# **EMPLOYER RESPONSE**

# **Online Program User Guide**

**Introduction** 

**Getting Started** 

Fraud Warning

**Work Separation Information** 

**Work Separation Details** 

Permanent Layoff Temporary Layoff Eired Quit Reduced Hours Never Worked Here Still Working

**Review and Submit Response** 

**Confirmation** 

**Employer Benefits Services** 

# Introduction

The Texas Workforce Commission (TWC) Employer Response allows employers the opportunity to respond to a Notice of Application for Unemployment Benefits or Request for Work Separation Information online. Employers have a limit of five attempts to successfully complete the response. If they exceed the limit, they must submit the response by phone, fax, or mail. The phone number, fax number, and mailing address are found on the Notice of Application for Unemployment Benefits and Request for Work Separation Information.

## **Getting Started**

To respond to a Notice of Application for Unemployment Benefits or a Request for Work Separation Information, select the <u>Employer Response to Notice of Application for Unemployment Benefits</u> link from the Logins menu on the TWC homepage.

Logins						
Logins		Document Submission		Employer Logins		Workforce Partners
Unemployment Benefit Services (UBS)	ď	Submit unemployment documents for claimants only	ď	Employer Benefit Services (EBS)	ď	Cash Draw & Monthly Expenditure Report System (CDERS)
Verify Your Identity		Submit unemployment documents for		Unemployment Tax Registration (UTR)	ď	Licensed Career Schools & Colleges
WorkInTexas.com (WIT)	ď	employers only	ď	Unemployment Tax Services (UTS)	ď	Directory
Start My VR	ď	Submit documents for reporting unemployment fraud	ď	Unemployment Benefits Earnings Verification	ß	Texas Educating Adults Management System (TEAMS)
		Submit a wage claim for unpaid work	ď	Employer Response to Notice of		
		Submit work refusal documents	ď	Application for Unemployment Benefits		
		Submit an open records request	ď			

#### **Fraud Warning**

If the applicant is still working for you or never worked for you, notify TWC immediately using our <u>UI Fraud Submission</u> portal and respond to the claim by logging in to <u>Employer Response</u>. When you respond to the claim, select **Never Worked Here** or **Still Working** when prompted for a work separation reason. The claim may be fraudulent, and your employee may be a victim of identity theft. For more information visit our <u>Unemployment Benefits Fraud & Identity Fraud</u> webpage.

### **Employer Response Logon**

Log in using the applicant's Social Security number (SSN) and Access Key.

The applicant's SSN and Access key are found at the upper right corner of the Notice of Application for Unemployment Benefits or Request for Work Separation Information. You cannot log in without the applicant's SSN and Access Key.

Remember, it is a good idea to read everything on a page. Important information or help is always provided. If there is a link, select the link for more information if you need it.

Select **Logon** to continue.

TexasWorkforce	Unemployment Insurance Employer Response to Notice of Application
	se the new Employer Benefits Services portal then sign up to receive . Select <u>Sign-Up</u> to learn more about this convenient and time saving
Logon	
*Indicates required information	
<u>Applicant's Social Security</u> Number:	*
<u>Access Key:</u>	*
prosecution for misuse or unauthorized	be subject to security testing and monitoring, applicable <u>privacy provisions</u> , and criminal I use. Texas Workforce Commission collects personal information entered into electronic forms ion on your rights to request, review and correct information submitted on this electronic form, <u>y Information</u> .
Para servicio en español, comuníquese	con un <u>Tele-Centro de la TWC</u> .
Technical Requirements: Recommender Firefox to download a free upgrade.	d browsers are Internet Explorer 6.1 and higher and Firefox 2.x. Click on Internet Explorer or
Frequently Asked Questions	
Logon	
TWC Home   UI Employer Re	esponse   Businesses & Employers   UI Information   TWC Contact Information

#### Note

If you have trouble logging in to your account, you can fax or mail the response using the information on the notice, or you can upload the response using our <u>document upload</u> portal. If you are using a Virtual Private Network (VPN), temporarily disable it before you log in. You also may try clearing the browser's cache then log in again.

# **Work Separation Information**

You must complete the entire response and submit it. You cannot save it and return to it later.

Verify that the Work Separation Information page displays the correct Applicant Name, Employer Name, Applicant SSN, TWC Account Number, Claim Date, and Response Due Date.

