

2013 DRAFTING REQUEST

Bill

Received: 12/28/2012 Received By: jkuesel
Wanted: As time permits Same as LRB:
For: Julie Lassa (608) 266-3123 By/Representing: Danielle Wilson
May Contact: Drafter: jkuesel
Subject: Unemployment Insurance Addl. Drafters: mduchek

Extra Copies:

Submit via email: YES
Requester's email: Sen.Lassa@legis.wisconsin.gov
Carbon copy (CC) to:

Pre Topic:

No specific pre topic given

Topic:

Work share

Instructions:

Per 2011 SB-559.

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	jkuesel 1/8/2013	kfollett 1/9/2013	jmurphy 1/9/2013	_____			
/1	mduchek 1/15/2013	kfollett 1/15/2013	phenry 1/15/2013	_____	srose 1/9/2013		State
/2				_____	mbarman 1/15/2013	mbarman 2/14/2013	State

FE Sent For:

*at
intro*

<END>

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/2				_____	mbarman 1/15/2013		State

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/1		12/gf 1/15	Y/5 ph	ph / jn	srose 1/9/2013	_____	State

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/?	jkuesel	1/11/13 1/9	Jim 1/9/13	_____	_____	_____	_____
				Jim + RES 1/9/13			

FE Sent For:

<END>

Kuesel, Jeffery

To: Williams, Danielle
Subject: RE: Redraft Request

Danielle,
We will take care of your request.

Jeffery T. Kuesel
Wisconsin Legislative Reference Bureau
P.O. Box 2037
Madison, WI 53701-2037
(608) 266-6778
Jeffery.Kuesel@legis.wisconsin.gov

From: Williams, Danielle
Sent: Wednesday, December 26, 2012 2:19 PM
To: Kuesel, Jeffery
Subject: Redraft Request

Hi Jeff,

Would you please redraft 2011 SB 559/LRB-3454/1 for Senator Lassa?

Thank you for your assistance. I hope you are enjoying the holidays!

Best,

Danielle Williams
Office of Senator Julie Lassa
P.O. Box 7882
Madison, WI 53707-7882
(608) 266-3123
danielle.williams@legis.wisconsin.gov

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/?	jkuesel			_____			

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Sent: Wednesday, December 26, 2012 2:19 PM
To: Kuesel, Jeffery
Subject: Redraft Request

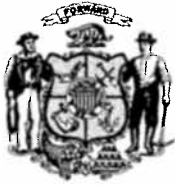
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Office of Senator Julie Lassa
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Madison, WI 53707-7882
(608) 266-3123
danielle.williams@legis.wisconsin.gov



2011 SENATE BILL 559

March 14, 2012 - Introduced by Senators LASSA, HOLPERIN, HANSEN and S. COGGS, cosponsored by Representatives SPANBAUER, VRUWINK, BERCEAU, BEWLEY, SINICKI and ROYS. Referred to Committee on Senate Organization.

1 AN ACT *to amend* 108.04 (1) (a) (intro.), 108.04 (1) (b) 1., 108.04 (2) (a) 1., 108.05
2 (1) (q) (intro.) and 108.05 (3) (a); and *to create* 108.062 of the statutes; **relating**
3 **to:** payment of unemployment insurance benefits under a work-sharing
4 program.

Analysis by the Legislative Reference Bureau

Currently, if a claimant under the unemployment insurance (UI) law receives no wages or certain other amounts that are treated as wages for a given week, the claimant may receive the full benefit for that week to which the claimant is entitled if the claimant meets eligibility requirements. However, with certain exceptions, if a claimant earns wages or certain other amounts treated as wages in a given week, the first \$30 of the wages or other amounts are disregarded and the claimant's weekly benefit payment is reduced by 67 percent of any remaining amount earned, but no claimant is eligible to receive UI benefits for any week if the benefits would be less than \$5, and any wages that the claimant would have earned in any week for work performed for his or her employer had the claimant accepted available work from that employer are treated as wages earned for that week.

This bill permits an employer to create a work-sharing program within a work unit of the employer. Before implementation of any program, an employer must submit a work-share plan to the Department of Workforce Development (DWD) and obtain DWD's approval of the plan. As a part of its submittal, the employer must certify that its plan is in compliance with all requirements under the law. Under the bill, a work-share program may be in effect for no longer than six months within a

SENATE BILL 559

five-year period and must include at least ten percent of and at least 20 employees in the work unit. Under the program, the working hours of all of the full-time employees in the program are reduced in an equitable manner in lieu of a total layoff of some of the employees and a continuation of full-time employment by the other employees. The bill provides that a claimant who is included in a work-share program may receive UI benefits during his or her continued employment with the work-sharing employer in an amount equal to the claimant's benefit for total unemployment multiplied by the same percentage reduction in normal working hours that the claimant incurs under the program, or the benefit that would be payable to the claimant under the current formula for payment of UI benefits for partial unemployment, whichever is higher. A claimant who begins receiving UI benefits before the effective period of a work-share program and who remains eligible for benefits is eligible to receive work-share benefits up to the total amount of the claimant's benefit entitlement and a claimant who has remaining benefit entitlement after the effective period of a work-share program and who remains eligible for UI benefits may continue to receive benefits until the entitlement is exhausted. The bill does not affect eligibility for supplemental UI benefits such as federal/state extended benefits, Wisconsin supplemental benefits and special additional federal benefits in the full amounts that would otherwise be payable.

The bill provides that if there is a single representative of the employees who are proposed to be included under a work-share program, the plan is subject to the approval of that representative. Under the bill, a work-share program must exclude participation by employees who are employed on a regular part-time, seasonal, temporary, or intermittent basis and may only apply to employees who have been engaged in employment with the employer for at least three months before the effective period of the program and who have been regularly employed in that employment for an average of at least 32 hours per week during that period. The bill provides that an employer that creates a work-share program must maintain retirement plan and health insurance coverage for employees who are included in the program during the effective period of the program under the same terms and conditions as if the employees were not included under the program. The bill permits DWD to revoke its approval of a work-share plan for specified reasons and also permits an employer to terminate a work-share program before the end of its scheduled effective period.

Currently, with certain exceptions, a claimant is eligible for UI benefits for any week in which the claimant earns no wages only if the claimant is available for work within that week. This bill provides a claimant who is receiving UI benefits for any week in which he or she is included in a work-share program need not be available for work in that week other than for the normal hours of work that the employer worked for the work-share employer immediately before the effective period of the work-share program. Under recent federal legislation, the federal government participates in the cost of administration of qualifying work-share programs and payment of benefits to participating employees. The bill directs DWD to seek full federal financial participation in the payment of these costs by this state.

