

U.S. Department of Labor CARES ACT and Supplement Unemployment Benefits

Under the Federal Pandemic Unemployment Compensation (FPUC) program, eligible individuals who are collecting certain UI benefits, including regular unemployment compensation, will receive an additional \$600 in federal benefits per week for weeks of unemployment ending on or before July 31, 2020. Additionally, the Pandemic Emergency Unemployment Compensation (PEUC) program allows those who have exhausted benefits under regular unemployment compensation or other programs to receive up to 13 weeks of **additional benefits**. States must offer flexibility in meeting PEUC eligibility requirements related to “actively seeking work” if an applicant’s ability to do so is impacted by COVID-19.

- Effective 3/29/2020
- Additional \$600 per week (SUB is reduced by state benefits)
- Benefits not to exceed 39 weeks (Includes, 26 weeks of regular unemployment benefits)
- No waiting week
- Current Eligible States include Michigan, Ohio, Kentucky, Missouri, Indiana, California, Oregon and New York

How does the CARES Act impact Supplemental Unemployment Benefits (SUB)?

As stated above, The Federal Pandemic Unemployment Compensation (FPUC) benefit is an addition to the State System Benefit (SSB). Therefore, the Federal PUC amount combined with the State System Benefit will further reduce the Company provided SUB Pay. The regular SUB calculation is that 74% of an Employee’s Gross Weekly Wage equals, on average, 95% of an Employees Weekly After-Tax pay, minus \$30.00 work related expenses.

The Federal PUC and State System Benefit amount may completely offset SUB Pay resulting in zero Company provided SUB Pay. However, eligible members will continue to receive SUB at 74% of their Gross Weekly Wage per the Collective Bargaining Agreement.

Note: Please keep in mind, now that the State System Benefit have been increased by the addition of the FPUC’s amount, this may cause members to have an overpayment of SUB Pay.

Do not file for your SUB Benefit in advance of a Benefit Week Ending date.

We have been informed that members outside of the Auto SUB states who must manually put in for SUB are submitting their application prior to receiving their unemployment benefits. The company is aware of this issue and are trying to correct it. Members who are submitting their SUB application prematurely by inputting an estimated amount and receive a SUB check prior to unemployment may be putting themselves in jeopardy of an overpayment of SUB if the unemployment amount is greater than the estimated amount.

If you have any questions on your Unemployment or SUB Benefits, please contact your Local Union Benefits Representative.