

Mitigating Financial Risk from PA UC Claims Covid-19

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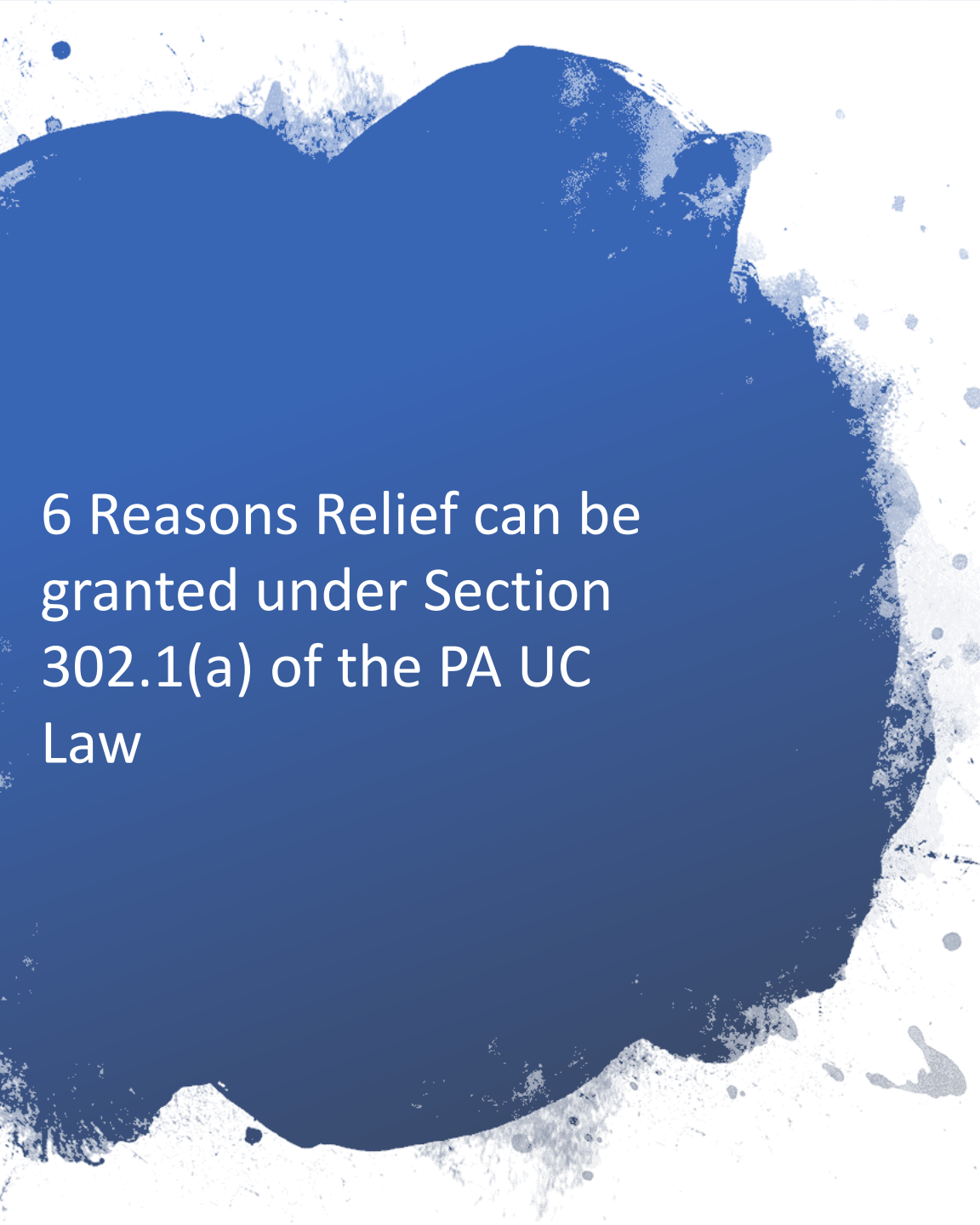
Goals

- Remove any appropriate Covid-19 from the employer loss experience, so it will not effect future premium costs.
- Ensure unemployment costs are shifted away from the business to Federal and State programs.
- Shut off UC to employees who are able to work and work is available, ensuring they will not be incentivized to stay home, when work is available.



EMPLOYER'S CHARGE SECTION

- Calls and correspondence related to relief from charges and account charges should be directed to the Employer's Charge Information Line: **717-787-4677**. The Employer's Charge Section can respond to your specific information requests about:
- Benefit charges/credits to reserve account contained on Form UC-640, Monthly Notice of Compensation Charged.
- Benefit charges filed with the Department via Form UC-44FR, Request for Relief from Charges, or filed by letter.
- Credits to reserve account due to a subsequent approval of **relief from charges** or a claimant's ineligibility for UC and subsequent overpayment.
- **Time limits** for filing a request for relief from charges or an appeal to a relief from charges determination.



6 Reasons Relief can be granted under Section 302.1(a) of the PA UC Law

- Left work for the employer without good cause attributable to the employment,
- Was discharged by the employer for willful misconduct,
- Was separated from the employer for reasons that involve fault on the part of the claimant,
- Was discharged by the employer for failure to submit and/or pass a drug or alcohol test conducted pursuant to an established substance abuse policy,
- Is still working for the employer in a part-time job that is continuing without material change or,
- Was separated from the employer due to a cessation of business of 18 months or less caused by a disaster.

