

Unemployment Compensation...Minding Your Store



This program has been approved for 2.75 re-certification hours toward PHR and SPHR re-certification through the Human Resource Certification Institute (HRCI). For more information about certification or re-certification please visit the HRCI homepage at www.hrci.org

Presented by

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- Patrice Fields, Special Deputy Commissioner, NC Employment Security Commission

Prerequisites: None
Schedule: 3 Hour Session

Course Objective

Many employers struggle with the area of unemployment compensation. The more claims employers have, the higher their potential unemployment tax liability becomes. Come learn how the unemployment compensation system works and strategies to best manage the process to reduce your liability. Participants are encouraged to bring questions and participate in the debriefing immediately following the mock appeals hearing.

Seminar Topics Include:

- **Brief history and description of the NC Employment Security Commission**
- **Overview of the unemployment tax system & claims process**
 - How employer tax rates are determined and what factors impact an employer's tax rate
 - Differences between the last employer and other base period employers
 - Definition of the "benefit year" and "waiting periods"
 - Differences between "misconduct" and "substantial fault"
 - What situations would be eligible for non-charging
 - Tips for managing your tax liability
 - Who is eligible to file for unemployment?
 - How long can a former employee collect?
- Strategies for responding to unemployment claims
- Top ten mistakes employers typically make when responding to claims
- Special situations: temporary lay-offs, vacation shut-down weeks, partial workweeks, etc.
- Outline of the appeals process
- Are there times when an employer should NOT contest a claim for unemployment?

Employer Defense Strategies

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