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**Unemployment
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STATE	TAX-RATED	REIMBURSABLE EMPLOYERS	NOTES	RESOURCE
Alabama	RELIEF OF CHARGES	N/A	Employers' experience ratings will NOT be affected by COVID-19 related claims.	https://www.labor.alabama.gov/COVID/COVID-19%20Employers%20File%20Partial%20Claims.pdf
Alaska	N/A	N/A	N/A	
Arizona	RELIEF OF CHARGES	N/A	Please temporarily disregard any amount listed within the 'Potential Charge' field on the Notice to Employer with a benefit year begin date of March 8, 2020. Per recent federal and state legislation in addition to Executive Order 2020-11, the Arizona Department of Economic Security will not consider unemployment benefits granted during the duration of the emergency declaration in Arizona chargeable to your experience rating account.	https://spark.adobe.com/page/UVp8bBMIG8fE7/



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Arkansas	NO RELIEF	NO RELIEF	No relief to employers	https://www.arkansasedc.com/docs/default-source/covid-19/employers-faqs-ui-covid-19-(2).pdf?sfvrsn=5d2cb187_4
California	N/A	50% RELIEF	State and local governmental entities, certain nonprofit organizations, and federally recognized Indian tribes that have elected the reimbursable method of paying for unemployment benefits will receive partial reimbursements (generally 50 percent) for all payments made to the state's unemployment trust fund between March 13, 2020, and December 31, 2020.	https://www.edd.ca.gov/about_edd/coronavirus-2019/employers.htm
Colorado	RELIEF OF CHARGES	50% RELIEF	if you pay premiums based on your employees wages and the reason the employee filed the claim is a result of the COVID-19 pandemic, benefits will not be charged to your account. If you are a reimbursing employer who only pays for benefits paid, you will be charged for 50 percent of the benefits charged.	https://www.colorado.gov/pacific/cdle/covid-19/employer/faqs



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Connecticut	RELIEF OF CHARGES	N/A	As a contributory (taxable) employer there will be no liability (charges) to employers based on COVID-19 related unemployment claims	https://www.ctdol.state.ct.us/uiemployers.pdf
DC	RELIEF OF CHARGES	N/A	If you are a taxable employer, unemployment insurance benefits paid pursuant to section 101(c) of the COVID-19 Response Emergency Amendment Act of 2020 shall not be charged to the experience rating of employer accounts.	https://does.dc.gov/sites/default/files/dc/sites/does/publication/attachments/Coronavirus%20FAQ%20for%20Employers_v4.pdf
Florida	N/A	N/A	N/A	



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Georgia	N/A	N/A	N/A	
Hawaii	N/A	N/A	N/A	
Idaho	RELIEF OF CHARGES	50% RELIEF	Experience rated employers (most businesses) will not be charged for unemployment claims attributed to COVID-19. There is also a 50 percent reduction in proportionate costs for cost reimbursed employers (non-profit and government employers)	https://idahoatwork.com/2020/03/18/employer-faqs-about-unemployment-insurance-and-covid-19/



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Illinois	NO RELIEF	N/A	the contribution rate of an experience rated employer is based, in part, on the amount of unemployment benefits paid to the employer's former employees.	https://www2.illinois.gov/ides/Pages/COVID-19-and-Unemployment-Benefits.aspx#h11
Indiana	MUTUALIZED TO ALL EMPLOYER	50% RELIEF	Layoffs due to COVID-19 will not be charged to contributory employers, but will be mutualized to the entire contributory employer pool. More information regarding this will be sent to employers soon. Layoffs by reimbursable employers will be charged to the employer dollar-for-dollar, in the same manner they have always been charged, but a retroactive credit of 50% of the charges	https://www.in.gov/dwd/files/Indiana_Unemployment_FAQ_Employers.pdf
Iowa	RELIEF OF CHARGES	RELIEF OF CHARGES	Not charging employers for claims made by their employees due to Covid 19 related unemployment	https://www.iowaworkforcedevelopment.gov/COVID-19



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Kansas	N/A	N/A	N/A	
Kentucky	NO RELIEF	RELIEF OF CHARGES?	Employer accounts will not be charged for the loss of employee jobs during the state of emergency. UI claims will have, at most, a negligible impact on employer tax rates because of the pandemic.	https://kcc.ky.gov/COVID19/Unemployment%20Insurance%20-%20Employer%20Handbook%20for%20COVID-19.pdf
Louisiana	N/A	?	Reimbursable employers impacted due to COVID-19: Non-charges may be granted	http://www.laworks.net/Downloads/PR/COVID_19_Information.pdf



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Maine	RELIEF OF CHARGES	50% RELIEF	MDOL awaits final interpretation of the federal CARES Act from U.S. DOL; it appears that the legislation provides federal funds to cover 50% of the state unemployment benefits that would have otherwise been charged to direct reimbursable employers. Maine cannot waive the remaining 50%. For experience rated employers, if an individual receives unemployment benefits due solely to COVID-19, benefits paid to the worker would not be charged against the experience rating record of the employer.	https://www.maine.gov/labor/docs/2020/covid19/covidfaqandui.pdf
Maryland	N/A	N/A	N/A	
Massachusetts	RELIEF OF CHARGES	50% RELIEF	-Private Contributory Employers will not be charged for COVID-19 claims Government and Non-Profit -Reimbursable Employers will only be charged for 50% of COVID-19 claims.	https://www.mass.gov/doc/dua-covid-19-employer-notice/download