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For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

1 **SECTION 1.** 108.04 (1) (a) (intro.) of the statutes is amended to read:

2 108.04 (1) (a) (intro.) If Except as provided in s. 108.062 (10), if an employee
3 is with due notice called on by his or her current employing unit to report for work
4 actually available within a given week and is unavailable for, or unable to perform:

5 **SECTION 2.** 108.04 (1) (b) 1. of the statutes is amended to read:

6 108.04 (1) (b) 1. Except as provided in s. 108.062 (10) and subd. 2., if an
7 employee's employment is suspended by the employee or the employee's employer or
8 an employee is terminated by the employee's employer, due to the employee's
9 unavailability for work or inability to perform suitable work otherwise available
10 with the employee's employer, or if the employee is on a leave of absence, the
11 employee is ineligible for benefits while the employee is unable to work or
12 unavailable for work.

13 **SECTION 3.** 108.04 (2) (a) 1. of the statutes is amended to read:

14 108.04 (2) (a) 1. ~~The~~ Except as provided in s. 108.062 (10), the individual is able
15 to work and available for work during that week;

16 **SECTION 4.** 108.05 (1) (q) (intro.) of the statutes is amended to read

17 108.05 (1) (q) (intro.) ~~Each~~ Except as provided in s. 108.062 (6), each eligible
18 employee shall be paid benefits for each week of total unemployment that
19 commences on or after January 4, 2009, at the weekly benefit rate specified in this
20 paragraph. Unless sub. (1m) applies, the weekly benefit rate rate shall equal 4
21 percent of the employee's base period wages that were paid during that quarter of the

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1 employee's base period in which the employee was paid the highest total wages,
2 rounded down to the nearest whole dollar, except that, if that amount is less than the
3 minimum amounts shown in the following schedule, no benefits are payable to the
4 employee and, if that amount is more than the maximum amount shown in the
5 following schedule, the employee's weekly benefit rate shall be the maximum
6 amount shown in the following schedule and except that, if an employee's benefits
7 are exhausted during any week under s. 108.06 (1), the employee shall be paid the
8 remaining amount of benefits payable to the employee in lieu of the amount shown
9 in the following schedule: [See Figure 108.05 (1) (q) following]

10 **SECTION 5.** 108.05 (3) (a) of the statutes is amended to read:

11 108.05 **(3)** (a) Except as provided in s. 108.062 and pars. (b), (c), and (d), if an
12 eligible employee earns wages in a given week, the first \$30 of the wages shall be
13 disregarded and the employee's applicable weekly benefit payment shall be reduced
14 by 67% of the remaining amount, except that no such employee is eligible for benefits
15 if the employee's benefit payment would be less than \$5 for any week. For purposes
16 of this paragraph, "wages" includes any salary reduction amounts earned that are
17 not wages and that are deducted from the salary of a claimant by an employer
18 pursuant to a salary reduction agreement under a cafeteria plan, within the meaning
19 of 26 USC 125, and any amount that a claimant would have earned in available work
20 under s. 108.04 (1) (a) which is treated as wages under s. 108.04 (1) (bm), but excludes
21 any amount that a claimant earns for services performed as a volunteer fire fighter,
22 volunteer emergency medical technician, or volunteer first responder. In applying
23 this paragraph, the department shall disregard discrepancies of less than \$2
24 between wages reported by employees and employers.

25 **SECTION 6.** 108.062 of the statutes is created to read:

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1 **108.062 Work–share programs; benefit payments. (1) DEFINITIONS.** In
2 this section:

3 (a) “Regular benefits” means benefits payable to an individual under this
4 chapter or any other state law, including benefits payable to federal civilian
5 employees and to former military personnel pursuant to 5 USC ch. 85, other than
6 Wisconsin supplemental benefits, extended benefits and additional benefits as
7 defined in P.L. 91–373.

8 (b) “Work–share program” means a program approved by the department
9 under which the hours of work of employees in a work unit are reduced in lieu of a
10 layoff of one or more employees in the work unit.

11 (c) “Work unit” means an operational unit of employees designated by an
12 employer for purposes of a work–share program, which may include more than one
13 work site.

14 **(2) ELEMENTS OF PLAN.** Any employer may create a work–share program. Prior
15 to implementing a work–share program, an employer shall submit a work–share
16 plan for the approval of the department. In its submittal, the employer shall certify
17 that its plan is in compliance with all requirements under this section. Each plan
18 shall:

19 (a) Specify the work unit in which the plan will be implemented, the affected
20 positions, and the names of the employees filling those positions on the date of
21 submittal.

22 (b) Provide for inclusion of at least 10 percent of the employees in the affected
23 work unit on the date of submittal.

24 (c) Provide for initial coverage under the plan of at least 20 positions that are
25 filled on the effective date of the work–share program.

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1 (d) Specify the period when the plan will be in effect, which may not exceed 6
2 months in any 5-year period within the same work unit.

3 (e) Provide for apportionment of reduced working hours equitably among
4 employees in the work-share program.

5 (f) Exclude participation by employees who are employed on a regular
6 part-time, seasonal, temporary, or intermittent basis.

7 (g) Apply only to employees who have been engaged in employment with the
8 employer for a period of at least 3 months on the effective date of the work-share
9 program and who are regularly employed by the employer in that employment for
10 an average of at least 32 hours per week during that period.

11 (h) Specify the normal average hours per week worked by the employees in the
12 work unit and the intended reduction or range of reduction in the average hours of
13 work per week worked by the employees under the plan, which shall be at least 10
14 percent but not more than 50 percent of the normal hours per work of the employees
15 included under the plan.

16 (i) Describe the manner in which requirements for maximum federal financial
17 participation in the plan will be implemented, including a plan for giving notice,
18 where feasible, to participating employees of changes in work schedules.

19 (j) Provide an estimate of the number of layoffs that would occur without
20 implementation of the plan.

21 (k) Specify the effect on any fringe benefits provided by the employer to the
22 employees who are included in the work-share program other than fringe benefits
23 required by law.

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1 (L) Include a statement signed by the authorized agent of any representative
2 of the employees included in the work–share program to the effect that the
3 representative has approved the plan whenever approval is required under sub. (13).

4 (m) Include a statement affirming that the plan is in compliance with all
5 employer obligations under applicable federal and state laws.

6 **(3) APPROVAL OF PLANS.** The department shall approve a plan if the plan
7 includes all of the elements specified in sub. (2). The approval is effective for the
8 effective period of the plan.