To request disaster-related relief from charges, an employer should include the following information in a letter along with the completed Form UC-44FR

The specific disaster situation,

The date that the disaster occurred,

Where the disaster occurred (to indicate whether or not it affected the employer's place of business),

A brief description of the disaster which forced the suspension of business activity, and

When the business is expected to reopen.

Covid-19 a “Natural Disaster”

- “If an individual’s unemployment is directly caused by a major natural disaster declared by the President pursuant to section 102(1) of the Disaster Relief Act of 1970 (P.L. 91-606) and such individual would have been eligible for disaster unemployment assistance as provided in section 240 of that act with respect to such unemployment but for the receipt of unemployment compensation, the employer may request relief from charges and may receive such relief to a maximum of the **eight weeks** immediately following the President’s declaration of emergency.”

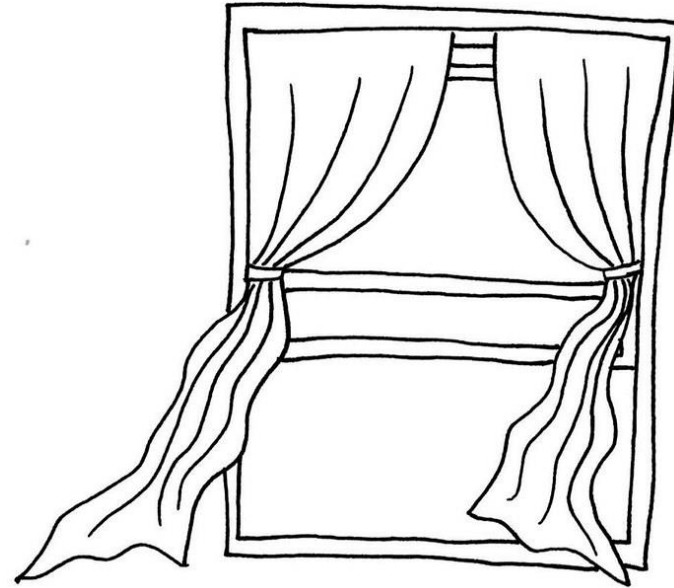


Does this take the place of an appeal?

- No, A request for relief from charges is different from an appeal regarding a claimant's eligibility and must be filed separately.

15 Day Window

- The Employer has a 15 day window from the date of the first determination to respond.
- Late filing may still be accepted, but the “relief” is not retroactive.





Action Items:

- Dispute claims by filing UC-44FR or in writing provided necessary information
- Write Covid-19 On all UC responses.
- Review your Monthly UC-640 and a dispute any charges.

Place Holder UC-44FR

No UC-44FR? Plan B:

- There are two ways to request relief from charges:
- Complete the applicable sections on the reverse of Form UC-44FR, providing ALL requested information, including:
 - The claimant's name and social security number
 - Employer's name and UC account number
 - The last day the claimant worked
 - Detailed separation information or information about the claimant's part-time employment, with supporting documentation
 - Name and contact information of the person completing the form
- **You may also request relief from charges by letter. Your correspondence must include all the above information in order to be processed as a request for relief.**
- You may mail or fax a request for relief from charges to the department. If you use Form UC-44FR and send it by fax, both sides of the form must be faxed. Whether you use the form or a letter, include the claimant's name and social security number and the employer's name and UC account number on all faxed pages.

Requests for relief can be mailed or faxed to:

- Employer Services
P.O. Box 67504
Harrisburg, PA 17106-7504
Fax: 717-772-0398 or 717-346-0456

READING FORM UC-640 – MONTHLY NOTICE OF COMPENSATION CHARGED

1. PLANT NUMBER	2. SOCIAL SECURITY NUMBER	3. CLAIMANT'S NAME	4. AB DATE			5. COMP. WEEK ENDING DATE			6. DATE COMP. PAID			7. AMOUNT PAID	8. % OF CHARGE	9. AMOUNT CHARGED	10. ADJ CODE	11. OFFICE NUMBER
			MO	DAY	YR	MO	DAY	YR	MO	DAY	YR					

Credit & Debit Codes

<p>Amount of compensation paid (+ dependents' allowances)</p>	<p>Credit Codes:</p> <ul style="list-style-type: none"> 01 Overpayment 02 Check Redeposit 03 Incorrect Charge 04 Eligible Decision Reversed 05 Financial Determination Reversed 06 Partial Transfer 07 Voluntary Quit - Relief Approved 08 Part-Time Employment - Relief Approved 09 Willful Misconduct - Relief Approved
	<p>Debit Codes:</p> <ul style="list-style-type: none"> 90 Relief from Charge Rescinded 91 Duplicate Credit of an Extended Benefit Payment 92 Offset of a Duplicate Credit, Overpayment Credit, or UC-150 Non-charge Credit 93 New Account Added to Claim 94 Increase of % of Charge 95 Decrease or Cancellation of Overpayment 96 Debit to Offset Erroneous Credit 97 Credit Balance Debit 98 Partial Transfer Debit 99 Overpayment Credit Error

For more information:

- <https://www.uc.pa.gov/faq/Employer/Pages/Relief-from-Charges-FAQS.aspx>