



Employment Security Department
WASHINGTON STATE

TO: Bill Messenger, Washington State Labor Council

FROM: Phil Diehl, Unemployment Benefits Administration and Policy

SUBJECT: Boeing Layoff Benefits and Volunteering for Layoff
Employer Account No.: 002140-00

On April 5, 2013, Boeing notified the department it will be conducting layoffs at its Puget Sound area facilities. Potentially 939 workers could be laid off. We will be updating our employer initiated layoff desk aid, which claims centers refer to regarding these separations, with this information.

Terms in the contract permit employees to volunteer to be included in the layoff. By volunteering, there is no guarantee that a worker will be accepted for layoff. The contract specifies, and the employer has confirmed, Boeing will decide which positions to eliminate and will report a lack of work for those workers who volunteered and were selected for layoff. Under WAC 192-150-100, volunteering for a layoff is **not disqualifying** because Boeing will take the final action by deciding which positions to eliminate.

Laid off employees meeting certain criteria will be eligible for layoff benefits under Boeing's Layoff Benefits Plan, which provides a benefit of one week of base pay for each full year of service (up to a maximum of 26 weeks). Employees can elect to take the layoff benefit payment in a lump sum or in the form of income continuation. Employees who elect the lump sum payment forfeit recall rights.

The layoff benefit payments, whether taken as income continuation or in lump sum, are not assigned to any period after the employees last day of work. Therefore, these payments are **not deductible** from unemployment-insurance benefits.

Individuals who elect to take the layoff benefit in the form of income continuation **do not** have to wait until those payments stop before applying for unemployment benefits. Since the income continuation payments are not deductible from unemployment benefits, these individuals should be encouraged to apply for unemployment benefits at the time they are laid off.