9 **(4) EFFECTIVE PERIOD.** A work–share program becomes effective on the later of
10 the Sunday of the 2nd week beginning after approval of a work–share plan under
11 sub. (3) or any Sunday after that day specified in the plan. A work–share program
12 ends on the earlier of the last Sunday that precedes the end of the 6–month period
13 beginning on the effective date of the program or any Sunday before that day
14 specified in the plan unless the program terminates on an earlier date under sub. (5),
15 (14), or (15).

16 **(5) REVOCATION OF APPROVAL.** The department may revoke its approval of a
17 work–share plan for good cause, including conduct that tends to defeat the purpose
18 and effective operation of the plan, failure to comply with the requirements of this
19 section or the work–share plan, or an unreasonable change to the productivity
20 standards of the employees included under the work–share program. Any revocation
21 is effective on the Sunday of the 2nd week beginning after revocation of approval of
22 the plan under this subsection.

23 **(6) BENEFIT AMOUNT.** Except as provided in sub. (7), an employee who is
24 included under a work–share program and who qualifies to receive regular benefits
25 for any week during the effective period of the program shall receive a benefit

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1 payment for each week that the employee is included under the program in an
2 amount equal to the the employee's regular benefit amount under s. 108.05 (1)
3 multiplied by the employee's proportionate reduction in hours worked for that week
4 as a result of the work-share program.

5 **(7) BENEFITS FOR PARTIAL UNEMPLOYMENT.** An employee who would otherwise be
6 paid benefits under s. 108.05 (3) for any week shall receive a benefit payment for that
7 week in the amount payable to the employee under sub. (6) or the amount payable
8 to the employee under s. 108.05 (3), whichever is higher.

9 **(8) BENEFIT YEAR.** An employee may be paid a benefit under sub. (6) only for
10 weeks beginning in the employee's benefit year in an amount not exceeding the
11 employee's total benefit entitlement under s. 108.06 (1). Benefits paid under sub. (6)
12 may begin after the first week of the employee's benefit year or may terminate earlier
13 than the last week of the employee's benefit year.

14 **(9) OTHER BENEFITS.** An employee who receives benefits under sub. (6) remains
15 eligible for any benefits other than regular benefits for which the employee may
16 qualify and the amount of those benefits is not affected by the employee's receipt of
17 benefits under sub. (6).

18 **(10) AVAILABILITY FOR WORK.** An employee who is receiving benefits under sub.
19 (6) for any week need not be available for work in that week other than for the normal
20 hours of work that the employee worked for the employer that creates the
21 work-share program immediately before the week in which the work-share
22 program began.

23 **(11) OTHER EMPLOYMENT.** An employee who is included in a work-share
24 program during a benefit year may be paid wages during the same benefit year by
25 an employer other than the employer who creates the work-share program.

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1 **(12) RETIREMENT PLAN AND HEALTH INSURANCE COVERAGE.** An employer that
2 creates a work–share program shall maintain coverage under any defined benefit or
3 defined contribution retirement plan and any health insurance coverage that the
4 employer provides to the employees who are included in a work–share program,
5 including any particulars of coverage and percentages contributed by the employer
6 for the costs of that coverage, during the effective period of the program under the
7 same terms and conditions as if the employees were not included in the program.

8 **(13) APPROVAL BY EMPLOYEE REPRESENTATIVE.** If there is a single representative
9 representing some or all of the employees who are included in a work–share plan, the
10 plan is subject to approval of that representative.

11 **(14) TERMINATION BY EMPLOYER.** An employer that creates a work–share
12 program may terminate the program before the end of the effective period as
13 provided in the work–share plan by filing notice of termination with the department.
14 The program is then terminated on the 2nd Sunday following the date that the notice
15 of termination is filed unless the notice specifies that the program is terminated at
16 the beginning of a later week in which case the program terminates at the beginning
17 of that week.

18 **(15) INVOLUNTARY TERMINATION.** If in any week there are fewer than 20
19 employees who are included in a work–share program of any employer, the program
20 terminates on the 2nd Sunday following the end of that week.

21 **(16) SUCCESSORSHIP.** If all or any part of the business of an employer that
22 creates a work–share program is transferred as provided in s. 108.16 (8), the
23 successor employer may continue the work–share program as provided in the
24 work–share plan or may terminate the program by filing notice of termination under
25 sub. (14). Termination by a successor employer does not affect any employees of the

SENATE BILL 559**SECTION 6**

1 transferring employer who continue their employment with the transferring
2 employer.

3 **(17)** TERMINATION OF EMPLOYMENT. An employee who is included in a
4 work-share program may be terminated or may voluntarily terminate his or her
5 employment during the effective period of the program and the employee's eligibility
6 or ineligibility for benefits for any weeks beginning after the date of termination is
7 not affected solely as a result of the employee's inclusion in the program.

8 **(18)** FEDERAL FINANCIAL PARTICIPATION. The department shall seek to qualify
9 this state for full federal participation in the cost of administration of this section and
10 financing of benefits to employees participating in work share programs under this
11 section.

12

(END)

Kuesel, Jeffery

From: Williams, Danielle
Sent: Wednesday, January 02, 2013 10:13 AM
To: Kuesel, Jeffery
Subject: Workshare draft

Importance: High

Hi Jeff,

I just remembered this summer I had seen this release from the Department of Labor regarding grants for work-share programs. Part of the requirement seems to be that states that implement a new system have to have it in effect within 12 months of the Secretary's declaration, which appears to be August 13, 2013. I am not sure if it is necessary, but I thought I should share this information for you, in case you need to include language encouraging DWD to apply for the grant should the bill be passed before that deadline.

<http://www.dol.gov/opa/media/press/eta/ETA20121618.htm>
http://wdr.doleta.gov/directives/attach/UIPL/UIPL_27_12.pdf

Thank you again for your help! Happy New Year!

Danielle Williams

Office of Senator Julie Lassa

P.O. Box 7882

Madison, WI 53707-7882

(608) 266-3123




danielle.williams@legis.wisconsin.gov

From: The Wheeler Report [<mailto:wheeler@thewheelerreport.com>]
Sent: Thursday, August 16, 2012 3:23 PM
To: Wheeler Reports
Subject: Wheeler Report - 08/16/12

US DEPT OF LABOR ANNOUNCES WORK-SHARING GRANTS

The US Department of Labor announced Wisconsin will receive \$1,923,648 in grants to implementing or improving existing short-term compensation, generally referred to as "work-sharing." Employers can reduce the number of hours for an entire group of employees instead of laying them off. The employees can then have their wages compensated with a portion of their weekly unemployment compensation payments.

