Should my Yeshiva tell the workers, Rebbeim and staff to apply for unemployment?

1. Are you a self-pay unemployment plan?
   1. Many non-profits are not part of the typical unemployment plan but rather are “Self-Pay”. This means that instead of paying unemployment taxes in each payroll, you only pay the state when someone actually files unemployment. Whenever an employee files unemployment through the state, the state charges you for it.
   2. This is only for non-profits and it typically saves you thousands of dollars per year.
   3. If you aren’t sure what you are, you need to find out for two reasons:
      1. You should become self-pay when this is over (you file with your state)
      2. If you are self-pay, you won’t gain by sending your employees to unemployment since you will be paying the state for it. You will pay a little less because it maxes out but you won’t get the emergency funding.
2. Assuming you are not Self-Pay
   1. Keep in mind you must be able to justify why you sent some employees to unemployment and not others i.e. they were “non-essential”.
   2. Here is how unemployment matches against the Emergency Act

|  |  |  |
| --- | --- | --- |
|  | Unemployment | Emergency Act |
| Working remotely occasionally | For sure not eligible | Should be eligible (needs further clarification) |
| Max $ | $713 per week | $1000 or higher if sick |
| Limitations | Must have worked 20 prior weeks and earned $10k | none |
|  | You may lose the employee when this is over | You will definitely keep the employee afterwards |

1. Going forward you can consider…
   1. Take a gamble and fire employees who are non-essential and tell them to apply for unemployment – they may or may not come back when this ends
   2. Keep your essential employees and pay them through this and recoup a portion from the government
   3. File for an sba loan which is 2.75% and you will need your accountant to provide financials- Loans are available for up to $2 million and can be used to help retire fixed debts, payroll, accounts payable and other bills that can’t be paid because of the pandemic’s impact. Terms of this loan are subject to individual review by your loan officer.
   4. Keep calling your constituents and tell them you desperately need their help to pull you through this