# **EMPLOYER RESPONSE**

# **Online Program User Guide**

Introduction Getting Started Fraud Warning Work Separation Information Work Separation Details Permanent Layoff Temporary Layoff Fired Quit Reduced Hours Never Worked Here Still Working Review and Submit Response

**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, access the Businesses & Employers page on the TWC homepage.

On the Businesses & Employers page, select the Unemployment Claim Management & Appeals link.





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 Unemployment Benefits Fraud and Reporting Fraud webpages.

# **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.

### 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 document upload 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 because of a disaster or the COVID-19 pandemic
- **Temporary Layoff** select if the applicant is not employed through no fault of their own or because of a disaster or the COVID-19 pandemic but will be 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 because of a disaster or the COVID-19 pandemic

Separation Information > Separation Dr Work Separation Information IMPORTANT: Your data will not be saved if your complete until it has been submitted and your "Your response has been submitted". *Indicates required information Claim Information Applicant Name: Applicant SSN: Claim Date: Separation Information Reason for Work Separation: * Dates Worked Start Date:	etails > Review u logoff before rec ou have received Employer Nan TWC Account Response Due	and Subm reiving con the confin ne: Number: a Date:	Log: iit Response → Confirmation firmation. Your response is not rmation statement reading
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Reason for Work Separation: * Dates Worked Start Date:	Choose One	~	
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Dates Worked Start Date:			
Start Date:			
	Choose One 🗸		
	Month	Day	Year
ast Date Worked	Oharan Orana	1	
<u>Lust Bate Holles.</u>	Month	Day	Year
Additional Payment			
Did you pay the applicant an additional payme	ent other than the	wages the	applicant earned, such as
severance pay or wages paid instead of advar	O Yes	t ( <u>wages in</u>	1 lieu of notice)?
	O No		
If Yes to additional payment Paid-through Dat	e is required		
Paid-through Date:	Choose One V		
	Month	Day	Year
Next			

- **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.

# **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 or the COVID-19 pandemic.

If the layoff is the result of a disaster or the COVID-19 pandemic, 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 $\rightarrow$	$\textbf{Separation Details} \rightarrow \text{ Review and Submit Response} \rightarrow \text{ Confirmation}$
Work Separation D	Details
*Indicates required information	
Claim Information	
Applicant Name: Applicant SSN: Claim Date:	Employer Name: TWC Account Number: Response Due Date:
Details for Work Separ	ation Reason - Permanent Layoff
If your <u>TWC Account Number</u> enter the correct TWC Accour representative will review the	is different than what is displayed in the Claim Information section, please nt Number in Comments, Additional Information, or Explanation. A TWC information.
500 Characters Left (Limit 500-characters - appr	oximately 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 pre required.	parer, 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	
If you experience any technical diffic	ulties with this application, call (512) 463-2030 from 8:00 a.m 5:00 p.m. Central Time.

## Work Separation Details - Temporary Layoff

The Work Separation Details -Temporary Layoff page displays because the applicant is not employed through no fault of their own or because of a disaster or the COVID-19 pandemic but will be 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 or the COVID-19 pandemic, 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**.

TevasWorkforce	Unemployme	ent In	surance
Employ	ver Response to	o Notic	ce of Application
			Logoff
Separation Information > Separation I	Details → Review a	nd Subr	nit Response > Confirmation
Work Separation Details			
*Indicates required information			
Claim Information			
Applicant Name: Applicant SSN: Claim Date:	Employer Nam TWC Account I Response Due	e: Number: Date:	
Details for Work Separation Reaso	on - Temporary L	ayoff	
Estimated Recall Date:	* Choose One V Month	Day	Year
Have you paid/will you pay the applicant va	cation or holiday pay	during th	ne lavoff?
riave you paid/will you pay the applicant <u>va</u>	O Yes	ouring a	le layou :
	O No		
If Yes to vacation or holiday pay, Vacation o Vacation or Holiday Paid-through Date:	r Holiday Paid-throug	h Date is	s required.
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enter the correct TWC Account Number in C representative will review the information. Optional: <u>Comments</u> . Additional Information 500 Characters Left (Limit 500-characters - approximately 10 lines	Comments, Additional <u>n. or Explanation</u> : of text. All special characte	Informat	ion, or Explanation. A TWC
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Preparer's Name:	*		
Preparer's Title:	*		
Preparer's Phone:	Number with Area Cor	le	Extension
If contact is different than preparer, both the required. <u>Contact Person's Name</u> : Contact Person's Phone:	Contact Person's Na	me and	Contact Person's Phone are
Next Previous			
If you experience any technical difficulties with this app	plication, call (512) 463-20	30 from 8:0	0 a.m 5:00 p.m. Central Time.

