

(3) "Approved work sharing plan" means an employer's work sharing plan which meets the requirements of subsection (b) of this section and which is approved by the Secretary.

(4) "Employer's association" means an association which is a party to a collective bargaining agreement under which the parties may negotiate a work sharing plan or an association granted authority to become a party in such a plan by all members of the association.

(5) "Fringe benefits" include, but are not limited to:

(i) Health insurance for hospital, medical, dental, and similar services;

(ii) Retirement benefits under defined benefit pension plans as defined in § 3(35) of the Federal Employee Retirement Income Security Act of 1974;

(iii) Paid vacation and holidays;

(iv) Sick leave; or

(v) Similar advantages.

(6) "Normal weekly hours of work" means the number of hours in a week that the employee normally would work for the regular employer or 40 hours, whichever is less.

(7) "Secretary" means the Secretary of Employment and Training.

(8) "Work sharing employer" is an employer or employer association with an approved work sharing plan in effect.

(9) "Work sharing plan" means a plan of an employer or of an employer's association when the association is a party to a collective bargaining agreement, under which there is a reduction in the number of hours worked by the employees in an affected unit, and the affected employees share the remaining work after the normal weekly hours of work are reduced.

(10) "Work sharing unemployment insurance benefits" means benefits, including those payable to federal civilian employees and to ex-service members pursuant to § 5 of the United States Code, Chapter 85, payable to affected individuals under this article for weeks of reduced work, under an approved work sharing plan as distinguished from unemployment insurance benefits otherwise payable under the provisions of this article.

(b) (1) The purpose of the shared work benefit program is to preserve the employees' jobs and the employer's work force during times of lowered economic activity by reducing the hours