To review today's releases, click here to visit us at thewheelerreport.com

SHARE   

News Release

ETA News Release: [08/13/2012]

Contact Name: Jason Kuruvilla or Dave Roberts

Phone Number: (202) 693-6587 or x5945

Release Number: 12-1618-NAT

US Labor Department announces nearly \$100 million in grants available for states to implement, improve short-time compensation or 'work sharing'

WASHINGTON — The U.S. Department of Labor today announced the availability of nearly \$100 million in grants for states to implement or improve existing short-term compensation, commonly referred to as "work sharing," programs. This funding has been made available through the bipartisan Middle Class Tax Relief and Job Creation Act of 2012 signed by President Obama in February, which authorized states to set up programs to give employers an alternative to layoffs.

"Establishing or expanding work-sharing programs nationwide will help business owners better weather hard economic times by temporarily reducing their labor costs while still keeping their existing skilled employees," said Secretary of Labor Hilda L. Solis. "This program is a win-win for businesses and employees alike."

Work sharing allows employees to keep their jobs and helps employers to avoid laying off their trained workforces during economic downturns by reducing the hours of work for an entire group of affected workers. Workers affected by reduced hours can have their wages compensated with a portion of their weekly unemployment compensation payments.

The legislation requires each state to submit a complete application to the Labor Department in order to receive a grant. Any state that currently has an active short-time compensation program is eligible to apply if the state's law on work sharing conforms to Section 3306(v) of the Federal Unemployment Tax Act and its program is not subject to discontinuation.

Each state has a designated allotment from the total grant funds available. One-third of the allotted grant money for each state will be used to implement or improve a short-time compensation program, and two-thirds will be available to promote and enroll employers in the program.

The department will provide technical assistance through webinars and other methods to help states achieve the purposes of the grants. The department also will collect and disseminate successful practices based on program implementation as well as outreach tools developed as a result of these grants.

For more information and an application checklist, read the Unemployment Insurance Program Letter No. 27-12 distributed by the Labor Department's Employment and Training Administration at <http://s.dol.gov/UR>.

Editor's Note: A chart with grant amounts available by state and territory follows this news release.

Short-Time Compensation Grants Amounts Available by State/Territory

State	Total Share	State	Total Share
Alaska	\$240,772	North Carolina	\$2,899,754
Alabama	\$1,414,715	North Dakota	\$237,096
Arkansas	\$879,937	Nebraska	\$649,799

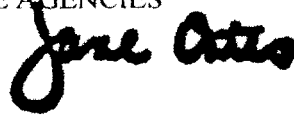
Arizona	\$1,955,074	New Hampshire	\$451,654
California	\$11,593,587	New Jersey	\$2,937,860
Colorado	\$1,819,895	New Mexico	\$572,119
Connecticut	\$1,260,659	Nevada	\$1,027,665
District of Columbia	\$416,291	New York	\$6,078,428
Delaware	\$312,075	Ohio	\$3,714,908
Florida	\$5,913,909	Oklahoma	\$1,129,637
Georgia	\$3,072,385	Oregon	\$1,189,281
Hawaii	\$440,074	Pennsylvania	\$4,010,338
Iowa	\$1,061,207	Puerto Rico	\$601,269
Idaho	\$456,199	Rhode Island	\$329,158
Illinois	\$4,307,659	South Carolina	\$1,352,143
Indiana	\$2,074,861	South Dakota	\$268,073
Kansas	\$1,031,988	Tennessee	\$1,967,539
Kentucky	\$1,330,647	Texas	\$8,297,415
Louisiana	\$1,501,852	Utah	\$870,818
Massachusetts	\$2,366,515	Virginia	\$2,739,420
Maryland	\$1,832,552	Virgin Islands	\$28,519
Maine	\$413,881	Vermont	\$202,352
Michigan	\$2,840,535	Washington	\$2,143,527
Minnesota	\$1,879,950	Wisconsin	\$1,923,648
Missouri	\$1,930,233	West Virginia	\$488,063
Mississippi	\$802,670	Wyoming	\$205,845
Montana	\$283,550		
Total = \$99,750,000			

EMPLOYMENT AND TRAINING ADMINISTRATION ADVISORY SYSTEM U.S. DEPARTMENT OF LABOR Washington, D.C. 20210	CLASSIFICATION UI - STC
	CORRESPONDENCE SYMBOL OUI/DUIO
	DATE August 13, 2012

ADVISORY: UNEMPLOYMENT INSURANCE PROGRAM LETTER NO. 27-12

TO: STATE WORKFORCE AGENCIES

FROM: JANE OATES
 Assistant Secretary



SUBJECT: Short-Time Compensation Grant Funding

1. Purpose. To invite states to apply for grant funds for Short-Time Compensation (STC) programs and issue guidance on the process to apply for these grants provided for under Section 2164 of the Middle Class Tax Relief and Job Creation Act of 2012 (Act), which supports the Secretary of Labor's (Secretary) commitment to help employers and workers avert layoffs.

2. References.

- Title II of the Middle Class Tax Relief and Job Creation Act of 2012 (Act), (Public Law (Pub. L.) 112-96), the Layoff Prevention Act of 2012 (Subtitle D of Title II of the Act, sections 2160 – 2166);
- Section 3304(a)(5), Federal Unemployment Tax Act (FUTA);
- Section 3306(v), FUTA;
- Section 303(a)(6), Social Security Act (SSA);
- 20 CFR Part 665, subpart C- Rapid Response Activities;
- Unemployment Insurance Program Letter (UIPL) No. 22-12, *Short-Time Compensation Provisions in the Middle Class Tax Relief and Job Creation Act of 2012*;
- UIPL No. 12-01, *Outsourcing of Unemployment Compensation Administrative Functions*, and UIPL No. 12-01, Change 1;
- Training and Employment Guidance Letter (TEGL) No. 12-09, *Joint Guidance for States Seeking to Implement Subsidized Work-Based Training Programs for Unemployed Workers*; and
- TEGL No. 30-09, *Layoff Aversion Definition and the Appropriate Use of Workforce Investment Act Funds for Incumbent Worker Training for Layoff Aversion Using a Waiver*.

3. Background. STC programs help employers avert layoffs through the reduction of work hours for an entire group of employees rather than layoff some while others continue working full time. STC provides a portion of a weekly unemployment insurance (UI) payment to those eligible individuals whose workweeks have been reduced.

RESCISSIONS None	EXPIRATION DATE Continuing
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States are not required to enact an STC program into law; however, states may not operate an STC program that does not conform to the definition in Section 3306(v) of the FUTA, except temporarily, as provided under Section 2161(a)(3) of the Act. STC allows employers with a state-approved STC plan to reduce the hours of their employees in lieu of layoffs, while permitting these employees to receive compensation for partial unemployment. These employees benefit from the program because they do not suffer a complete loss of employment and they are paid STC when their hours are reduced. Employers benefit from the program because they are able to reduce labor costs temporarily while still maintaining their skilled workforce. In this way, STC protects employer investments in recruiting and training.