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Michigan	RELIEF OF CHARGES	RELIEF OF CHARGES	CLAIMS FILED MARCH 20 TO APRIL 14, 2020: An employer or employing unit that is required to close or limit its operations due to an executive order, will not have a UI tax rate increase if its employees file for benefits.	https://www.michigan.gov/leo/0,5863,7-336-78421_97241_98677_98679-522569--,00.html
Minnesota	RELIEF OF CHARGES	N/A	Relieve taxpaying employers of benefit charges associated with COVID-19. This means that any unemployment benefits your workers collect as a result of the pandemic will not be used in computing your future UI tax rate. Congress has also passed legislation to provide financial relief to reimbursing employers. We are awaiting additional instructions from the federal government.	https://www.uimn.org/employers/employer-account/news-updates/covid-19.jsp
Mississippi	N/A	N/A	MDES is monitoring and reviewing federal and state guidelines related to Covid-19 and may exercise flexibility where applicable in accordance with federal or state executive orders.	https://mdes.ms.gov/unemployment-claims/covid19/#EmployerFAQs



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Missouri	RELIEF OF CHARGES	N/A	Temporarily waiving any charges to contributory employers for benefits paid out to claimants as a result of a loss of work due to the coronavirus.	https://labor.mo.gov/coronavirus
Montana	RELIEF OF CHARGES	RELIEF OF CHARGES	All COVID-19 related UI claims will not be charged to the employer, including those listed in the claimant's base period that are not the claimant's most recent employer.	http://dli.mt.gov/employer-covid-19/employer-resource-covid-19
Nebraska	RELIEF OF CHARGES	RELIEF OF CHARGES	NDOL will temporarily waive charges incurred by employers whose team members are filing claims related to COVID-19. Nebraska has a healthy Trust Fund that will be utilized to pay for unemployment benefits tied to COVID-19.	https://dol.nebraska.gov/PressRelease/Details/146



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Nevada	N/A	N/A	We are waiting on guidance for the US Department of Labor. Until such a time, normal procedures will be followed.	https://cms.detr.nv.gov/Content/Media/Employer_FAQ_Covid19_ENG_04-02-20.pdf
New Hampshire	RELIEF OF CHARGES	RELIEF OF CHARGES	100 percent funding from the U.S. Department of Labor to support benefit payments to people receiving unemployment as a result of the COVID-19 pandemic.	https://www.governor.nh.gov/news-media/press-2020/20200330-unemployment-benefits.htm
New Jersey	N/A	50% RELIEF AFTER FULLY PAID BY EMPLOYER	No decision yet on benefit charges attributed to COVID-19, for private employers. Reimbursable employers with any benefit charges from March 13, 2020 till December 31, 2020 will be expected to be paid in full by the employer, and once the federal government reimburses the States for 50% of the paid charges, the credit will be passed on to the reimbursable employers.	



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New Mexico	NO RELIEF	NO RELIEF	<p>Any charges to your account for 2020 will not affect your current tax rate but may affect your tax rate for 2021. If the New Mexico Department of Workforce Solutions receives additional guidance from USDOL regarding employer charges, employers will be advised regarding changes in your benefits charges due to COVID-19 outbreak. Additionally, the Department will monitor the impact of rate changes due to these benefit charges and, if possible, will attempt to mitigate the increases.</p>	https://www.dws.state.nm.us/COVID-19-Business
New York	N/A	50% RELIEF	<p>Notice to reimbursable employers: For all unemployment benefits paid from March 13 through December 31, 2020, the federal government will pay 50% of your cost.</p>	
North Carolina	RELIEF OF CHARGES	RELIEF OF CHARGES	<p>The Department of Commerce Division of Employment Security has been directed to not allocate charges to employers' accounts for individuals who are paid benefits for reasons related to COVID-19</p>	https://des.nc.gov/need-help/covid-19-information/covid-19-information-employers#will-i-receive-relief-of-benefit-charges-for-claims-related-to-covid-19?



