



FAQs: Short-Time Compensation (STC)

FLORIDACOMMERCE

EMPLOYER

What you need to know if you are an employer:

What is Short-Time Compensation (STC)?

- STC is designed to provide prorated Reemployment Assistance (RA) benefits to employees whose work hours and earnings are reduced as part of a STC plan to avoid total layoff of some employees.

As an employer, what are the requirements for enrolling in Short-Time Compensation?

- Submit a STC Plan application to FloridaCommerce.
- At least 10% of your employees must work reduced hours.
- Employers must certify that they will reduce the employees' normal number of weekly work hours by at least 10%, but no more than 40%.

What is required to be included in the Short-Time Compensation Plan?

- Employees in the affected units must be identified by name and social security number.
- Normal weekly hours of work for employees in the affected unit are reduced by at least 10%, but no more than 40%.
- The plan applies to at least 10% of the employees in the affected unit.
- An individual may not be paid STC benefits for more than 26 weeks in any benefit year.
- The plan describes the way the requirements of **section 443.1116(2), Florida Statutes**, will be implemented, including a plan for giving notice, if feasible, to an employee whose workweek is to be reduced, together with an estimate of the number of layoffs that would have occurred absent the ability to participate in STC.
- Additional information can be found at [FloridaJobs.org](https://www.floridajobs.org) or referencing **section 443.1116, F.S.**

How do I submit a Short-Time Compensation Plan?

- Login to your Reconnect employer account, click the Short-Time Compensation link, and then click "Create STC Plan".

Revised: 05.01.2024 Page | 1



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How do I login to Reconnect?

- Employers have an existing User ID and password that was previously mailed to the address of record. If an employer is unable to login, call the Florida Employer Support Unit at 1-877-846-8770 or visit the [Reemployment Assistance Help Center](#) and click "I need to reset my employer password".

Why should I enroll in the Short-Time Compensation Program?

- Employers avoid the expense of recruiting, hiring, and training new workers when business conditions improve.
- Employees are spared the hardships of full unemployment, and employers retain employees who can resume high production levels when business conditions improve.
- Affected employees may continue to work at reduced levels with an opportunity to find other employment before an expected layoff.

What you need to know if you are an employee:

What do I get if I meet the requirements to file a Reemployment Assistance (RA) claim and my employer establishes a Short-Time Compensation Plan?

- You will receive a partial reemployment check to supplement your paycheck.

Am I eligible for Short-Time Compensation?

- Only full-time permanent employees with a set number of hours worked each week may participate in the STC program.
- Employees must work at least 60%, but no more than 90% of their normal work hours, to qualify for STC benefits.
- Employees must meet the eligibility requirements for Reemployment Assistance benefits.