Below is an overview of California's Unemployment Insurance Program, its benefits, and the application process.

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I. What are Unemployment Benefits?

Unemployment benefits are monetary cash benefits made through the California Unemployment Insurance Program that makes temporary, weekly payments to individuals who meet eligibility requirement and are unemployed or partially unemployed (hours reduced) through no fault of their own. California's Employment Development Department (EDD) is responsible for the administration and distribution of these benefits. Unemployment benefits are not a complete wage replacement, but eligible individuals will receive a portion of the wages and pay they received in prior employment.

Individuals that meet the eligibility benefits may receive weekly benefit payments for up to 26 weeks (39 weeks when extended benefits allowed). As of January 1, 2005, and currently, the minimum weekly benefit amount is \$40 and the maximum weekly benefit amount is \$450. The benefit amount an individual is eligible for is based upon the person's past earnings history prior to becoming unemployed or underemployed. EDD's Unemployment Insurance Benefit Calculator provides an estimate of what a person's weekly unemployment could be under the program. For more information on how EDD calculates the weekly benefit amount a person is eligible for, view EDD's Fact Sheet on this subject.

II. Who is Eligible?

To be eligible for unemployment benefits, you must satisfy all eligibility requirements when you submit a claim and throughout the time you are receiving benefits. To be eligible, you must be:

- Totally or partially (reduced hours) unemployed;
- Unemployed through no fault of your own;
- Physically able to work;
- Available for work;
- · Ready and willing to accept work immediately; and
- Earned enough wages during the base period (a specific 12-month term) to establish a claim. Click here for more information on this requirement.

Common Eligibility Situations

Adjunct faculty are commonly eligible for unemployment benefits between semesters (Fall/Spring). NANCE employees may be eligible for benefits upon completion of their assignment with the District and they may also be eligible between semesters. Both adjunct faculty and NANCE may also be eligible for partial unemployment benefits if their hours have been reduced for a semester.

Other Employment

If you have other employment, you may still be eligible for partial unemployment. However, if you are receiving more than \$600/week in pay, your claim may be reduced or denied.

• Note: The \$600/week maximum assumes that you are eligible for the maximum weekly benefit amount of \$450/week. If you are eligible for a lesser benefit amount than \$450/week the maximum you can make a week and continue receiving some portion of your weekly benefit in other employment may be less. For more information about how ongoing earnings impact your weekly benefit and eligibility, click here.

Full-Time Employment

If you have a full-time contract assignment in another school district that you will be returning to in the following semester, your claim will be denied.

Retirement/Pension

If you are receiving retirement pay or a pension, your eligibility for weekly benefits may be reduced depending on the source and the amount of the pay. CalSTRS and CalPERS pensions are not automatic disqualifiers; you may still be eligible and should still apply.

Summer/Intersession Assignments

If you have a summer or intersession assignment and you will receive more than \$600/week it is likely your claim will be denied. However, you can and should still file a claim for the period between the last day of your assignment and the first day of your next assignment in the summer/intersession. For more information about how summer/intersession earnings impact your weekly benefit and eligibility click here.

• Note: It does not hurt to apply even if you will have a summer or intersession assignment, not only to cover the period between assignment ending and starting, but to keep your claim active in case you do not go over the earnings limit during your assignment (e.g.; you are given fewer hours than promised) or your assignment is cancelled before the next session begins. Please note, even if you make under \$600/week it is not a guarantee of eligibility. Eligibility is based upon other factors including the weekly benefit amount you are entitled to and other factors.

College & Continuing Education Differences

Employees with assignments based on the college calendar are eligible to file a claim for unemployment insurance during the winter break. However, Continuing Education based employees

are not eligible to file during the winter break since it is a recess of the fall semester, and the Continuing Education semester has not officially concluded unless your assignment officially ends in January before the beginning of the brief winter break.

Flex/Professional Development Week Activities

You are NOT considered employed during this week nor do you earn wages during this week.

III. When Should I File a Claim?

You should file your claim as soon as possible in the first week when you are out of work or had your hours reduced. Your claim will be considered filed the Sunday of the week your application is submitted. To ensure speedy processing (and payment) you will want to file the day after your last day of work. A delay in filing your claim may result in your payment being delayed.

 <u>Note</u>: If you are working for more than one employer and are applying for "total unemployment" benefits, you may want to wait to file a claim until after the last day of work from all employers or apply for partial unemployment benefits and report wages you continue to earn from your other employer(s).

