**Delaware Department of Labor Division of Unemployment Insurance** P.O. Box 9953 Wilmington, Delaware 19809-0953



UC-400 Document 60-06/97/01/03

## APPLICATION FOR REHIRE CREDIT

It is important that you read all instructions (including those on the reverse side) before completing this form. If you have any questions, please call our office at (302) 761-8482 between 8:00 a.m. and 4:30 p.m., and ask to speak to a Benefit Accounting Specialist.

A <u>COMPLETED</u> "Application for Rehire Credit" must be received by the Department of Labor within the ninety (90) day period following a claimant's benefit year ending date. A benefit year ends one year from the DATE OF CLAIM shown on the "Benefit Wage Charge Notice" (form UC-12). No rehire credit can be applied for prior to the end of the claimant's benefit year. Applications for rehire credit not filed within the specified time period will be denied.

Credit for rehiring an employee may be approved ONLY if the written application is complete, is sent in within the specified time period, and the employee was rehired by you.

## PLEASE COMPLETE THE FOLLOWING.

Applications cannot be processed without a signature, data and account number

(PLEASE PRINT OR TYPE)			Account Number		
Company Name			ГП		
Trading as Name					
Mailing Address			Telephone I	Number	
City State			Zip Code		
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Employer Authorized Signature			Date		
Title (please print)			· · · · · · · · · · · · · · · · · · ·	_	
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Social Security#	Name	Date of C	laim	Rehire Date	
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## Instructions/Procedures

<u>Application for Rehire Credit:</u> Section 3350(7), Title 19 of the Delaware Code provides that an employer may apply for a rehire credit if:

- \* the employer reemployed a claimant during the claimant's benefit year and because of such reemployment, prevented the payment of more than 75% of the maximum benefits to which the claimant was entitled to receive during the benefit year, and
- \* base period wages (stated as benefit wages on the quarterly "Benefit Wage Charge Notice," form UC-12) upon which the claim was based were charged to the employer's experience rated account during the benefit year just ended, and
- the employer applies for the rehire credit within 90 days following the end of the claimant's benefit year ending date -- an application will be considered as having been filed upon the date of receipt by the Department.

Restrictions on Receiving Rehire Credit: No employer's application for rehire credit relating to a claimant's claim for benefits shall be allowed if:

- the written application is not complete, or
- \* the written application is not sent in within the specified time period, or
- \* the claimant was not rehired by you.

Credit Schedule: Rehire Credit shall be determined in accordance with the following schedule:

- 75% Credit: if the claimant does not receive more than 25% of his maximum benefit amount (MBA),
- \* <u>50% Credit:</u> if the claimant receives more than 25% but not more than 50% of his maximum benefit amount (MBA).
- \* <u>25% Credit:</u> if the claimant receives more than 50% but not more than 75% of his maximum benefit amount (MBA).

Notification of Determination: If an application for rehire credit is denied, the employer will be notified of the reason on form UC-409RC (Notice of Denial of Application for Rehire Credit). If the credit is approved, the employer will be issued a UC-401 (Statement of Benefit Wage Credits). The UC-401 will provide information on the percent of credit and the rate year to which it has been applied.

- \* The credit will be applied in the calendar year and quarter in which the claimant's benefit year is exhausted.
- Credit is NOT retroactive to the period in which the benefit wages were charged or rehire occurred.
- Credit is applied to the employer's account for merit rating purposes. It <u>may</u> reduce the employer's assessment rate.