

COVID-19 (Coronavirus) Purai le Rian Ngeitu hna caah Caan Karlak Rian Ngei Lomi Hna Caah Tuahmi Aa-mah-khan bawmhnak (unemployment insurance benefits)

Biahalnak le Bialehnak Hna

Biahalnak 1: Hi coronavirus pulrai thlopbulnak caah kan rian in i dinh asiloah riantuan tu hna phuah tiang kan tong kho men mi si. Cucu, zeitin dah kan tuah ning a si lai?

Bialehnak: Na rian le na chawhlehnak hna cu dinh ding asiloah rian tuantu hna phuah ding tiang na tawn ahcun, Iowa Workforce Development nih a ngeih mi 'Dislocated Worker Program' timi in kan rian tuantu hna nih na chawhlehnak company le na riantuantu hna nih an ton mi harnak hna cu zeitin dah zorter deuh a si lai ti kha bawmchannak an in pek hna lai. Cun, kan 'Rapid Response Team' timi riantuan tu hna caah khulraang le caan hmang tein bawmchannak pe tu hna phu nih na riantuantu hna caah le riantuantu hna phuah tiang ton lo nakding ah federal cozah sinah sawk ningcang le a herhmi phunglam hna kha bawmchannak an in pek hna lai.

Biahalnak 2: Kan riantuannak caan zong hi thumh le tlawmter deuh a herh men lai; cucu siloin thim ding dang a um maw ?

Bialehnak: COVID-19 pulrai zawtnak ruangah chawhlehnak a tum chuk tukmi le thi le nung loin a um mi hna rian ngeitu hna nih ' Voluntary Shared Work Program' timi caan karlak ah bawmchannak peknak kha sawk khawh a si. Hi parokaram (program) a sawkmi rian ngeitu nih a riantuantu hna kha phuah siloin a dang lam kawlnak kha a kawl lai. Tahchunhnak ah — caan karlak rian ngei lo mi hna caah tuahmi aa-mah-khan bawmhnak((unemployment insurance benefits) a ngah kho ding mi pawl, rian cawnnak a ngei cang mi le a thiam cangmi a riantuantu hna an riantuan caan le hlawhman kha zuh piak khawh a si. Riantuantu le rian ngeitu hna caah bawmhnak kong le zeitin dah sawk ningcang a si timi cu fiang hlang deuh in theih na duh ahcun hika ah <https://www.iowaworkforcedevelopment.gov/voluntary-shared-work-frequently-asked-questions> zoh khawh a si. 'Voluntary Shared Work' a sawk i a ngah cang mi rian ngeitu hna nih cun bawmhnak kha an ngah lai lo. Na riantuantu hna an riantuan caan na thumh deuh asiloah caan karlak chung an rian na dinh ter hna ahcun, na riantuantu pawl nih caan karlak rian ngei lo mi hna caah tuahmi aa-mah-khan bawmhnak (unemployment insurance benefits) cu a zapi asiloah a cheu in an sawk kho lai.

Biahalnak 3: COVID-19 pulrai zawtnak ruangah riantuantu nih caan karlak rian ngei lo mi hna caah tuahmi aa-mah-khan bawmhnak (unemployment insurance benefits) kha a ngah/hmuh sicun, rian ngeitu nih ngunkhuai tam deuh pek a si lai maw ?

Bialehnak: COVID-19 pulrai zawtnak ruangah caan karlak rian a ngei lo mi hna bawmhnak a sawk liomi le bawmhnak a ngah cang mi caah rian ngeitu nih liam piak a herh lai lo. IWD nih a ngeimi caan karlak rian ngei lo mi hna caah aa-mah-khan bawmhnak timi Iowa Unemployment Insurance phaisa kha \$950 million tang a zor hlan tiang cu rian ngei tu hna cu phaisa liamter an si lai lo. Cu caan a phak tik sual ahcun, 'Trust Fund' timi bawmhnak amah kel a um khawhnak ding caah IWD lei nih rian ngeitu hna sinah phaisa liam ter (asiloah hal) a si te lai. IWD lei nih cu caan a phak sual tikah website cahmai ah thawngthanhnak kan tuah te lai.