Select the reason for work separation:

- **Permanent Layoff** select if the applicant is no longer employed through no fault of their own or as the result of a disaster
- **Temporary Layoff** select if the applicant is no longer employed through no fault of their own or as the result of a disaster but will be brought back in the near future
- Fired select if the applicant is no longer employed because the employer initiated the separation due to the applicant's actions, inactions, and/or job performance
- **Quit** select if the applicant voluntarily initiated the separation
- **Reduced Hours** select if the applicant is still employed but their hours are reduced from full-time to part-time through no fault of their own or as the result of a disaster

• Never Worked Here - select if the applicant never performed any service for you or your business

• Still Working - select if the applicant is still employed by you or your business

Complete the Dates Worked section.

The **Additional Payment** section requests information regarding additional payment other than paid time-off or wages earned, such as wages instead of advance notice of the layoff, severance pay, pay in exchange for signed general release, and any other type of separation pay. If the applicant did not receive additional pay, select **No**. If the applicant did receive additional pay, enter the paid-through date of the additional pay.

TexasWorkforce	Unemployment Insurance Employer Response to Notice of Application
	Lo
Separation Information > 5	Separation Details $\rightarrow$ Review and Submit Response $\rightarrow$ Confirmation
Work Separation Info	
	saved if you logoff before receiving confirmation. Your response is not nitted and you have received the confirmation statement reading tted".
Indicates required information	
Claim Information	
Applicant Name: Applicant SSN: Claim Date:	Employer Name: TWC Account Number: Response Due Date:
Separation Information	
Reason for Work Separation:	* Choose One V
Dates Worked	
Start Date:	Choose One  Choose One  Year
Last Date Worked:	Choose One  Choose One  Year
Additional Payment	
	ional payment other than the wages the applicant earned, such as ead of advance notice of layoff ( <u>wages in lieu of notice</u> )? O Yes O No
	through Date is required.
I <b>f Yes</b> to additional payment, Paid- Paid-through Date:	
	Choose One V Day Year

# **Work Separation Details**

The Work Separation Details page shows you information about the claim, such as the applicant's name, the claim date, and the employer name, and may ask you to provide required or optional information regarding the circumstances of the separation.

Select a reason for work separation from the following list to skip to a brief overview of that reason:

- Permanent Layoff
- Temporary Layoff
- Fired
- Quit
- Reduced Hours
- Never Worked Here
- Still Working

You can return to the Work Separation Details section of this user guide by selecting the Return to Work Separation Details link at the bottom of each reason for work separation page.

#### **Work Separation Details - Permanent Layoff**

The Work Separation Details -Permanent Layoff page displays because the applicant is no longer employed through no fault of their own or because of a disaster.

If the layoff is the result of a disaster, indicate that in the **Optional: Comments, Additional Information, or Explanation** box.

Complete the preparer's information section and, if needed, complete the contact person's information.

If you need to check or change the information on the previous page, select **Previous**.

	Unemployment Insurance Employer Response to Notice of Application
	Logoff
Separation Information > .	Separation Details → Review and Submit Response → Confirmation
Work Separation D	etails
Indicates required information	
Claim Information	
Applicant Name: Applicant SSN: Claim Date:	Employer Name: TWC Account Number: Response Due Date:
Details for Work Separa	tion Reason - Permanent Layoff
Optional: <u>Comments</u> Addition	al Information. or Explanation:
500 Characters Left (Limit 500-characters - appro	eximately 10 lines of text. All special characters will be removed.)
Preparer's Information	
	*
Preparer's Name:	*
Preparer's Name: Preparer's Title:	
Preparer's Name: Preparer's Title: Preparer's Phone:	* Number with Area Code Extension
Preparer's Name: Preparer's Title: Preparer's Phone: If contact is different than prepa	* Number with Area Code Extension
Preparer's Information Preparer's Name: Preparer's Title: Preparer's Phone: If contact is different than prepa <u>Contact Person's Name</u> : Contact Person's Phone:	*

#### Work Separation Details - Temporary Layoff

The Work Separation Details -Temporary Layoff page displays because the applicant has been temporarily laid off through no fault of their own or because of a disaster, and will be brought back or rehired in the near future.

Enter all required information and answer all relevant questions in the **Details for Work Separation Reason** - **Temporary Layoff** section.

If the layoff is the result of a disaster, indicate that in the **Optional: Comments, Additional Information, or Explanation** box.

Complete the preparer's information section and, if needed, complete the contact person's information.

If you need to check or change the information on the previous page, select **Previous**.