#### **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**.

	'exasWorkforce	Employer Response to Notice of Application
1997.2	10 (00402) (1.55 Pro-	Log
Sep	paration Information > S	eparation Details  > Review and Submit Response  > Confirmation
Wor	k Separation De	tails
*Indica	tes required information	
Claim	n Information	-
Applic	ant Name:	Employer Name:
Applic Claim	ant SSN: Date:	TWC Account Number: Response Due Date:
Detai	ls for Work Separati	on Reason - Fired
Why di	id you fire the applicant?	
	500 Characters Left	antely 10 lines of faut. All appoint electrotary will be removed )
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What is who fir	s the name of the person ed the applicant?	
who fir	s the title of the person ed the applicant?	
Whati	s the phone number of the	
person	who fired the applicant?	Number with Area Code Extension
Was th	acro a final incident that lo	d to the firing?
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## **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**.

Texas workforce Em	ployer Response to Notice of Application 🔫
	Logoff
Separation Information > Separa	tion Details  > Review and Submit Response  > Confirmation
Nork Separation Details	i
Indicates required information	
Claim Information	
Applicant Name: Applicant SSN:	Employer Name: TWC Account Number:
Claim Date:	Response Due Date:
Details for Work Separation R	eason - Quit
What reason did the applicant give for	quitting (if any)?
500 Characters Left	
(Limit 500-characters - approximately 1	0 lines of text. All special characters will be removed.)
What is the name of the person	
vho the applicant told?	
What is the title of the person	
who the applicant told?	
What is the phone number of the person who the applicant told?	
f your <u>TWC Account Number</u> is differe enter the correct TWC Account Numbe	nt than what is displayed in the Claim Information section, please er in Comments, Additional Information, or Explanation. A TWC
epresentative will review the informati	ion.
Optional: Comments, Additional Inform	mation, or Explanation:
500 Characters Left	
Climit 500-characters - approximately 1	0 lines of text. All special characters will be removed.)
Prenarer's Name:	*
Preparer's Title	*
Preparer's Phone:	*
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	th the Contact Person's Name and Contact Person's Phone are
f contact is different than preparer, bot equired.	
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lf contact is different than preparer, bo 'equired. <u>Contact Person's Name</u> : Contact Person's Phone:	Number with Area Code Extension

## **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 or the COVID-19 pandemic.

If the reduction in hours is the result of disciplinary reasons, a disaster, or the COVID-19 pandemic, 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**.

	Logo
Separation Information > Sep	paration Details  > Review and Submit Response  > Confirmation
Work Separation Deta	alls
Indicates required information	
Claim Information	
Applicant Name: Applicant SSN: Claim Date:	Employer Name: TWC Account Number: Response Due Date:
Details for Work Separatio	n Reason - Reduced Hours
f your TWC Account Number is di	ifferent than what is displayed in the Claim Information section, please
enter the correct TWC Account Nu representative will review the infor	mber in Comments, Additional Information, or Explanation. A TWC mation.
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## **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 UI Fraud Submission portal. For more information visit our Unemployment Benefits Fraud and Reporting Fraud webpages.

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**.

	Employer Response to Notice of Application
	Logo
Separation Information > Separation	eparation Details  > Review and Submit Response  > Confirmation
Work Separation Det	tails
Claim Information	
Applicant Name: Applicant SSN: Claim Date:	Employer Name: TWC Account Number: Response Due Date:
Details for Work Separati	on Reason - Never Worked Here
enter the conect i wo Account i	amber in comments, Additional mormation, or Explanation. A rive
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## Work Separation Details - Still Working

The Worked 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 UI Fraud Submission 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 Unemployment Benefits Fraud and Reporting Fraud webpages.

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**.

	Log
Separation Information > S	eparation Details  > Review and Submit Response  > Confirmation
Work Separation Det	tails
*Indicates required information	
Claim Information	
Applicant Name: Applicant SSN: Claim Date:	Employer Name: TWC Account Number: Response Due Date:
Details for Work Separati	on Reason -
If your <u>TWC Account Number</u> is enter the correct TWC Account N representative will review the info	different than what is displayed in the Claim Information section, please lumber in Comments, Additional Information, or Explanation. A TWC ormation.
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# **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 Designated Address 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 when 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**

Employer Benefits Services (EBS) 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 Electronic Correspondence (EC) and view most unemployment documents from a secure online inbox
- Access Internet Employer Response from the EC online inbox
- Respond to Notices of Maximum Potential Chargeback
- Submit a Designated Address to ensure that all Unemployment Insurance (UI) mail is sent to the correct address
- Submit an appeal and check the appeal status
- Access UI Tax Services
- Submit return-to-work 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.