Biahalnak 4: COVID-19 pulrai zawtnak ruangah riantuantu nih caan karlak rian ngei lo mi hna caah federal cozah nih a hlei in bawmhnak tuahmi (federal extension unemployment)kha a ngah/hmuh sicun, rian ngeitu nih phaisa a liam piak a herh lai maw ?

Bialehnak: A herh lai lo. Iowa ramkulh chungah rian ngei lo tu hna caah tuahmi aa-mah-khan bawmhnak cung hlei luan in rian ngeitu hna cu phaisa liam ter a si lai lo.

Biahalnak5: Hi CoVID-19 pulrai zawtnak doh lio caan ah rian ngeitu nih a riantuantu hna kha inn ah dinhter tuah a herh maw?

Bialehnak: A herh mi a si. Riantuantu nih ramdang lei khual tlawnnak a ngeih asiloah zawtnak a umnak hmunhna ah khual a tlawng mi hna he pehtlaihna a ngeih a si ahcun, rian ngeitu nih a riantuantu cu inn ah ni 14 chung a um ter a herh lai. “Families First Coronavirus Response Act (FFCRA) timi chungkhar lei nih hi coronavirus pulrai zawtnak dohnak he aa pehtlaih mi upadi phunglam ah langhter bantuk in rian ngeitu nih inn ah dinhter a herhmi riantuantu hna cu hlauh man zuh loin dinhnak nawl (paid leave) kha a pek hna lai. Cun, na riantuantu kha caan karlak caah a rian in na dinh ter chung kho. Cu bantuk in na tuah sicun, na riantuantu cu caan karlak rian ngei lo mi hna caah tuahmi aa-mah-khan bawmhnak (unemployment insurance benefits) kha a sawk kho ve lai.

Biahalnak 6: Riantuantu 25 ka ngei i caan karlak caah ka chawlehnak rian cu dinh chung ka timh sicun, ‘WARN’ timi kha thawngthanhnak ka tuah cia a herh lai maw ?

Bialehnak: A herh lai lo. ‘WARN’ thawng theihternak cu na chawlehnak rian kha a zungzal in phih le khar na timh lawng ah rian ngeitu lei nih tuah a herhmi a si. Cucaah, caan karlak chung rian i dinhnak caah cun WARN thawng theihternak tuah kha a herh lai lo.

Question 7: COVID-19 pulrai ruangah rian a tuan kho lomi ka riantuantu hna nih hlauh zuh loin dinhnak a lami hna kha hlauh man ka pek a herh lai maw ?

Bialehnak: A herh kho mi a si. Cucaah, zaangfahnak tein FFCRA upadi phunglam chungah na tuah a herh mi le na tuah awk a simi hna kha tha tein zohfelnak tuah piak hna.

Biahalnak 8: Riantuantu hna nih bawmhnak an sawk hlan ah an ngeih mi PTO, khualtlawnnak (vacation) asiloah dam lo ruangah dinhnak nawl (sick leave) hna kha an hman a herh lo tiah IWD lei nih zuluhphung a chuah tiah theih a si. Cucu rian ngeitu hna he zeitin dah pehtlaihna a ngeih ning a si ?

Bialehnak: Cu zuluhphung cu rian ngeitu hna he pehtlaihna a ngei lo. IWD nih cu zuluhphung kong he biachahnak a tuahmi cu bawmhnak a sawk kho tu ding caah a herhmi hna he pehtlaih in a tuahmi a si. Cucaah, rian ngeitu hna nih an riantuantu hna he aa pehtlaih mi hlauh man zuh loin dinhnak nawl (paid leave) ti bantuk hna cu caan karlak an rian dinhnak an tuah hlan ah anmah tein biachahnak nawl an ngei.

Biahalnak 9: Kan riantuannak nih a ngeihmi zuluh dingmi phunglam, tuahkel ningcang le tuah a herhmi theihternak hna cu riantuantu hna nih an zuluh dingin rian ngeitu pumpak ka sinak in ka chim kho hna maw ?