TexasWorkforce Emp	Unemployment Insurance loyer Response to Notice of Application
	Logoff
Separation Information > Separatio	n Details → Review and Submit Response → Confirmation
Work Separation Details	
*Indicates required information	
Claim Information	
Applicant Name: Applicant SSN: Claim Date:	Employer Name: TWC Account Number: Response Due Date:
Details for Work Separation Rea	ason - Temporary Layoff
Estimated Recall Date:	* Choose One  V Day Year
Have you paid/will you pay the applicant	vacation or holiday pay during the layoff? Ves No
	n or Holiday Paid-through Date is required.
Vacation or Holiday Paid-through Date:	Choose One v Month Day Year
	than what is displayed in the Claim Information section, please enter ments, Additional Information, or Explanation. A TWC representative
Optional: Comments, Additional Informati	on, or Explanation:
500 Characters Left	1114
	0 lines of text. All special characters will be removed.)
Preparer's Information	
Preparer's Name:	*
Preparer's Title:	*
Preparer's Phone:	Number with Area Code Extension
If contact is different than preparer, both required.	the Contact Person's Name and Contact Person's Phone are
Contact Person's Name:	
Contact Person's Phone:	Number with Area Code Extension
Next Previous	

#### **Work Separation Details - Fired**

The Work Separation Details - Fired page displays because the applicant is no longer employed because the employer initiated the separation due to the applicant's actions, inactions, and/or job performance.

Answer all relevant questions in the **Details for Work Separation Reason** - Fired section.

You can use the **Optional: Comments, Additional Information, or Explanation box** if you need to.

Complete the preparer's information section and, if needed, complete the contact person's information.

If you need to check or change the information on the previous page, select **Previous**.

TexasWorkforce	Unemployment Insurance Employer Response to Notice of Application
	Logoff
Separation Information > S	eparation Details $\rightarrow$ Review and Submit Response $\rightarrow$ Confirmation
Work Separation De	etails
*Indicates required information	
Claim Information	
Applicant Name: Applicant SSN: Claim Date:	Employer Name: TWC Account Number: Response Due Date:
Details for Work Separat	tion Reason - Fired
Why did you fire the applicant?	
500 Characters Left (Limit 500-characters - appro	ximately 10 lines of text. All special characters will be removed.)
What is the name of the person who fired the applicant?	
What is the title of the person who fired the applicant?	
What is the phone number of the person who fired the applicant?	
Was there a final incident that le	ed to the firing? ○ Yes ○ No
Final Incident Explanation:	0.10
500 Characters Left (Limit 500-characters - appro	ximately 10 lines of text. All special characters will be removed.)
Did you give the applicant prior	warning?
Prior Warning Explanation:	○ No
500 Characters Left	
If your TWC Account Number is	ximately 10 lines of text. All special characters will be removed.) different than what is displayed in the Claim Information section, please enter er in Comments, Additional Information, or Explanation. A TWC representative
Optional: Comments, Additional	Information. or Explanation:
500 Characters Left (Limit 500-characters - appro	ximately 10 lines of text. All special characters will be removed.)
Preparer's Information	
Preparer's Name:	*
Preparer's Title:	*
Preparer's Phone:	* Number with Area Code Extension
If contact is different than prepa required.	arer, both the Contact Person's Name and Contact Person's Phone are
Contact Person's Name:	
Contact Person's Phone:	Number with Area Code Extension
Next Previous	

#### **Work Separation Details - Quit**

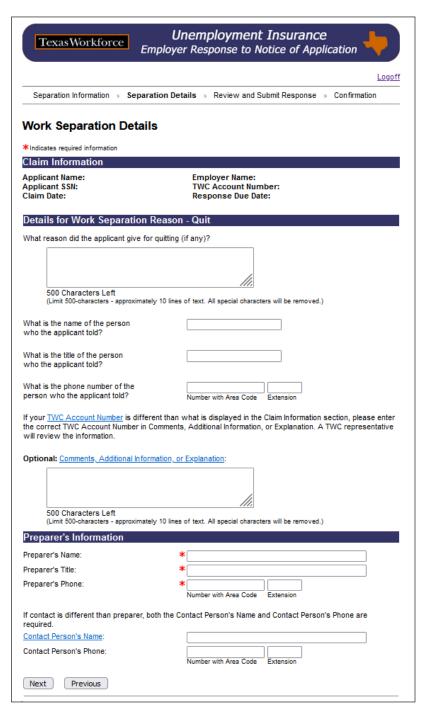
The Work Separation Details - Quit page displays because the applicant voluntarily initiated the separation.

Answer all relevant questions in the **Details for Work Separation Reason** - **Quit** section.

You can use the **Optional: Comments, Additional Information, or Explanation box** if you need to.

Complete the preparer's information section and, if needed, complete the contact person's information.

If you need to check or change the information on the previous page, select **Previous**.