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North Dakota	MUTUALIZED TO ALL EMPLOYER	MUTUALIZED TO ALL EMPLOYER	Yes, employers will not be directly charged for benefit payments due to the pandemic. During this time, benefit charges will be charged to the statewide pool of employers.	https://ndresponse.gov/covid-19-resources/covid-19-faqs?field_faq_category_target_id=27
Ohio	MUTUALIZED TO ALL EMPLOYER	50% RELIEF AFTER FULLY PAID BY EMPLOYER	For contributory employers, charges during Ohio's emergency declaration period will be mutualized. 50% federal reimbursement for regular unemployment benefits paid by reimbursing employers through December 31, 2020 after the full amount has been paid by the employer	https://unemploymenthelp.ohio.gov/employer/
Oklahoma	RELIEF OF CHARGES	CHARGED BENEFITS	Pursuant to the natural disaster provision of 40 O.S. §3-106.1, all benefit wage charges to experience rated employers for allowed claims of unemployment that are directly related to the COVID-19 pandemic shall be waived. Reimbursing charges to reimbursing employers shall not be waived and must be paid timely	https://www.ok.gov/oesc/Business/Employer_FAQs_about_Unemployment_Insurance_and_COVID-19.html



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Oregon	CHARGED BENEFITS	50% RELIEF	federal funding to cover half of the costs of reimbursable benefits and provides additional flexibility for these entities to pay the other half over time.	https://www.oregon.gov/employ/Documents/COVID-19%20OED%20Resources%20for%20Employers%20and%20Workers.pdf
Pennsylvania	RELIEF OF CHARGES	RELIEF OF CHARGES	Contributory businesses who are temporarily closed due to COVID-19 will be granted Relief From Charges, and your tax rate will not be increased because of COVID-19-related claims.	https://www.uc.pa.gov/COVID-19/Pages/Employer-COVID19-FAQs.aspx
Puerto Rico	N/A	N/A	N/A	



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Rhode Island	NO RELIEF	NO RELIEF	Currently there is no provision in the Rhode Island Employment Security Act to relieve benefit charges for reimbursable employers (self-insured) under a Pandemic. It is anticipated that The Coronavirus Aid, Relief, and Economic Security Act "CARES Act" will reduce the amount by which reimbursable employers are required to reimburse states for benefits paid to their workers who claim unemployment insurance by 50 percent through December 31, 2020.	http://www.uitax.ri.gov/docs/COVID-19_FAQs.pdf
South Carolina	N/A	N/A	South Carolina law allows for the removal of charges from contributory employers when unemployment benefits are paid as a result of a natural disaster, either declared by the President of the United States or the declaration of emergency by the Governor.	https://www.dew.sc.gov/docs/default-source/covid-19/coronavirus-and-unemployment-benefits.pdf?sfvrsn=9e21cba5_4
South Dakota	RELIEF OF CHARGES	N/A	Allows for non-charging to a contributing employer account when claimants receive benefits as a direct result of COVID-19.	https://dlr.sd.gov/ra/default.aspx



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Tennessee	N/A	N/A	N/A	
Texas	SITUATIONAL	SITUATIONAL	An employer may be eligible for protection from chargebacks from UI benefits if the evidence shows that the work separation was for medical reasons. However, if the reason for the work separation was merely a cautionary period of time off to minimize potential exposure of others to someone who might be infected, but might not be, chargeback protection would most likely not be extended to the employer.	https://www.twc.texas.gov/news/covid-19-resources-employers
Utah	RELIEF OF CHARGES	RELIEF OF CHARGES	All unemployment insurance claim benefit costs attributable to COVID-19 will be charged to social costs instead of your benefit ratio (basic tax rate). Currently social costs are .001, or \$1 for every \$1,000 of wages paid.	https://jobs.utah.gov/covid19/uifaqemployers.pdf



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Vermont	RELIEF OF CHARGES	N/A	<p>Employer's experience ratings will not be charged for benefits paid to employees for any of the COVID-19 related reasons. If Employer rehires or offers to rehire employees within a reasonable time, employer will also be relieved of charges for up to eight weeks where: Employer temporarily ceased operations in response to request from a public health authority, emergency order from the Governor or President, or actual exposure to COVID-19 at the workplace;</p> <p>Employee becomes unemployed due to a state of emergency declaration or order/ directive of the President or Governor;</p> <p>or Employee isolates or quarantines at recommendation of medical professional or public health authority.</p>	https://labor.vermont.gov/covid19/employers
Virginia	RELIEF OF CHARGES	N/A	<p>Employers who do slow or cease operations will not be financially penalized for an increase in workers requesting unemployment benefits.</p>	https://www.virginia.gov/coronavirussfaq/
Washington	RELIEF OF CHARGES	50% RELIEF	<p>Your unemployment tax rate won't go up because your employees are using funds from the CARES Act. The same is true if you are using Shared Work. During the national emergency period, the federal government is offering some relief to reimbursable employers.</p> <p>If they reduced hours or shut down to follow public health recommendations, the federal government will pay 50 percent of their benefit charges.</p>	https://esd.wa.gov/newsroom/covid-19-employer-information



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West Virginia	N/A	N/A	N/A	
Wisconsin	CHARGED BENEFITS (CAN DEFER PAYMENT)	CHARGED BENEFITS	Yes, if their first quarter tax liability is at least \$1000, they can defer their first quarter taxes**. They will still need to pay 40% on time, but can spread out the other 60% throughout the year.	https://dwd.wisconsin.gov/covid19/public/ui.htm
Wyoming	CHARGED BENEFITS	CHARGED BENEFITS	Do not have a statute to accommodate benefit non-charging for COVID-19	http://www.wyomingworkforce.org/covid19-resources/faq/