

Unemployment Q&A



For additional questions or concerns, contact:

Renee West, SHRM-SCP
senior manager
HR consulting services
Rea & Associates
330.308.6818
renee.west@reacpa.com

Concerning employees who were placed on unemployment and are now are eligible for the Emergency Paid Sick Leave Act (EPSLA):

Q. Will Ohio Department of Job and Family Services (ODJFS) suspend benefits for 2 weeks?

A. *ODJFS should terminate the employee's unemployment benefits once they start receiving paid sick leave. They will likely need to reapply for unemployment once they exhaust their paid leave (if they remains eligible for unemployment).*

Q. Will the employee collect the ODJFS benefit and then just repay it?

A. *The employee should report the money they receive in paid sick leave benefits to ODJFS through their online system (if the employee is receiving unemployment now, they should have a personal identification number (PIN) and should already be set up in the online system). ODJFS asks claimants about their earnings in order to determine continuing eligibility for benefits.*

Q. How do you coordinate with ODJFS that you are going to qualify for emergency paid sick time?

A. *In the event that the employee receives the paid sick leave benefits before they are able to report them to ODJFS and is still receiving unemployment benefits at that time, they will be required to re-pay unemployment benefits.*

Additional HR insight related To COVID-19 is available at
www.reacpa.com/coronavirus-compliance