As stated above, Section 2164 of the Act provides for grants to states for STC program activities. States may apply for one or both of the following two types of funding:

- (1) A grant to implement or improve a state STC program; and
- (2) A grant to promote and enroll employers in the STC program.

To qualify for an STC grant, the state must meet the following two criteria:

- (1) The state has an STC law that conforms to Section 3306(v), FUTA; and
- (2) The state STC program is not subject to discontinuation.

States that pass STC laws after the effective date of the Act must meet one additional criterion. The state STC program must be scheduled to take effect within 12 months of the date of the Secretary's certification to the U.S. Department of Treasury (Treasury) to permit a transfer of funds for the STC grant award.

The U.S. Department of Labor (Department) strongly encourages eligible states (i.e., states meeting the criteria, listed above) to submit STC grant applications to implement new, or improve existing, STC programs. The STC grant application must be consistent with Section 2164 and this guidance. Section 2164(a)(3)(A) of the Act directs the Secretary to develop eligibility criteria for these grants and this guidance sets forth these criteria. The Department has developed an STC application checklist to help states develop their applications, and encourages states to use the checklist (Attachment II) to ensure their STC grant applications are complete when they submit them to the Department.

Note: Section 7 below describes some of the uses for the two types of STC grant funds that are provided for in Section 2164(d) of the Act, which states that STC grant funds "shall be used for the implementation of short-time compensation programs and the overall administration of such programs and the promotion and enrollment efforts associated with such programs, such as through—

- (1) The creation and support of Rapid Response teams to advise employers about alternatives to layoffs;
- (2) The provision of education or assistance to employers to enable them to assess the feasibility of participating in short-time compensation programs; and
- (3) The development or enhancement of systems to automate—
 - (A) The submission and approval of plans; and
 - (B) The filing and approval of new and ongoing short-time compensation claims."

In developing an STC grant application, the Department strongly encourages state UI agencies to partner with Workforce Investment Act (WIA) Rapid Response teams because there is a shared goal of layoff aversion and there is an opportunity to leverage resources.

4. STC Grant Funds. The amount of STC grant funds available and the purpose of these funds are described below. A copy of the state STC law, which must conform to Section 3306(v), FUTA, must be included with the state grant application and submitted by the state Administrator responsible for administration of the state's UI law. The Department will, as required by Section 2164(c)(2) of the Act, notify the state of its approval or denial of the grant application within 30 days after receiving such application. The Department will reject incomplete applications. States may resubmit their applications at any time up to December 31, 2014.

A. Available Amounts and Uses of STC Grants. The total amount available in grant funds is \$99,750,000. The maximum amount available to each state is the ratio of FUTA taxable wages paid by employers in a state during Calendar Year (CY) 2009 to the total of FUTA taxable wages paid nationally during CY 2009 multiplied by \$99,750,000 (see Attachment IV). As noted above, states may apply for one or two STC grants. Of the total amount available to each state, the following conditions apply:

1. One-third of the total STC grant funds available to the state are for implementation or improved administration of the STC program; and
2. Two-thirds of the total STC grant funds available to the state are for promotion of the STC program and enrollment of employers in the program.

Note: If a state applies for both of these grants, the state must track and account for each grant separately as described in section 6 of this UIPL.

B. Limitation on the Use of Grant Funds. If a state's STC grant application is approved, the funds may only be used to support those specific activities that were proposed in the approved STC grant application.

If a state wants to expand or modify the approved STC grant statement of work, the state must submit a request for modification through the appropriate Regional Office. STC grants are not available to states that do not meet the requirements outlined in Section 7 below related to the grant application and to Section 3306(v), FUTA.

5. STC Staffing Guidelines. Federal laws and regulations governing UI require that services be administered by "government" personnel. This merit staffing requirement for the UI program is established in Section 303(a)(1), SSA. This section conditions a state's receipt of a UI administrative grant on the state law providing for "[s]uch methods of administration (including after January 1, 1940, methods relating to the establishment and maintenance of personnel standards on a merit basis...) as are found by the Secretary of Labor to be reasonably calculated to insure full payment of unemployment compensation when due." This means that state activities supporting the administration of the UI program that are inherently governmental

functions must be merit-staffed. See UIPL No. 12-01, Outsourcing of Unemployment Compensation Administrative Functions, and UIPL No. 12-01, Change 1.

6. STC Program Required Reporting. Section 303(a)(6) of the SSA requires states, as a condition for receiving administrative grants, to provide reports to the Secretary. Also, Section 2164(h) of the Act allows the Secretary to establish reporting requirements for states receiving an STC grant in order to provide oversight of grant funds. As a condition of receiving an STC grant(s), the state must adhere to the new reporting requirements as described in this section.

Attachments II and III to this UIPL have been approved as an Information Collection Request (ICR) by the Office of Management and Budget (OMB) under the Paperwork Reduction Act of 1995 (OMB No. 1205-0499, which expires December 31, 2012). The Department is currently seeking public comment on this collection and developing materials to extend this collection through 2015.

States that receive STC grants must submit an STC Grant Quarterly Progress Report (QPR) (Attachment III). The STC Grant QPR's purpose is to track STC grant activities and ensure that the state achieves the goals set forth in the STC grant application. The STC Grant QPR has five sections for states to document quarterly STC grant activities: implementation and/or improved administration, promotion and enrollment, outcomes (i.e., the number of averted layoffs, number of reduced hours, UI payments by sector/firm/size, etc.), success stories, and technical assistance needs. Regional Offices will monitor the state's quarterly progress using the STC Grant QPR and match it against the timeline submitted in the STC grant application. The report is due 45 days after the quarter ends (i.e., November 14, February 14, May 15, and August 14). If a state fails to submit the STC Grant QPR and/or is not meeting the timeline established for STC grant implementation as approved in the application, the STC grant may be subject to recoupment as described in Section 10 of this UIPL.

For states with approved STC grant applications, subaccounts will be established in each state's Unemployment Trust Fund (UTF) account for each type of grant, which must be used only for the purpose outlined in the grant application. After the Department provides certification of the approved grant(s) and the amount of the grant(s) to the Treasury Department, Treasury will transfer the appropriate amount(s) to the subaccounts. States will be advised of the total STC grant award(s) and the amount(s) awarded along with the purpose of the grant(s) through an award letter from the Department. After the award(s), the following reports will be required for all STC transactions involving UTF subaccounts:

- A. ETA 8403 (Summary of Financial Transaction, Title IX Funds, OMB No. 1205-0154); and
- B. ETA 2112 (UI Financial Transaction Summary, OMB No. 1205-0154) on lines 15 (Title IX or Special Legislation) and 44 (Title IX or Special Legislation), and the transactions should be identified by amount and program type, as appropriate, in the comments section.

