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APRIL 1, 2020 - CARES ACT SUMMARY EXPANSION OF UNEMPLOYMENT BENEFITS

On March 27, 2020, President Trump signed S. 3548 – Coronavirus Aid, Relief, and Economic Security Act “CARES Act” into law. Link to bill text: <https://www.congress.gov/bill/116th-congress/senate-bill/3548/text>

On March 31, 2020, the State of Nevada Department of Employment, Training, and Rehabilitation (DETR) entered into an agreement with the federal government to implement the CARES act.

ADDITIONAL PAYMENTS – The CARES act allows a state to contract with the federal government for reimbursement of 100% of the following:

- An additional \$600 per week for payments states make to individuals eligible for unemployment benefits under applicable state law (beginning after the date of the agreement between the applicable state and the federal government and lasting through July 31, 2020);
- An additional 13-weeks of unemployment benefits ending on December 31, 2020, on top of the time available under state law (typically 26-weeks) for individuals who have exhausted their unemployment benefits under state law and are able, available, and actively seeking work; and
- Compensation equal to the first week of unemployment, to address those states that have a one week waiting period before an individual/worker could begin to receive unemployment assistance.

EXPANDED COVERAGE – The CARES Act creates a temporary federal Unemployment Assistance program for individuals/workers unable to work due to the COVID-19 public health emergency during the period of January 27, 2020 through December 31, 2020. Assistance is capped at 39-weeks and includes any weeks the covered individual/worker receives unemployment or extended benefits under any state or federal law. To be eligible for potential unemployment benefits, an individual/worker must meet the following.

(1) Ineligible for or have exhausted regular unemployment resources available under state or federal law. Independent contractors would now be eligible for potential unemployment assistance; and
(2) Must certify that he or she is capable of and available to work but unable or unavailable to work or telework because the individual/worker meets one of the following conditions:

- Is diagnosed with COVID-19 or is experiencing symptoms or seeking a diagnosis of COVID-19.
- Has a member of his or her household who has been diagnosed with the illness.
- Is providing care to a family member with COVID-19.
- Has primary caregiving responsibility for a child who is unable to attend school due to COVID-19.
- Cannot reach his or her place of work because of a quarantine or the advice of a health care provider to self-quarantine.
- Has become the primary earner after the head of household has died from COVID-19.
- Has had to quit working as a direct result of COVID-19.
- Has a work location that is closed as a direct result of a COVID-19 public health emergency.

REDUCED HOURS - Some states and individuals/workers may be eligible for short-term compensation based on a reduction of hours. Employers that plan to reduce the hours of their employees should ensure that any such reductions are done in compliance with state and federal wage and hour laws (See [Key Questions for Employers Facing COVID-19 \(FAQ\)](#), Question Number 20). Please also visit www.dol.gov for information on reduced hours benefits.