Bialehnak: A herh mi a si. Hi Covid-19 pulrai ruangah riantuantu hna nih an riantuannak he aa pehtlaih mi phunglam le an zuluh tuah a herhmi hna cu zeihmanh thlennak a um lo.

Biahalnak 10: Atu pulrai doh caan chung ah hin rian ngeitu pumpak sinak in upadi phunglam lei he pehtlaih in theih a herhmi le tuah a herhmi a thar tete a um maw ?

Bialehnak: A herh mi a si. Congress lei nih FFCRA le [Coronavirus Aid, Relief, and Economic Security \(CARES\)](#) timi [Coronavirus pulrai chungah bawmhnak, chawlehnak lei humhimnak caah tiin phunglam upadi a ser thar mi a um](#). Cu upadi phunglam pahnih tang ah na tuah a herh dingmi hna cu upadi lei a thei hngaltu asiloah Human Resources lei kha ruahnak hal te hna. Cun, zaangfah tein lowa Workforce Development website cahmai kha caan karlak chung rian ngei lomi hna caah tuahmi aa-mah-khan bawmhnak he pehtlaih in aa thleng mi a um le um lo he pehpar in kau piak lengmang te.

Biahalnak 11: Tih ruangah le rinh chantlak a si lo mi a ruang hna in riantuantu nih rian tuan loin i dinh cu a phung a si lai maw ?

Bialehnak: A si lo. Cu kong he pehtlaih mi cu FFCRA le CARES upadi phunglam tangah fiang deuh in a um caah zaangfah tein cu upadi pahnih kha tha tein zohfel piak hna.

Biahalnak 12: Cheukhat ka riantuantu hna cu ngandamnak lei he pehtlaih in zawtnak le thinphan awk ngeih lo in rian an rak phan i kan him lo tiah thawng thanhnak a rak tuahmi hna an um. Cu pawl cu rian in an chuak lai i, caan karlak chung rian ngei lo tu hna caah bawmchannak tuahmi kha an hmuh kho ve lai maw ?

Bialehnak: A humhim mi riantuannak hmun sernak caah kuttawlnak hmun, kut tawlnak sii,

runvennak caah hrukmi PPE thil ri a simi hmaihuh asiloah kuthrolh le mibu he hlatnak um (social distancing) tuah ding hna kha na tuah ko buin, na tiantuantu hna nih an rian in an i phuak a si ahcun, caan karlak rian ngei lo mi hna caah tuahmi bawmhnak (unemployment benefits) kha an hmu kho lai lo. Mahbel, ramkulh cozah asiloah federal cozah lei nih na chawlehnak sehzung ah humhinnak le runvennak caah OSHA nih riantuannak zulh ding le tuah dingmi hna an thanh mi hna kha zulh loin na um a si ahcun, na riantuantu pawl nih caan karlak rian ngei lo mi hna caah tuahmi bawmhnak (unemployment benefits) kha an sawk kho lai. Asinain, na riantuantu hna nih caan karlak rian ngei lo mi hna caah tuahmi bawmhnak (unemployment benefits) kha a sawk kho ding an si ko zong ah, a donghnak biachanak cu tha tein zohfel dih hnu in tuah a si te lai.

Biahalnak 13: Ka riantuantu cheukhat hna cu a hlan ngandamnak an rak i thlopnak asiloah atu lio sii an thlopnak ruangah

COVID-19 pulrai nih a kan tlunh lai tiah an phang in riantuannak ah kan him lo tiah thawng an ka thanh lengmang. Cu pawl cu rian in an chuak lai i, caan karlak chung rian ngei lo tu hna caah bawmchannak tuahmi kha an hmuh kho ve lai maw ?