#### **Work Separation Details - Reduced Hours**

The Work Separation Details - Reduced Hours page displays because the applicant is still employed but their hours are reduced from full-time to part-time through no fault of their own or because of a disaster.

If the reduction in hours is the result of disciplinary reasons or a disaster indicate that in the **Optional: Comments, Additional Information, or Explanation** box.

Complete the preparer's information section and, if needed, complete the contact person's information.

If you need to check or change the information on the previous page, select **Previous**.

TexasWorkforce	Unemployment Insurance Employer Response to Notice of Application
	Logoff
Separation Information >> S	eparation Details $\rightarrow$ Review and Submit Response $\rightarrow$ Confirmation
Work Separation De	etails
*Indicates required information	
Claim Information	
Applicant Name: Applicant SSN: Claim Date:	Employer Name: TWC Account Number: Response Due Date:
Details for Work Separat	tion Reason - Reduced Hours
will review the information. Optional: <u>Comments</u> Addition. 500 Characters Left	er in Comments, Additional Information, or Explanation. A TWC representative
Preparer's Information	ninalety to miles of text. All special characters will be removed.)
Preparer's Name:	*
Preparer's Title:	*
Preparer's Phone:	* Number with Area Code Extension
If contact is different than prepa	rer, both the Contact Person's Name and Contact Person's Phone are required.
Contact Person's Name:	
Contact Person's Phone:	Number with Area Code Extension
Next Previous	

#### **Work Separation Details - Never Worked Here**

The Work Separation Details - Never Worked Here page displays because the applicant never performed any service for you or your business.

#### **Fraud Warning**

A claim for an individual who never worked for you may be an indication that the claim is fraudulent. Continue responding to the claim and notify TWC immediately using our <u>UI Fraud Submission</u> portal. For more information visit our <u>Unemployment</u> <u>Benefits Fraud & Identity Fraud</u> webpage.

You can use the **Optional: Comments, Additional Information, or Explanation box** if you need to.

Complete the preparer's information section and, if needed, complete the contact person's information.

If you need to check or change the information on the previous page, select **Previous**.

TexasWorkforce	Unemployment Insurance Employer Response to Notice of Application
	Logoff
Separation Information >	Separation Details $\Rightarrow$ Review and Submit Response $\Rightarrow$ Confirmation
Mark Concretion D	
Work Separation D	etans
*Indicates required information	
Claim Information	
Applicant Name: Applicant SSN:	Employer Name: TWC Account Number:
Claim Date:	Response Due Date:
Details for Work Separa	ation Reason - Never Worked Here
will review the information. Optional: <u>Comments</u> Addition: 500 Characters Left	al Information_or Explanation:
	roximately 10 lines of text. All special characters will be removed.)
Preparer's Information	
Preparer's Name:	*
Preparer's Title:	*
	*
Preparer's Phone:	· · · · · · · · · · · · · · · · · · ·
Preparer's Phone:	Number with Area Code Extension
	Number with Area Code Extension
If contact is different than prep	
If contact is different than preprequired.	

#### **Work Separation Details - Still Working**

The Work Separation Details - Still Working page displays because the applicant is still employed by you or your business.

#### **Fraud Warning**

A claim for an individual who is still working for you may be an indication that the claim is fraudulent. It may not mean your employee is attempting fraud; often in these circumstances, employees are victims of ID theft. Continue responding to the claim and notify TWC immediately using our <u>UI Fraud Submission</u> portal.

If you verify that your employee did not file a claim, you <u>must</u> let us know that in the **Optional: Comments, Additional Information, or Explanation box**.

For more information visit our <u>Unemployment Benefits Fraud & Identity</u> <u>Fraud</u> webpage.

Complete the preparer's information section and, if needed, complete the contact person's information.

If you need to check or change the information on the previous page, select **Previous**.

TexasWorkforce	Unemployment Insurance Employer Response to Notice of Application
	Logof
Separation Information > S	Separation Details >> Review and Submit Response >> Confirmation
Work Separation De	atails
*Indicates required information	
Claim Information	
Applicant Name: Applicant SSN: Claim Date:	Employer Name: TWC Account Number: Response Due Date:
Details for Work Separat	tion Reason -
	different than what is displayed in the Claim Information section, please enter per in Comments, Additional Information, or Explanation. A TWC representative
500 Characters Left (Limit 500-characters - appro:	ximately 10 lines of text. All special characters will be removed.)
Preparer's Information	
Preparer's Name:	*
Preparer's Title:	*
Preparer's Phone:	Number with Area Code Extension
If contact is different than prepa	rer, both the Contact Person's Name and Contact Person's Phone are required.
Contact Person's Name:	
Contact Person's Phone:	Number with Area Code Extension
Next Previous	

# **Review and Submit Response**

Review all the responses you provided on the Review and Submit Response page.