One-Week Waiting Period

All claims have a one-week unpaid waiting period before you can be paid unemployment benefits. Your waiting period cannot begin until your claim is filed. To serve the waiting period, you must certify for benefits and meet all other eligibility requirements for the week of your waiting period. For example, if you were unemployed for only two weeks and you filed your claim that first week, assuming you filed in a timely manner and are otherwise eligible, you would only be paid for the second week even though you were unemployed for two.

IV. How Do I File a Claim?

There are three ways to submit a claim for unemployment benefits.

- 1. Apply Online at www.edd.ca.gov/UI Online (Strongly Recommended Option)
- 2. **Apply By Phone** (Mon-Friday from 8 am -12 pm) (Good luck getting through, best chance is right at 8 am)
 - o English 1-800-300-5616
 - Spanish 1-800-326-8937
 - Cantonese 1-800-547-3506
 - o *Mandarin* 1-866-303-0706
 - Vietnamese 1-800-547-2058
 - o TTY 1-800-815-9387
- 3. By Fax or Mail: Fill-out Paper Application (address/fax on application)

The fastest and recommended way to submit a claim is through the online application via <u>UI Online</u>. However, you can use any of the three methods listed above. If you've already filed a claim for

unemployment benefits within the last 52 weeks and have not exhausted the benefits your entitled to don't file a new claim; you must <u>reopen your claim</u> to continue receiving benefits.

NEW Summer 2023: "myEDD"

Starting in June 2023, the Benefits Program Online (BPO) was replaced with myEDD. If you had a BPO account, use your existing username and password from BPO on myEDD the first time you log-on. Once you log-in, it will direct you through the set-up of various security measures for the new myEDD platform. If you did not have a UI Online account previously, just follow the instructions to create a new account. EDD has a FAQ section on this new transition here.

Verifying Your Identity

EDD began using ID.me as a safe way to verify your identity. You will be redirected from UI Online to ID.me website when you are filing a claim online. To verify your identity, you will need to supply a personal picture/selfie and upload a photo of your ID. If EDD needs additional info to verify your identity, you'll need to join a video call with a representative from ID.me and provide either: (1) Two primary documents of identification or (2) One primary and two secondary documents. For more information about primary and secondary identity documents go here.

<u>Click here</u> for a step-by-step guide to creating an ID.me account the verification process. You can also read the top nine reasons identification documents get rejected here.

If EDD couldn't verify your identity based on the information you supplied in your application, they will send you a request for additional documentation to verify your identity. You'll have ten days from the *mail date* of the notice to submit the additional document(s) to EDD. Pay close attention to your UI Online notices and your U.S. Mail to ensure you don't miss this or other important notices. For more information about verifying your identity click here.

Reopening Your Claim

If you've already filed a claim for unemployment benefits within the last 52 weeks and have not exhausted the benefits your entitled to don't file a new claim; you must <u>reopen your claim</u> to continue receiving benefits.

Difficulty Reopening Your Claim?

AFT has been made aware that some of our members are having difficulty reopening their claim. If this happens to you, do not resubmit your claim multiple times. Instead contact EDD either by phone at 1-800-300-5616 or send a message through UI Online.

If you have already attempted to contact EDD but are unable to reach them, contact your local California Assembly Representative for assistance. Many of our members have had quick and successful results by going this route. If you aren't sure who your Assembly Representative is, go to https://findyourrep.legislature.ca.gov.

V. Information to Help File a Claim

Below are tips and information to assist you in completing the application of unemployment benefits.

Information You Need to File a Claim

Gather the following information to assist you in filling out the application. Go to the next section for tips on how to answer questions regarding your employment with the District.

- 1. Personal Information: SSN, Driver License or State ID
- 2. Last Employer's Information
- 3. Date of the Last Day of You Worked
- 4. Gross Earnings Your Last Week of Work
- 5. **Information on All Your Employers for Past 18 Months**: name, mailing address, dates of employment, gross wages earned, hours worked per week, & hourly rate of pay.
- 6. Citizenship Status: If you aren't a US citizen, information from your employment authorization.
- 7. **Identity Document:** Selfie (personal photo) and picture of your ID. Both will need to be uploaded.