Bialehnak: Cu bantuk kong ah cun, na riantuantu nih a hmuhsaknak a siibawi sinin rian dinh a herhnak a ruang hna kha na hal khawh. Na riantuantu a ngandamnak he pehtlaih in siibawi lei nih a tuah a herh tiah an timi kha ngaih piak duh lo in na um asiloah an riantuannak ah humhinnak caah runvennak tha (tahchuhnnak ah anmah le inn in riantuan ter tbk) tein na tuah piak kho hna lo le caan karlak chung rian dinhter na duh hna lo ruangah an rian in an i dinh a si ahcun, caan karlak chung rian a ngei lo mi hna caah tuahmi bawmhnak kha na riantuantu hna nih an sawk kho lai.

Biahalnak 14: Ka riantuantu hna nih rian ah rat lo asiloah rian a um ti caan ah rian tuan loin anmah nawl in biakhiahnak an tuah kho maw ?

Bialehnak: Riantuantu nih riantuannak ah rat duh lo asiloah rian tuan duh lo an in an um ahcun, caan karlak chung rian in an chuak chung asiloah rian kha an hlaut asiloah rian tuan ding kha an duh lo tiin na ruah piak khawh hna. Cu bantukin an um ahcun, cozah lei nih sersiam piakmi caan karlak chung rian ngei lo mi hna caah bawmhnak kha an sawk kho lai lo. Cu bantuk a can sual ahcun, rian ngeitu nih IWD sinah na riantuantu hna nih an sawkmi caan karlak chung rian ngei lo mi hna caah bawmhnak kha theihternak na tuah lai. Theihternak cu hika ah tuah khawh a si <https://uiclaims.iwd.iowa.gov/EmployerSeparation/>.

Cozah lei nih sersiam piakmi caan karlak chung rian ngei lo mi hna caah bawmhnak kha riantuantu lei nih sawk an ngah lo a si ahcun, Pulai Zawtnak Ruangah Rian Ngei lomi Hna Caah Bawmhnak (PUA) kha an sawk kho mi a si. A tanglei hna ruangah na riantuantu lei nih rian tuan lo ahcun PUA bawmhnak kha an sawk kho:

1. COVID-19 pulrai zawtnak nih a ngeihmi hmelchunhnak ti bantuk zawtnak an in tuar.
2. An inn chungkhar ah COVID-19 pulrai zawtnak a ngei mi an um.
3. An inn chungkhar ah COVID-19 pulrai zawtnak a ngei mi kha a zohkhenh.
4. COVID-19 pulrai zawtnak nih an inn chungkhar ning in asiloah an chungkhar ah pakhat khat kha fawi tuk in a tlunh kho mi an si ruangah ngandamnak lei rian ngeitu nih anmah tein lengchuah loin an um ter hna.
5. COVID-19 pulrai zawtnak ruangah ngakchia zohkhentui lei an ngei lo.
6. COVID-19 pulrai zawtnak ruangah anmah tein an umter hna ruangah riantuannak hmunhna an phan kho lo.
7. COVID-19 pulrai zawtnak kha an rak ngei bal nain an dam than cang. Asinain, an riantuanmi van tlaih than taktak dingah an tlamtling kho rih lo.

Cucaah, a cunglei langhter mi hna a ruang hna in rian tuan loin an um kho i federal cozah nih a sermi caan karlak chung rian ngei lo mi hna caah bawmhnak a tuahmi kha an sawk kho lai. Cun, rian ngeitu hna nih an riantuantu hna an rian ah tha tein an hun kir in rian an tuan than khawhnak ding caah neihnam tein an herhbau mi le an ton

khawhmi harnak hna kha bawmchannak pek khawh aa zuam hna lai.

Biahalnak 15: Ka riantuantu hna nih rian tuan in an hmuh dingmi nakin atu caan karlak chung rian ngei lo mi hna caah bawmhnak an hmuhmi kha a tam deuh kho. An caah ah riantuan ding ka ngeih ko nain cu bantuk ruangah rian ngei lomi sinak in an um kho lai maw ?

