligible for unemployment benefits.

QUESTION 4:
IF AN EMPLOYEE IS RECEIVING PAID LEAVE WILL THEY BE ELIGIBLE FOR UNEMPLOYMENT BENEFITS?

ANSWER 4 - NO:
If an employee is receiving paid leave they would not be considered unemployed and therefore ineligible for unemployment benefits.

QUESTION 5:
IF AN EMPLOYEE RECEIVES UNEMPLOYMENT BENEFITS AS A RESULT OF A COVID-19 RELATED BUSINESS SHUTDOWN, WILL THE EMPLOYER BE CHARGED?

ANSWER 5 - NO:
South Carolina law allows for the removal of charges from contributory employers when unemployment benefits are paid as a result of a natural disaster, either declared by the President of the United States or the declaration of emergency by the Governor.

*Please note that claimants will have to meet the monetary criteria and the weekly eligibility criteria.