

# 'Work Sharing' Offers Lifeline to Companies Eyeing Virus Rebound

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George Voegele was quoted in *Bloomberg Law* discussing employer concerns with "work sharing" that allows employees to tap into jobless benefits when their hours are reduced. Some states require all participating workers at a company be reduced by an identical number of hours, while other states allow for a balance of different schedules. In states such as Pennsylvania, an employer with an approved shared work plan would need to re-apply if it wants to make modifications, like moving a worker from two days to three days per week. "Such arrangements tend to work better in certain industries, such as manufacturing, where a temporary shut down or reduction in work for a short-term, set period of time—such as for retooling a plant or performing maintenance for a two-week period—are the norm," said George. "They do not necessarily work well when you have an open-ended crisis, where the company cannot predict its staffing needs beyond the next week or two."

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