

Supporting Detroit's Small Business Community

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Supporting Detroit's Small Business Community



Three Ways Detroit at Work Can Help You

- Immediate help with your hiring needs
- Help navigations UIA/Work Share
- Partnering with you on other HR needs



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- We can help you with immediate hiring needs
- Submit your Ready to Hire info online, log on to <https://detroitatwork.com/hiring-now>
- Email or call Spencer Lucker at SLucker@detempsol.org or (313) 788-1359



Detroit Employers: Are You Ready to Hire?

Detroit at Work has Detroiters Ready to Work!

Who We Are

Detroit at Work has thousands of qualified Detroiters who are ready to work. From Entry Level and Seasonal jobs to Skilled positions, Detroit at Work can quickly connect your company to talent. We can help you fill Part-Time or Full-Time, Weekends, or Seasonal jobs – any hours and any time!

How We Can Help

- ✓ Quickly refer candidates based on the jobs you need to fill
- ✓ Pre-screen and/or conduct virtual interviews for you before we send talent
- ✓ Find talent with the certifications you need (CNA, ServSafe, OSHA, etc.)
- ✓ Have other specific requests, let us know and we will help

Are You Ready to Hire? We Are Ready to Help!

Just Give Us a Call, Email or Text:

<p>Spencer F. Lucker Industry Engagement Manager Workforce Development City of Detroit, Mayor's Office</p>	<p>(313) 788-1359 slucker@detempsol.org</p>
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- The State encourages employers to place staff on temporary leave instead of laying employees off
- Temporary leave ensures that employees remain eligible for federal benefits programs

GUIDANCE TO MICHIGAN EMPLOYERS

CONTEMPLATING POTENTIAL LAYOFFS RELATED TO COVID-19



WORK SHARE

If employers are financially distressed, they are encouraged to use the State's [Work Share program](#) that allows employers to maintain operations during declines in regular business activity rather than laying off workers, visit [Michigan.gov/WorkShare](#).



TEMPORARY LEAVE VS. TERMINATION

Due to the uncertainty regarding potential congressional action on how furloughed workers will be able to access federal resources, employers are strongly urged to place employees on temporary leave as opposed to termination. There is no additional cost to employers, employees remain eligible for unemployment benefits and they may remain eligible for potential federal assistance.

Steps for employers placing employees on temporary unpaid leave:

- Do not terminate the employee – specify a temporary / indefinite leave with return to work expected that is within 120 days.
- Do not create a contractual obligation to bring the employee back to work – let the employee know that the situation is fluid and subject to change.
- Provide the employee with a formal [Unemployment Compensation Notice](#). Employers will need to provide their Employer Account Number and Federal Identification Number.
- Communicate to the employee about their rights. Under Governor Whitmer's recent [Executive Order](#), workers placed on leave, or are unable to work because they are sick, quarantined, immunocompromised, or have an unanticipated family care responsibility, are eligible for unemployment insurance benefits.
- Ensure employers are provided information on how to obtain unemployment insurance benefits. [A factsheet can be found here](#).





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- EverythingHRIS Claim Center is available to help simplify the process of filing for and tracking Unemployment for your employees
- Employers of any size in Detroit can begin using the State of Michigan Employer Filed Claim (EFC) Service, including companies with fewer than 100 employees
 - Will need the full legal name of the company and the name title and Dept. (if needed) of the person who is authorized to sign for each company
- Employers can apply for WorkShare, and Temporary Layoffs on behalf of their Employees
- If an employee has more than 1 employer, the UIA will automatically pull in all of the employee's employment history
- Employers and employees will receive a confirmation notice from UIA within 24 hours

Detroit's Small Businesses (49 or fewer employees) can enroll by sending an email with your company name, point-of-contact, phone number and email address to support@everythinghrfs.net



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Does your Small Business have other HR needs related to the COVID19 crisis?

**Email Nicole Sherard-Freeman at
SherardFreemanN@detroitmi.gov or leave a message at
313.319.5831**