Bialehnak: A ngah lai lo. Caan karlak chung rian in dinh asiloah rian in i phuah asiloah rian tuan caan kha tlawmter lawngah bawmhnak cu an hmuh kho lai. Cu bantuk a ruang um loin, riantuantu nih rian ngei lomi sinak aa thim ahcun, bawmhnak kha sawk kho lai lo hlei ah lih le hrokhrol in hlennak tiang in sual phawt a tong kho mi a si. Riantuantu nih caan karlak chung rian ngei lo mi hna caah bawmhnak tuahmi hmuh duh ruang bak ah rian in aa dinh a si ahcun, zaangfah tein IWD ah theihternak na tuah lai. Theihternak tuahnak cu hika ah tuah khawh a si <https://www.iowaworkforcedevelopment.gov/report-fraud>.

Biahalnak 16: Rian tuan caan hna tlawmter le zuh lawng in ka riantuantu hna cu rian ka pek khawh hna ahcun, ka riantuantu hna nih caan karlak chung rian ngei lo mi hna caah tuahmi aa-mah-khan bawmhnak kha an sawk kho lai maw ?

Bialehnak: A herh kho mi a si. Caan karlak chung rian ngei lo mi hna caah bawmhnak cu lowa nih a cheu in bawmhnak (partial) pek kha a co hlan. Riantuantu hna nih zarh fatin bawmhnak an hmuh khawhnak ding caah an zarh in an hlawhmi zat kha theihternak an tuah a herh. Cu an hlawhmi zat theihternak a herhmi hna cu a tanglei hna hi an si: rian tuan hlawh man, man zuh loin dinhnak ah hmuhmi man (holiday pay); hlawh man zuh loin dam lo ruangah dinhnak nawl (sick leave); rian lawng mi poah tuan in hlawh mi man (stand-by pay); laksawng hmete in hmuhmi (tips); mi nih riantuan man lawmhman pekmi fonh (gratuities), rian kaihnaknak (commission), thil pakhat khat tuahpiaknak in a hlein in hmuhmi man (incentive pay); le a dang phaisa in siloin bawmhnak hmuhmi hna (tch. inn khan le phone hna) Bawmhnak kha zuh piak an si hlan ah zarhkhat chung ah bawmhnak an hmuh hna ding (WBA) zatuak 25% tiang kha an hmuh khawh mi a si. Zatuak 25 % tang an hmuh zong ah khan, an hlawhmi zat cu theihternak ripawt an tuah a herh thiamthiam rih. Zatuak 25% cung zarhkhat ah an hlawh sicun, riantuantu nih a hmuh tonmi bawmhnak kha zuh le thumh piak deuh a si lai. Zarhkhat ah \$15 asiloah zarhkhat ah an hmuhmi nakin tam deuh an hmuh sicun, cu zarh cu bawmhnak kha an hmu lai lo. Tahchunhnak ah:

Zarhkhat ah an hmuhmi WBA cu \$400 a si tawn mi kha \$370 an hmuh.

\$400 chungin zatuak 25% cu \$100 a si. Cutin \$100 lawng an hmuh ahcun WBA chungin zuh piak a si lai lo.

\$370 - \$100 = \$270. A tangmi \$ 270 in WBA an hmuh mi cu zuh piak a si lai.

\$400 - \$270 = \$130.

Cucaan cu zarhkhat bawmhnak an hmuh ding cu \$130 kha a si lai.

Biahalnak 17: Ka riantuantu nih a hmuh mi hlawh zat theihternak a tuahmi cu a dik le dik lo zeitin dah IWD lei nih an theih ning a si lai? **Bialehnak:** Sawknak tuahmi poahpoah cu a dik le dik lo chekhlai le dohlat tuah an si. Cun, rian ngeitu nangmah nih na riantuantu hna an hlawhman na pek mi hna kha theihternak ripawt na tuah a herh lai. Bawmhnak sawknak ah an langhter mi hlawh man le rian ngeitu lei nih theihternak ripawt tuahmi hlawh man hna cu aa kaih asiloah aa tlak le tlak lo zohnak computer kha IWD lei nih kan hman piak.

