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DATE: April 9, 2020
TO: ALL SMARCA CONTRACTORS
FROM: John Quarnstrom and Jim Bigham
RE: **New Employer Notice Requirements**

New Employer Requirement to Provide a Notice of Availability of Unemployment Benefits

Round 2 of the federal stimulus legislation was the CARES Act. In addition to the loan provisions, the federal government provided states with funding for an extra \$600 per week of state unemployment benefits. When states accept the additional dollars it triggers a new requirement that employers provide a Notice of Availability of Unemployment Benefits. Attached is a model notice available for your use. Please note there is a model notice for each of the four states we cover.

The new law became effective on April 6, 2020. Employers must provide the Notice when they layoff, furlough or reduce hours of an employee on and after April 6, 2020. There is no guidance on the definition of these terms, including a reduction in hours.