

**RHODE ISLAND DEPARTMENT OF LABOR AND TRAINING**

**RULE 31**

**WORK-SHARE BENEFITS PROGRAM**

This rule is intended to clarify employer participation in the Work-Share Benefits Program.

- A. If an employer participates in the Work-Share Program for 18 months or more, within two consecutive years, the reduced hours shall become the standard for the usual weekly hours of work for the subsequent third year. The reduction will be computed based on the previous years' hours.
- B. An employer will not be allowed to participate in the Work-Share Program for the same period of time each year for more than three (3) consecutive years as defined by "seasonal employment" in section 28-44-69(a)(6) of the Employment Security Act.
- C. All affected units will be reduced by the maximum amount of hours before any layoffs are allowed, unless justification can be given as to why the layoff must occur in an affected unit.
- D. An employer shall not make any modifications to the Work-Share Plan for thirty (30) days after its effective date. If a modification is needed after this thirty (30) day period, the employer must submit a request for a new application.
- E. If dissatisfied with an initial determination, an employer may seek reconsideration by the Director, whose decision shall be final with no further appeal.
- F. A Work-Share employer may not participate in the program during any week of a bona-fide vacation shut down or an economic shut down.

[Reference to Employment Security Act: Section 28-44-69]