

Short-Time Compensation

Retain Talent, Sustain Success

Short-Time Compensation (STC) helps businesses retain their workforce during a temporary slowdown in work which is unrelated to season or weather conditions. The program allows employers to voluntarily reduce the hours of staff in lieu of layoffs. Employees of the business are allowed to receive partial Unemployment Insurance (UI) Benefits.

Why apply?

- ◆ Preserve skilled workforce during disruptions to business by reducing hours of work for up to 12 months for an entire group of affected employees, rather than completely laying off some employees.
- ◆ Provide a portion of a weekly unemployment compensation payment to affected employees whose work weeks have been reduced.
- ◆ Avoid the expense of recruiting, hiring and training new employees when business demand increases.
- ◆ Determine your current production demands and your employees share the available work as part of your STC plan.

What are the eligibility requirements?

- ◆ Must be eligible for experience rating under section 48-649.03.
- ◆ Have a positive balance in your experience account.
- ◆ Have filed all quarterly reports and other reports required under the Employment Security Law.
- ◆ Paid all obligation assessments, contributions, interest, and penalties due through the date of your application.
- ◆ Layoff must be temporary and not seasonal.
- ◆ Each unit's hours must be reduced by at least 10% but not more than 60%.
- ◆ Reduction must remain consistent throughout the duration of the plan (Unless a modification is granted).

**Final determinations for eligibility are made at the discretion of the Commissioner of Labor.*

What you need to apply:

- ◆ Employer Account Number (EAN).
- ◆ Expected plan start date (A future Sunday) and end dates (Saturday).
- ◆ List of employee participations for each affected work unit. There must be a minimum of three employees per unit.
- ◆ Usual weekly hours for each participant. Each unit must be reduced by the same percentage between 10%-60%.
- ◆ Estimated number of layoffs that will occur without the STC plan.
- ◆ Any company shutdown or holidays that fall within the length of the plan.



**For details on requirements, how to apply, and benefits, email
NDOL.STCBenefits@nebraska.gov, visit the link below, or
scan the QR Code.**

DOL.NEBRASKA.GOV/STC

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