Riantuantu lei nih lih le hrokhrol in a dik lo ningin an hlawh man theihternak an tuahmi IWD lei nih kan theih hna ahcun, bawmhnak an hmuhmi kha an cham than lai i zatuak 15% kha dantatnak a in chih lai. Cun, hmailei ah hi bantuk bawmhnak ti bantuk kha sawknak a ngah kho ti lai lo i sualnak a ngei tiin taza tiang cuai khawh a si.

Biahalnak 18: Ka riantuantu hna nih an PTO, hlawh zuh loin khual tlawn dinhnak le dam lo ruangah hlawh zuh loin dinhnak (vacation or sick leave) hna an hman ruangah caan

karlak rian ngei lo mi hna caah aa-mah-khan bawmhnak an sawknak cungah hnursuannak ti bantuk a um lai maw?

Bialehnak: A herh mi a si. Riantuantu lei nih an hlawh man caah thi pakhat khat in an hmuhmi hna cu theithernak ripawt kha an tuah a herh lai i caan karlak chung rian ngei lo mi hna caah tuahmi aa-mah-khan bawmhnak in khan zuhpiak an si lai. Zaangfah tein hi kong pehtlaih mi cu biahalnak 16 kha zohpiak than te.

Hi nakin a dang biahalnak hna ka ngeih ahcun zeitin ka tuah lai ?

A dang biahalnak hna na ngeih ahcun, zaangfah tein Iowa Workforce Development 1-866-239-0843 ah pehtlaih in biahalnak tuah khawh a si. Cun, Iowa Unemployment Insurance Employer Handbook timi Iowa nih a chuahmi rian ngeitu nih theih a herhmi kutlaih caan karlak chung rian ngei lo mi hna caah aa-mah-khan bawmhnak cauk kha hika ah rel khawh a si <https://www.iowaworkforcedevelopment.gov/employer-handbook>. Iowa Workforce Development zung lei nih upadi phunglam kong asiloah riantuantu hna kong tawlirelnak (human resources) hna ruahnak cheuhnak kan tuah lo. Cu bantuk biahalnak hna kha cu upadi phunglam asiloah riantuantu hna kong tawlirelnak (human resources) lei na riantuantu hna kha hal piak hna.

COVID-19 pulrai zawtnak he pehtlaih in chawleh thalnak le rian ngeitu hna caah a that hmemmi thei hngalh awk thawngpang hna khoika dah ka hmuh khawh lai ?

U.S. Department of Labor: <https://www.dol.gov/coronavirus>

Iowa Department of Public Health: <https://idph.iowa.gov/Emerging-Health-Issues/Novel-Coronavirus>

Centers for Disease Control: <https://www.cdc.gov/coronavirus/2019-ncov/index.html>

Centers for Disease Control Resources for Businesses and Employers: <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html>

Theihherhmi: Covid-19 pulrai zawtnak ruangah rian ngei lo mi hna kong he pehtlaih in riantuantu hna nih bawmhnak an sawk mi hna ah IWD lei in atu tiang cu rian ngeitu hna kha ze hmanh liamter a si rih lo. Unemployment Insurance Trust Fund timi caan karlak chung rian ngei lo mi hna caah aa-mah-khan bawmhnak kha kan ser i rian ngei lo mi hna lei in bawmhnak an sawknak he zohchunh in a herh ahcun rian ngeitu hna kha liamter ve a si te kho. Cu bawmhnak kan sermi cu num \$950 M in kan thokmi a si i a tu a tangmi cu \$950 million lonh in \$1.1.10 B asilaoh \$180 million a si. Hi biakhiahnak kan tuahmi cu bawmhnak caah kan tuahmi tangkabu (fund) ah a biapi ngaingai mi a si mi rian ngei lo mi hna caah hal chihmi ngunkhuai kha tlawmter deuh in kan riantuannak hun i sersiam deuhnak ding caah a si. Pumpak in rian ngei in chawlehnak a tuahmi hna cu zarhkhat ah \$600 bawmhnak kha CARES upadi phunglam tang in bawmh khawh an si lai lo.

April 30, 2020 ah a hnu bik thanhmi a si.