

What is Short-Time Compensation (STC)?



STC is designed to provide prorated Reemployment Assistance (RA) benefits to employees whose work hours and earnings are reduced as part of a STC plan to avoid total layoff of some employees.

WHAT YOU NEED TO KNOW IF YOU ARE AN EMPLOYER

As an employer, what are the requirements for enrolling in Short-Time Compensation?

- Employers must complete and submit a STC Plan application to DEO.
- At least 10% of your employees in your total staff must work reduced hours.
- Employers must certify that they will reduce the employees normal number of weekly work hours by 10%, but no more than 40%.

What is required to be included in the Short-Time Compensation Plan?

- The employees in the affected units must be identified by name and social security number.
- The normal weekly hours of work for employees in the affected unit are reduced by at least 10%, but no more than 40%.
- The plan applies to at least 10% of the employees in the affected unit.
- An individual may not be paid Short Time Compensation benefits for more than 26 weeks in any benefit year.
- The plan describes the way the requirements of section 443.1116(2), Florida Statutes, will be implemented, including a plan for giving notice, if feasible, to an employee whose workweek is to be reduced, together with an estimate of the number of layoffs that would have occurred absent the ability to participate in STC.
- Additional requirements can be found by visiting FloridaJobs.org or referencing section 443.1116, Florida Statutes.

How do I submit a Short-Time Compensation Plan? Login to CONNECT with your Employer account information.

How do I log in to CONNECT? Employers should have an existing USER ID and Password. If an employer is having difficulty logging in, please call the Employer Contact Line, 1-877-846-8770 or visit FloridaJobs.org and click "Reemployment Assistance" followed by "Employers" to learn more.

Why should I enroll in the Short-Time Compensation Program?

- Employers avoid the expense of recruiting, hiring, and training new workers when business conditions improve.
- Employees are spared the hardships of full unemployment, and employers retain employees who can resume high production levels when business conditions improve.
- Affected employees may continue to work at reduced levels with an opportunity to find other employment before the expected layoff.

WHAT YOU NEED TO KNOW IF YOU ARE AN EMPLOYEE

If your employer establishes a Short-Time Compensation Plan and you meet the qualifications to file a Reemployment Assistance (RA) claim in the state of Florida, you will receive a partial reemployment check to supplement your reduced paycheck.

Am I eligible for Short-Time Compensation?

- Only full-time permanent (not part-time or seasonal) employees with a set number of hours worked each week may participate in the STC program.
- Employees must work at least 60%, but no more than 90% of their normal work hours, to qualify for STC benefits.
- Employees must meet the eligibility requirements for RA benefits.