To edit or correct any response to a question, select the **Edit** link at top and bottom of each section.

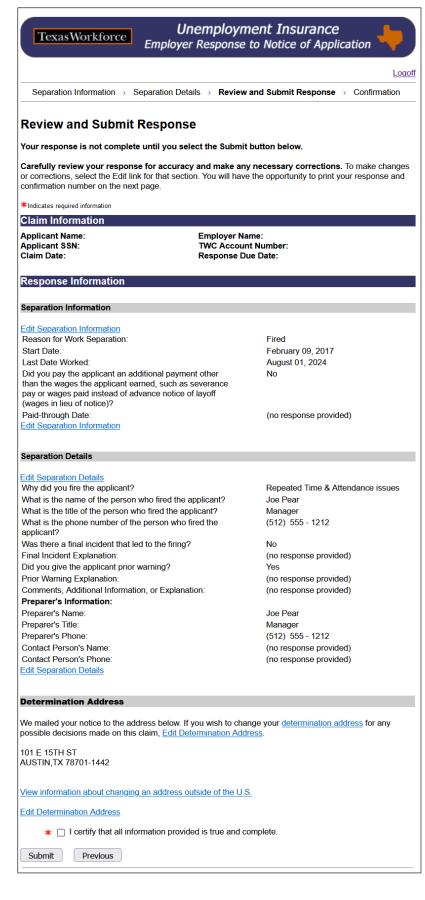
In the Determination Address section, you have an opportunity to change the address determinations and notifications are sent to. Select the link if you want to change the address. The address change only applies to the claim you are responding to.

Texas employers with a tax account number can establish a designated address. A designated address is advantageous because all notices will go to one location. To learn more about designated address, visit our <u>Designated Address</u> webpage.

If all the information is correct, check the box next to the certification statement and select **Submit**.

Select **Previous** to return to the previous page.

REMEMBER, you cannot change any of the responses or information you provided after you submit the response and receive a confirmation number.



# Confirmation

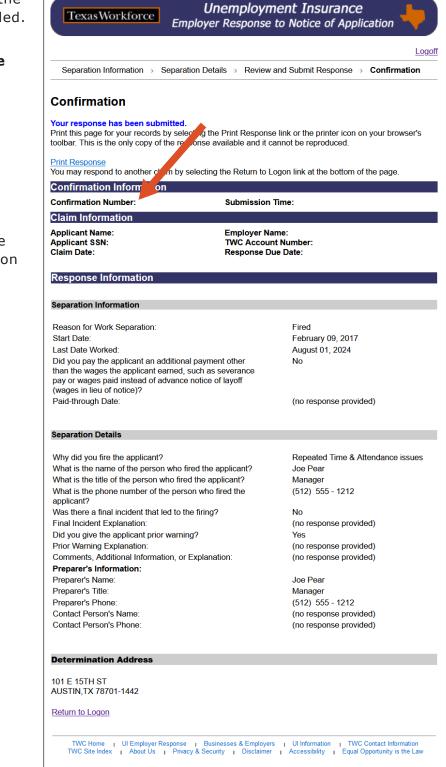
The Confirmation page displays all the information and answers you provided.

You can print this page for your records. Select the **Print Response** link or print through your browser.

It is important to print or save the Confirmation page or record the confirmation number on the Confirmation page or from your notice. The confirmation number is required for appeals.

We will determine if the claimant is eligible for unemployment insurance benefits. If we need more information from you, we will contact you.

To respond to another claim, select the **Return to Logon** link at the bottom of the page.



# **Employer Benefits Services**

<u>Employer Benefits Services (EBS)</u> is an online resource for unemployment benefits information important to employers.

EBS gives employers the tools to manage claims online. On EBS employers can:

- Opt in to <u>Electronic Correspondence</u> (EC) and view most unemployment documents from a secure online inbox
- Access Internet Employer Response from the EC online inbox
- Respond to Notices of <u>Maximum Potential Chargeback</u>
- Submit a <u>Designated Address</u> to ensure that all Unemployment Insurance (UI) mail is sent to the correct address
- Submit an appeal and check the appeal status
- Access <u>UI Tax Services</u>
- Submit <u>return-to-work</u> information
- Submit a Mass Claim if a layoff affects a number of employees
- Participate in a Shared Work plan if employees' hours are reduced but they are still working

To access EBS all you need is a User ID and a password.