7. STC Grant Application Requirements. Section 2164(c)(1) of the Act requires a state seeking an STC grant under Section 2164(a)(1) and (2) to submit an STC application that meets the requirements set forth by the Department. The Department encourages eligible states to

submit an STC grant application. As stated above, states may apply for either one or both of the following two types of funding:

- (1) A grant to implement or improve a state STC program; and
- (2) A grant to promote and enroll employers in the STC program.

STC grant(s) applications must be complete and submitted by December 31, 2014. To be complete, applications must provide the following:

1. A copy of the state STC law along with the state's explanation of how the law conforms to Section 3306(v), FUTA.
2. If the state is applying for a grant to implement or improve a state STC program, the state must submit a narrative description of the grant/funding request and a detailed project plan with a quarterly timeline for the implementation/improvement activities for the STC program. The project plan must include:
 - a. A description of the infrastructure (i.e., information technology system(s) and operational upgrades) needed to automate the submission and approval of STC employer plans and the filing and approval of initial and continued STC claims; and/or
 - b. A description of any plans to hire and/or train STC staff for STC program implementation.
3. If the state is applying for a grant to promote and enroll employers in the STC program, the state must submit a narrative description of the grant/funding request and a detailed project plan with a quarterly timeline for promotion and enrollment activities for the STC program. The project plan must include:
 - a. The creation and ongoing support of Rapid Response teams to advise employers about alternatives to layoffs;
 - b. The provision of education or assistance to employers to enable them to participate in the STC program; and/or
 - c. STC program outreach tools.
4. A description of the state's quarterly and cumulative goals and desired outcomes for the STC program may include but is not limited to:
 - a. Outreach efforts and partnerships established to increase employer STC program awareness (i.e., Labor Organizations, Rapid Response teams, and workforce system Business Services Representatives);
 - b. Employers educated and/or contacted about the STC program;
 - c. UI and workforce system staff training for STC program activities;
 - d. STC employer plans established; and
 - e. The number of anticipated layoffs averted.

5. An assurance that the state will expend the awarded funds in accordance with the requirements of the STC grant(s).
6. An assurance that the state will submit required reports on STC activities.
7. Description (or copy) of the written agreement or Memorandum of Understanding (MOU) between the UI agency and appropriate workforce system partners: WIA Rapid Response, Workforce System Business Service Representatives, and State/Local Workforce Investment Area(s) to develop a coordinated plan to avert layoffs.
8. An assurance that the state will recover any STC overpayments in accordance with the state UI law.
9. An assurance that the state will develop processes for auditing and monitoring STC employers' adherence to the state-approved STC employer plan and STC payments.
10. A description of how the state will sustain the STC grant(s) activities. The plan may include leveraging WIA Rapid Response grant funds to support promotion and enrollment activities to encourage employers to participate in the STC program.
11. An STC grant application (i.e., cover letter) signed and dated by the state Administrator, and
12. The name, telephone number, and e-mail address of the state STC program contact.

An STC grant application must address all the requirements outlined above and be submitted on or before December 31, 2014. To help states develop their applications, a checklist is attached (Attachment II).

8. STC Grant Application Process. Section 2164(c)(2) of the Act requires the Secretary to award a grant within 30 days from the date a complete application is received and to notify the state of the approval or denial of the application. The 30-day period begins on the day following actual receipt of a complete application.

The grant application must be submitted by the state workforce agency Administrator. Applications must be addressed to:

Gay M. Gilbert, Administrator
Office of Unemployment Insurance
U.S. Department of Labor
200 Constitution Ave, NW
Room S4524
Washington, D.C. 20210

Applications sent only by the U.S. Postal Service may be delayed due to security precautions with mail coming into the Department. Therefore, the Department strongly encourages states to submit applications by e-mail (with PDF attachments), followed by a hard copy to the address

above. Delivery may also be made by the U.S. Postal Service or private companies such as Federal Express or United Parcel Service. States may fax applications to the fax number (202) 693-2874 to the attention of the Division of Unemployment Insurance Operations. E-mail submissions should be sent to the following e-mail address: STC.Applications@dol.gov. Copies should be provided to the appropriate Regional Office. For the purposes of determining the date of receipt, the date the application is received in the National Office will be used. All state applications and the Secretary's approval will be posted on the Department's [Web site](#) relating to the Act.

9. Agreements. States with an approved STC application must sign an addendum to the Fiscal Year 2012 Annual Funding Agreement for the UI Program (see UIPL No. 22-12 Attachment III) to receive STC grant funds. This addendum is also applicable to other UI-related provisions in the Act. The addendum must be signed by the governor of the state, or the governor's designee.

States should contact the appropriate Regional Office to request a copy of the addendum.

10. Recoupment of STC Grant Award. Section 2164(4)(f) of the Act requires the Secretary to establish a process under which the Secretary will recoup the STC grant funds if, during the five year period beginning on the first date that the grant is awarded, the state either terminated the state's STC program, or failed to comply with the requirements of the STC grant. The Secretary's determination to recoup a grant will be based on a state's progress toward meeting the state's quarterly goals established in the approved STC grant application, STC program audits and reviews, and/or reviews of state legislation. The Department will follow 29 CFR Part 96, "Audit Requirements for Grants, Contracts, and other Agreements" in recouping any grant funds, if necessary.

11. Technical Assistance. Section 2164(e) of the Act authorizes the Secretary "to use 0.25 percent of funds available under subsection (g) to provide for outreach and to share best practices with respect to short-time compensation programs." The Department is developing a technical assistance plan that will include webinars and other strategies to help states achieve the purposes of the STC grants (i.e., implement or improve administration of STC programs and promotion and enrollment activities). The Department will also collect and disseminate successful practices based on STC program implementation and outreach tools developed as a result of these STC grants and will post information on the [UI Community of Practice Web site](#).

12. Action Requested. State Administrators are requested to provide this information and instructions to appropriate staff.

13. Inquiries. Questions should be directed to the appropriate Regional Office.

14. Attachments.

Attachment I—Section 2164 of the Act

Attachment II—Short-Time Compensation (STC) Application Checklist

Attachment III—Short-Time Compensation (STC) Grant Quarterly Progress Report (QPR)

Attachment IV—Short-Time Compensation (STC) Grants - Amounts

Section 2164 of the Act

SEC. 2164. GRANTS FOR SHORT-TIME COMPENSATION PROGRAMS.

