



2017 Payroll Fact Sheet

Seasonal & Part-time Workers, Are They Eligible for Unemployment?

As the holiday season begins, the end comes quickly when the unemployment line begins to grow. To protect your organization's unemployment tax rate, it is important to know whether employees are properly categorized as Seasonal or Part-time to determine whether their filing for unemployment claims will financially impact your organization.

Seasonal employment relates to employers who operate during a specific time of year for a limited amount of time. These would be industries such as skiing, fishing, logging, etc. In most states, this does not apply to retailers that operate year round, but hire seasonal employees for peak times throughout the year.

There are a number of states that have special provisions for these seasonal employers with limitations regarding the collection of unemployment benefits after the season has ended. These states include: Arizona, Arkansas, California, Colorado, Delaware, Kansas, Indiana, **Maine**, **Massachusetts**, **Michigan**, Mississippi, New Jersey, New Mexico, North Carolina, Ohio, Pennsylvania, South Dakota, Tennessee, Utah, West Virginia and Wisconsin.

Part-time workers are in all industries and are loosely defined as any employee who works under 40 hours per week. Within this part-time status you can have subcategories of employment, each having a different impact on the employer's unemployment tax account.

Regular part-time employees are hired as part-time and work generally (within a 5% change) the same number of hours throughout the year. An employee of this nature would be eligible for partial unemployment benefits, but in most states, the employer would be eligible to request relief of benefit charge.

When a claimant receives partial benefits, the state agency subtracts an employee's wages from their weekly benefit amount and pays them the difference.

Part-time employees have hours that can fluctuate throughout the year. These employees are eligible for partial unemployment benefits and the employer is not eligible to request relief of benefit charge.

On-call employees are only contacted when they are needed for work. These employees are eligible for unemployment benefits and when they work, their benefits will be reduced by the amount they receive in wages for that period.

As the unemployment claims begin to arrive in early January, it is important to review the employment of each claimant to insure the proper information relating to their employment is provided to the state agency. The state agency will use your information and records along with the claimant's information to determine what if any benefits are paid and how those benefits will impact your organization