Tips to Answering Questions

• Last Employer Information:

- This will be the community college district (i.e. San Diego Community College District), not the individual campus you worked at. For example, if you worked at San Diego City College, put San Diego Community College District as the employer. If you worked with more than one employer, enter the employer with the latest ending date.
 - Abnormal Address for District: Both SDCCD and GCCCD use a third-party administrator to process their unemployment claims. When you select either district as your last employer it may automatically populate a P.O. Box address in St. Louis, MO. This is fine, you do not need to correct the address.
 - Still Working: If you are applying for partial unemployment benefits due to hour or class reductions, then you'll list the employer you worked for last before filling out the application.
 - Example: Monday you worked at SDCCD and Tuesday you worked at GCCCD, but you apply on Wednesday; your last employer was GCCCD.

Industry, Business, and Work Type:

- Industry Type: Choose City/County/School District/Special District
- Business Type: Click the "Add Business Type" button to see a list of Business Types then select the "Services" option. From the Services option menu, select "Education."
- Work Type: For Adjunct Instructional Faculty, after selecting "Education" for the District's Business Type, when you search for your Work Type use "Academic Instructor" to find the appropriate Work Type for your position. For NANCE, use a search phrase that generally describes your position with the District; your specific job title with the District is not likely available.

• Supervisor Information:

 For Adjuncts: Enter your department chair's contact information. In either case, inform your supervisor/chair that if they are contacted by EDD they should tell EDD that you do not have a "reasonable assurance" of continued employment because your assignment could be cancelled either due to low enrollment (i.e.; cancelled classes), lack of funding, or program changes.

- o **For NANCE:** Enter the contact information for your direct supervisor that you report to.
- Note: There is a California court case that support this, <u>Cervisi vs. Unemployment</u>
 <u>Insurance Appeals Board</u> (1989) 208 Cal. App. 3d 635. You may need to educate your supervisor/chair on this information.

• Last Date Worked:

- For Adjunct Instructional Faculty, enter the date of the last class meeting or date of last non-classroom day worked. For Adjunct Non-Instructional Faculty & NANCE, enter the last day you worked.
 - Multiple Employers: If you worked at more than one district and they have different end dates, enter the latest ending date.
 - Reduced Hours/Class Load: If you are applying for partial unemployment benefits because your hours have been reduced or your class load has been reduced but continue to work for an employer, put the literally last day that you worked even if you are returning the next day.

Last Week Gross Wages:

- Adjunct Faculty: Add up your gross wages for all employment during the course of the semester and then divide that total by the number of weeks in the semester.
- Adjunct Non-Instructional Faculty & NANCE: Add up the number of hours worked in your last week with the District and multiply it by your hourly rate.

Usual Occupation:

- An adjunct instructional faculty is considered a "temporary hourly instructor." For noninstructional faculty and NANCE, state your specific classification, but be sure to indicate that it is temporary, hourly-based employment.
- Are you applying for Unemployment Insurance benefits because you are currently in a recess period or on a school break?
 - Answer NO. This is critical. You are neither on a recess nor on a break. Your temporary assignment has ended, and you have effectively been laid-off.

• Reasonable Assurance of Continued Employment:

- You will be asked questions regarding working or planning to work for an educational institution. Community college districts are considered educational institutions/school employers. If you have been given a written or formal offer of employment for the next semester or intersession at the time you file your claim, you should inform EDD that you plan to return to work during the next session and give the date of the upcoming first day back. Note that both NANCE and Adjunct Faculty generally do not have a "reasonable assurance" of employment for the next school session, regardless of what has been given to you (i.e. NPAS, TAO, hire letter, email offer) or said to you.
 - If asked whether you have a "reasonable assurance" of continued employment, you should always answer "NO" because even with the written offers of employment, the District may cancel your assignment since it is contingent upon enrollment, funding, and/or program changes.

- For Adjuncts: The lack of reasonable assurance of continued employment due to enrollment, funding, or program changes is documented in your TAO/Hire Letter, union contract (SDCCD: Article 5.1/GCCCD: Article 11.1), and under California Education Code section 87482.3(d). You should mention these items in any phone interview/investigation.
- **For NANCE:** The lack of reasonable assurance of continued due to enrollment, funding, or program changes is documented in your TAO or Assignment Offer. You should mention these items in any phone interview/investigation.

Reason for Unemployment/Separation Category:

Even though you may return for the next semester or session, you will want to indicate that you were laid off and/or there was no work available/not enough work (i.e. lack of assignment or reduction in hours/class assignments), even if it is between semesters or sessions. However, in order to collect benefits, you must be available, able, and willing to work. They will likely ask you what your work-related skills are, so list all that apply to you (i.e. instruction, computer programing, violinist, writing, etc.).