(a) Grants-

(1) FOR IMPLEMENTATION OR IMPROVED ADMINISTRATION- The Secretary shall award grants to States that enact short-time compensation programs (as defined in subsection (i)(2)) for the purpose of implementation or improved administration of such programs.

(2) FOR PROMOTION AND ENROLLMENT- The Secretary shall award grants to States that are eligible and submit plans for a grant under paragraph (1) for such States to promote and enroll employers in short-time compensation programs (as so defined).

(3) ELIGIBILITY-

(A) IN GENERAL- The Secretary shall determine eligibility criteria for the grants under paragraphs (1) and (2).

(B) CLARIFICATION- A State administering a short-time compensation program, including a program being administered by a State that is participating in the transition under the provisions of sections 301(a)(3) and 302(c), that does not meet the definition of a short-time compensation program under section 3306(v) of the Internal Revenue Code of 1986 (as added by 211(a)), and a State with an agreement under section 2163, shall not be eligible to receive a grant under this section until such time as the State law of the State provides for payments under a short-time compensation program that meets such definition and such law.

(b) Amount of Grants-

(1) IN GENERAL- The maximum amount available for making grants to a State under paragraphs (1) and (2) shall be equal to the amount obtained by multiplying \$100,000,000 (less the amount used by the Secretary under subsection (e)) by the same ratio as would apply under subsection (a)(2)(B) of section 903 of the Social Security Act (42 U.S.C. 1103) for purposes of determining such State's share of any excess amount (as described in subsection (a)(1) of such section) that would have been subject to transfer to State accounts, as of October 1, 2010, under the provisions of subsection (a) of such section.

(2) AMOUNT AVAILABLE FOR DIFFERENT GRANTS- Of the maximum incentive payment determined under paragraph (1) with respect to a State--

(A) one-third shall be available for a grant under subsection (a)(1); and

(B) two-thirds shall be available for a grant under subsection (a)(2).

(c) Grant Application and Disbursal-

(1) APPLICATION- Any State seeking a grant under paragraph (1) or (2) of subsection (a) shall submit an application to the Secretary at such time, in such manner, and complete with such information as the Secretary may require. In no case may the Secretary award a grant under this section with respect to an application that is submitted after December 31, 2014.

(2) NOTICE- The Secretary shall, within 30 days after receiving a complete application, notify the State agency of the State of the Secretary's findings with respect to the requirements for a grant under paragraph (1) or (2) (or both) of subsection (a).

(3) CERTIFICATION- If the Secretary finds that the State law provisions meet the requirements for a grant under subsection (a), the Secretary shall thereupon make a certification to that effect to the Secretary of the Treasury, together with a certification as to the amount of the grant payment to be transferred to the State account in the Unemployment Trust Fund (as established in section 904(a) of the Social Security Act (42 U.S.C. 1104(a))) pursuant to that finding. The Secretary of the Treasury shall make the appropriate transfer to the State account within 7 days after receiving such certification.

(4) REQUIREMENT- No certification of compliance with the requirements for a grant under paragraph (1) or (2) of subsection (a) may be made with respect to any State whose--

(A) State law is not otherwise eligible for certification under section 303 of the Social Security Act (42 U.S.C. 503) or approvable under section 3304 of the Internal Revenue Code of 1986; or

(B) short-time compensation program is subject to discontinuation or is not scheduled to take effect within 12 months of the certification.

(d) Use of Funds- The amount of any grant awarded under this section shall be used for the implementation of short-time compensation programs and the overall administration of such programs and the promotion and enrollment efforts associated with such programs, such as through--

(1) the creation or support of Rapid Response teams to advise employers about alternatives to layoffs;

(2) the provision of education or assistance to employers to enable them to assess the feasibility of participating in short-time compensation programs; and

(3) the development or enhancement of systems to automate--

(A) the submission and approval of plans; and

(B) the filing and approval of new and ongoing short-time compensation claims.

(e) Administration- The Secretary is authorized to use 0.25 percent of the funds available under subsection (g) to provide for outreach and to share best practices with respect to this section and short-time compensation programs.

(f) Recoupment- The Secretary shall establish a process under which the Secretary shall recoup the amount of any grant awarded under paragraph (1) or (2) of subsection (a) if the Secretary determines that, during the 5-year period beginning on the first date that any such grant is awarded to the State, the State--

(1) terminated the State's short-time compensation program; or

(2) failed to meet appropriate requirements with respect to such program (as established by the Secretary).

(g) Funding- There are appropriated, out of moneys in the Treasury not otherwise appropriated, to the Secretary, \$100,000,000 to carry out this section, to remain available without fiscal year limitation.

(h) Reporting- The Secretary may establish reporting requirements for States receiving a grant under this section in order to provide oversight of grant funds.

(i) Definitions- In this section:

(1) SECRETARY- The term 'Secretary' means the Secretary of Labor.

(2) SHORT-TIME COMPENSATION PROGRAM- The term 'short-time compensation program' has the meaning given such term in section 3306(v) of the Internal Revenue Code of 1986, as added by section 2161(a).

Attachment I

(3) STATE; STATE AGENCY; STATE LAW- The terms 'State', 'State agency', and 'State law' have the meanings given those terms in section 205 of the Federal-State Extended Unemployment Compensation Act of 1970 (26 U.S.C. 3304 note).

SHORT-TIME COMPENSATION (STC) APPLICATION CHECKLIST				
This checklist will help states submit complete applications for an STC grant under Section 2164 of the Middle Class Tax Relief and Job Creation Act of 2012 to the Secretary of Labor. The use of this checklist is not mandatory.				
Checklist Item	Y	N	N/A	Remarks
1. A copy of the state STC law along with the state's explanation of how the law conforms to Section 3306(v), Federal Unemployment Tax Act.				
2. If the state is applying for a grant to implement or improve a state STC program, the state must submit a narrative description of the grant/funding request and a detailed project plan with a quarterly timeline for the implementation/improvement for the STC program. The plan must include: <ul style="list-style-type: none"> • A description of the infrastructure needed to automate the submission and approval of STC employer plans and the filing and approval of initial and continued STC claims; and/or • A description of any plans to hire and/or train STC staff for STC program implementation. 				
3. If the state is applying for a grant to promote and enroll employers in the STC program, the state must submit a narrative description of the grant/funding request and a detailed project plan with a quarterly timeline for the promotion and enrollment activities for the STC program. The plan must include: <ul style="list-style-type: none"> • The creation and ongoing support of Rapid Response teams to advise employers about alternatives to layoffs; • The provision of education or assistance to employers to enable them to participate in The STC program; and/or • STC program outreach tools. 				
4. A description of the state's quarterly and cumulative goals and desired outcomes for the STC program that may include but is not limited to: <ul style="list-style-type: none"> • Outreach efforts and partnerships established to increase employer STC program awareness; • Employers educated and/or contacted about the STC program; • Unemployment Insurance (UI) and workforce system staff training for STC program activities; • STC employer plans established; and • Number of anticipated layoffs averted. 				

