



### **New Requirement for Georgia Employers to File for Partial Unemployment Benefits**

Unfortunately, in this new world of the COVID-19 pandemic, many of our clients are being faced with the need to curtail operations, and either reduce employee hours or lay off employees. Here is a notice from the Georgia Department of Labor about a requirement for all Georgia Employers to file partial unemployment claims on behalf of employees working less than regular hours due to the COVID-19 outbreak. An employer that fails to file a claim if an eligible reduction in hours or layoff occurs may be held responsible for repaying the agency for any benefits paid to employees.

The Georgia Department of Labor (GDOL) has adopted an emergency Rule 300-2-4-0.5 Partial Claims, effective March 16, 2020. The rule mandates all Georgia employers to file partial claims online on behalf of their employees for any week during which an employee (full-time/part-time) works less than full-time due to a partial or total company shutdown caused by the COVID-19 public health emergency. Any employer found to be in violation of this rule will be required to reimburse GDOL for the full amount of unemployment insurance benefits paid to the employee. Download the How Employers File Partial Claims Desk-Aid found on the GDOL Alert Page and follow the step-by-step instructions.

Filing partial claims results in your employees receiving unemployment insurance (UI) benefit payments faster, usually within 48 hours for claims filed electronically. Employees for whom you file a partial claim are NOT required to report to a Georgia Department of Labor career center, register for employment services, or look for other work.

Please continue to monitor our website at [www.gdol.ga.gov](http://www.gdol.ga.gov) for any updates to these guidelines. Here is information about partial unemployment benefits that may be available to affected employees:

**Please see this Q&A from Ogletree Deakins with regard to employment questions you may have regarding other legal requirements, including questions about wage and hour laws and leave laws:** <https://ogletree.com/insights/2020-03-09/covid-19-faqs-on-federal-labor-and-employment-laws/>.

Please be aware that hour and pay reductions or changes to work duties may affect the exempt/non-exempt status of employees under the Fair Labor Standards Act.

Please contact PBPA if you have any questions or need assistance.

Dated: 3/19/2020

[www.pbpatl.org](http://www.pbpatl.org)

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