• Union Information:

The relationship between the AFT Guild and the District is such that the Guild does not offer assistance to employees looking for work, nor does the Guild track whether you are out of work. The Guild does not have the ability to control your hiring or termination either. You will be asked these questions on the application regarding this information, so simply answer all as a "No" as appropriate.

VI. After You File Your Claim

Here's what to do after you file your claim:

Check Your Mail Regularly

The EDD still uses the U.S. Mail for most correspondences, including when/if an urgent problem arises with your account. After you file your claim, it is critical that you check your U.S. Mail regularly. This includes checking your UI Online account for messages or alerts. It is your responsibility to read and respond to all requests from EDD. Failure to do so may result in benefits being delayed or, in some cases, denied.

You should receive some kind of response and/or documents within 2 weeks of submitting your claim. If you have not received anything, contact EDD as soon as possible to ensure your claim was submitted properly or that you have not missed an important request.

During the weeks following your application for benefits, you might be required to take part in a telephone interview with an EDD representative. The AFT Guild has put together a guide to assist you in navigating the phone interview process, and this guide can be found here on our website.

Certifying for Benefits

During the time you are collecting benefits, you will need to provide EDD eligibility information every two weeks to continue to receive benefits, including (1) any work or wages you may receive; and (2)

whether you made reasonable efforts to search for suitable work while unemployed. This process is known as "Certifying for Benefits." There are three ways for you to certify: (1) online, (2) by phone, or (3) by mail. It is recommended you certify online.

For more detailed information about what to expect after filing, visit: https://www.edd.ca.gov/Unemployment/After You Filed.htm

VII. Questions & Assistance?

Contact Jessica Thompson at aftrep.jessica@gmail.com or call the AFT Guild office at 619-640-1155. If you need to appeal a denial of benefits or overpayment, please contact us as soon as you receive your notice to see how we can assist you. AFT Guild members may be assisted free of charge, including being represented by our attorney in a CUIAB appeal hearing if determined appropriate by the Guild.

Disclaimer: The information above is for informational purposes only and not for the purpose of providing legal advice. The AFT Guild, Local 1931, has no association or affiliation with the State of California Employment Development Department (EDD).

Updated March 2024

Example of a Successful Online Application

Unemployment Insurance Application Summary



Your application for Unemployment Insurance has not yet been submitted.

Review the information in each section for accuracy. For changes or corrections, select Edit.

You will **not** be able to change your answers once you select Submit.

To complete the application process, select Submit.

*Required Field

Applicant Information



1. Gender

Female

2. If you have used any other names, list them.

Contact Information

1. What is your mailing address?

Location

United States

Number, Street, and Apartment/Unit or PO Box Number

City San Diego State CA - California

ZIP Code

92108

2. Is your residence address the same as your mailing address?

Yes

3. If you do not live in California, select the name of the county or county-equivalent (for example, parish, borough, census area, independent city, etc.) where you live.



4a. Phone Type

Cell Phone

Citizenship Information

1. Are you a U.S. citizen or national?

Yes

Statistical Information

1. Education

Masters or Doctorate Degree

2. Are you a veteran?

No

3. What race or ethnic group do you identify with?

White, not Hispanic

4. Do you have a disability?

No

5. What is your preferred spoken/sign language?

English

6. What is your preferred written language?

The language you select will be used for UI Online messages and texts.

English

Last Employer

Employer Name	Employer Mailing Address	Employer Physical Address
MIRA COSTA COMMUNITY COLLEGE	PO BOX 283	1 Barnard Drive
DISTRICT	ST LOUIS, MO 63166	Oceanside, CA 92056
	Phone Number: 7607956855	Phone Number: 7607572121

Last Employer Information

1. What is the first and last name of your immediate supervisor?



2. Last Date Worked

12/15/2023

2a. Enter your daily gross wages earned from Sunday to your Last Date Worked, whether you have been paid or not.

Note: Do NOT include Holiday Pay, Vacation Pay, Severance Pay, In-Lieu-Of-Notice Pay or Other Pay, including, but not limited to, bonus pay or commission pay. Report these payments in Question 4 below.

