

Rapid Response Services

Help for Workers Facing Cutbacks

What is Rapid Response?

Rapid Response is a service that we offer to businesses and workers affected by cutbacks and site closings. We provide early job placement assistance and other service resources.

Shared Work

Our regional teams help protect workers during temporary business downturns through the Shared Work Program. Shared Work gives an alternative to layoffs, and helps them keep trained workers with key skill sets. Under Shared Work, a business:

- Can reduce the number of normal work hours for a particular unit, shift, or all employees
- Can include full- and part-time employees in the plan
- Can apply for a plan with a minimum of two employees
- Must agree to continue fringe benefits as they were before the Shared Work Plan, unless they are reduced for the entire workforce
- Supplements lost pay with partial unemployment insurance (UI) benefits for up to 26 weeks
- Can require that Shared Work participants remain available for their normal work schedule

Shared Work allows a business to keep valued employees while minimizing recruiting and training costs.

Specific information regarding Shared Work: www.labor.ny.gov/ui/employerinfo/shared-work-program.shtm

New York State WARN ACT

After a business has tried every option to minimize layoffs, our team can provide custom job placement service before layoffs occur while frequently partnering with organized labor (when attached) and hired outplacement firms. We also introduce job seekers to the Career Center system.

Businesses in New York State that employ more than 50 are required to issue a Worker Adjustment and Retraining Notice (WARN) 90 days before closing a plant. They must also notify when there is a layoff that affects 33 percent of the workforce (at least 25 workers) or 250 workers from a single employment site. They must send the notice to employees, their representatives, the State Labor Department and local workforce investment partners.

State WARN regulations:

www.labor.ny.gov/workforcenypartners/warn/pdfs/Text_of_New_York_State_WARN_Rule_7-10.pdf

Benefits

Receive timely job placement assistance before layoffs occur:

- Job Referral
- Customized Job Fair
- Use of Jobs Express – Search here www.labor.ny.gov/jobs/regional.shtm for current openings in New York's 10 regional economies based on growth industries. Job openings are updated daily.
- Career Development
- Resume Preparation



- Job Market Information
- Training Options
- Use of Job Zone – Search here www.nyjobzone.org for career exploration assessments to identify interests and work values. It also suggests jobs that matching interests, offers a resume builder and provides a local job fair schedule.

Information is also provided regarding:

- Unemployment Insurance Reform for Claimants www.labor.ny.gov/ui/claimantinfo/reform-faq.shtm
- Filing an Unemployment Insurance claim www.labor.ny.gov/ui/how_to_file_claim.shtm
- Compare Health Coverage options
- Identify useful Community Resources

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