Attachment II

5. An assurance that the state will expend funds according to the requirements of the STC grant(s).				
6. An assurance that the state will submit required reports on STC activities.				
7. A description (or copy) of a written agreement/Memorandum of Understanding between the UI agency and appropriate workforce system partners to develop a coordinated plan to avert layoffs.				
8. An assurance that the state will recover any STC overpayments in accordance with the state UI law.				
9. An assurance that the state will develop processes for auditing and monitoring STC employers' plans and STC payments.				
10. A description of how the state will sustain grant(s) activities. The plan may include leveraging Workforce Investment Act Rapid Response grant funds to support promotion and enrollment activities to encourage employers to participate in the STC program.				
11. An STC grant application signed and dated by state Administrator.				
12. And the name, telephone number, and e-mail address of state STC program contact.				

Short-Time Compensation (STC) Grant Quarterly Progress Report (QPR)

State: _____ Project Name: _____
 Project Director: _____ Grant No: _____
 Quarter Ending: _____

Purpose: To track STC grant activities and ensure that the state achieves the desired goals set forth in the STC grant application.

Report Due Dates: The report is due 45 days after the quarter ends (i.e., on November 14, February 14, May 15, and August 14).

Section I. Implementation and/or Improved Administration Activities. *Include a narrative description of the implementation and/or administrative activities that occurred this quarter. If the state's quarterly goal is not achieved, please explain. Please consider the following in the narrative, as applicable:*

- Progress toward implementing/improving procedures/systems for the STC program.
- Progress in developing and/or enhancing systems to automate the STC program.
- STC program administrative activities (i.e., staff hired and/or staff training).

Section II. Promotion and Enrollment Activities. *Include a narrative description of the promotion and enrollment activities that occurred this quarter. If the state's quarterly goal is not achieved, then explain. Please consider the following in the narrative, as applicable:*

- Progress in the state's promotion and enrollment activities.
- Creation and support of Rapid Response teams or other partnerships established to advise employers about the STC program.
- Education and assistance to employers about the STC program.
- Development of outreach materials and messaging tools.
- Promotional activities (i.e., meetings attended, media, mailings).

Section III. Outcomes. *Include a narrative description of the outcomes that occurred this quarter. If the states' quarterly goal is not achieved, then explain. Please consider the following in the narrative:*

- If the state included outcome goals in its application, describe the progress made toward these outcome goal(s).

Section IV. Success Stories. *Include any STC program or grant success stories or achievements for the quarter. Please consider providing:*

- Include any employer or claimant success stories.

Section V. Technical Assistance Needs. *Describe any STC program or grant-related technical assistance needs.*

Attachment IV

Short-Time Compensation (STC) Grants – Amounts								
State	Total Share	1/3 Share	2/3 Share	State	Total Share	1/3 Share	2/3 Share	
AK	\$240,772	\$80,257	\$160,515	NC	\$2,899,754	\$966,585	\$1,933,169	
AL	\$1,414,715	\$471,572	\$943,143	ND	\$237,096	\$79,032	\$158,064	
AR	\$879,937	\$293,312	\$586,625	NE	\$649,799	\$216,600	\$433,199	
AZ	\$1,955,074	\$651,691	\$1,303,383	NH	\$451,654	\$150,551	\$301,103	
CA	\$11,593,587	\$3,864,529	\$7,729,058	NJ	\$2,937,860	\$979,287	\$1,958,573	
CO	\$1,819,895	\$606,632	\$1,213,263	NM	\$572,119	\$190,706	\$381,413	
CT	\$1,260,659	\$420,220	\$840,439	NV	\$1,027,665	\$342,555	\$685,110	
DC	\$416,291	\$138,764	\$277,527	NY	\$6,078,428	\$2,026,143	\$4,052,285	
DE	\$312,075	\$104,025	\$208,050	OH	\$3,714,908	\$1,238,303	\$2,476,605	
FL	\$5,913,909	\$1,971,303	\$3,942,606	OK	\$1,129,637	\$376,546	\$753,091	
GA	\$3,072,385	\$1,024,128	\$2,048,257	OR	\$1,189,281	\$396,427	\$792,854	
HI	\$440,074	\$146,691	\$293,383	PA	\$4,010,338	\$1,336,779	\$2,673,559	
IA	\$1,061,207	\$353,736	\$707,471	PR	\$601,269	\$200,423	\$400,846	
ID	\$456,199	\$152,066	\$304,133	RI	\$329,158	\$109,719	\$219,439	
IL	\$4,307,659	\$1,435,886	\$2,871,773	SC	\$1,352,143	\$450,714	\$901,429	
IN	\$2,074,861	\$691,620	\$1,383,241	SD	\$268,073	\$89,358	\$178,715	
KS	\$1,031,988	\$343,996	\$687,992	TN	\$1,967,539	\$655,846	\$1,311,693	
KY	\$1,330,647	\$443,549	\$887,098	TX	\$8,297,415	\$2,765,805	\$5,531,610	
LA	\$1,501,852	\$500,617	\$1,001,235	UT	\$870,818	\$290,273	\$580,545	
MA	\$2,366,515	\$788,838	\$1,577,677	VA	\$2,739,420	\$913,140	\$1,826,280	
MD	\$1,832,552	\$610,851	\$1,221,701	VI	\$28,519	\$9,506	\$19,013	
ME	\$413,881	\$137,960	\$275,921	VT	\$202,352	\$67,451	\$134,901	
MI	\$2,840,535	\$946,845	\$1,893,690	WA	\$2,143,527	\$714,509	\$1,429,018	
MN	\$1,879,950	\$626,650	\$1,253,300	WI	\$1,923,648	\$641,216	\$1,282,432	
MO	\$1,930,233	\$643,411	\$1,286,822	WV	\$488,063	\$162,688	\$325,375	
MS	\$802,670	\$267,557	\$535,113	WY	\$205,845	\$68,615	\$137,230	
MT	\$283,550	\$94,517	\$189,033					
				US	\$99,750,000	\$33,250,000	\$66,500,000	