Sunday 12/10/2023 \$

\$108.32

Monday 12/11/2023 \$

\$108.32

Tuesday 12/12/2023 \$

\$108.32

Wednesday 12/13/2023 \$

\$108.32

Thursday	12	14	/2023	Ś
				~

\$108.32

Friday 12/15/2023 \$

\$108.32

Saturday 12/16/2023 \$

Total gross earnings \$

\$649.92

3. Reason No Longer Working

Important: Your last employer will be contacted to verify the reason you are no longer working. Providing false information is considered fraud and may result in penalties.

Separation Category

Laid Off/No Work

Separation Explanation

No work available/Not enough work

- 4. If you received, or if you expect to receive, any payments from your very last employer or any other employer other than your regular wages, report the payment below.
 - 4a. Holiday Pay
 - **4b. Vacation Pay**
 - **4c. Severance Pay**
 - 4d. In-Lieu-Of-Notice Pay
 - 4e. Other Pay

Update Employment Information

Employer Legal Name	Doing Business As (DBA)	Did you work for this employer?
GROSSMONT-CUYAMACA COMMUNTY COLLEGE DIST	GROSSMONT-CUYAMACA COMMUNTY COLLEGE DIST	Yes

1. Employer Information

Employer Name

GROSSMONT-CUYAMACA COMMUNTY COLLEGE DIST

Mailing Address

PO BOX 283

City

ST LOUIS

State

МО

ZIP Code

63166

2. First day you worked for this employer?

01/23/2012

3. Last day you worked for this employer?

12/15/2023

5. Did you work full time or part time?		
Part Time		
6. How much did you earn per hour? \$96.58		
7. On average how many hours did you work per 9	week?	
8. Provide wages earned from the employer listed	d above for the following quarters	
Gross wages earned from 10/01/2023 to 12/31/ \$11,436.00	2023	
Gross wages earned from 07/01/2023 to 09/30/ \$8,567.00	2023	
Gross wages earned from 04/01/2023 to 06/30/ \$9,596.00	2023	
Gross wages earned from 01/01/2023 to 03/31/ \$10,199.00	2023	
Gross wages earned from 10/01/2022 to 12/31/ \$11,860.00	2022	
Gross wages earned from 07/01/2022 to 09/30/ \$11,865.00	2022	
Employer Legal Name	Doing Business As (DBA)	Did you work for this employer?
MIRA COSTA COMMUNITY COLLEGE DISTRICT	MIRA COSTA COMMUNITY COLLEGE DISTRICT	Yes
1. Employer Information		
Employer Name MIRA COSTA COMMUNITY COLLEGE DISTRICT		
Mailing Address PO BOX 283		
City		
ST LOUIS		
State MO		
ZIP Code		
63166		
2. First day you worked for this employer? 08/19/2015		
3. Last day you worked for this employer? 12/15/2023		
4. Did you work as an elected official or Governor No	appointee for the employer listed above?	
5. Did you work full time or part time?		

4. Did you work as an elected official or Governor appointee for the employer listed above?

No

Part Time

6. How much did you earn per hour?

\$109.32

7. On average how many hours did you work per week?

6

8. Provide wages earned from the employer listed above for the following quarters

Gross wages earned from 10/01/2023 to 12/31/2023

\$9,099.00

Gross wages earned from 07/01/2023 to 09/30/2023

\$8,840.00

Gross wages earned from 04/01/2023 to 06/30/2023

\$14,474.00

Gross wages earned from 01/01/2023 to 03/31/2023

\$10,516.00

Gross wages earned from 10/01/2022 to 12/31/2022

\$15,186.00

Gross wages earned from 07/01/2022 to 09/30/2022

\$9,305.00

Employer Legal Name	Doing Business As (DBA)	Did you work for this employer?
SAN DIEGO COMMUNITY COLLEGE SCHOOL DISTR	SAN DIEGO COMMUNITY COLLEGE SCHOOL DISTRICT	Yes

1. Employer Information

Employer Name

SAN DIEGO COMMUNITY COLLEGE SCHOOL DISTR

Mailing Address

PO BOX 283

City

ST LOUIS

State

МО

ZIP Code

63166

2. First day you worked for this employer?

01/23/2010

3. Last day you worked for this employer?

12/15/2023

4. Did you work as an elected official or Governor appointee for the employer listed above?

No

5. Did you work full time or part time?

Part Time

6. How much did you earn per hour?

\$90.67

7. On average how many hours did you work per week?

Gross wages earned from 10/01/2023 to 12/31/2023 \$8,814.00 Gross wages earned from 07/01/2023 to 09/30/2023 \$9,598.00 Gross wages earned from 04/01/2023 to 06/30/2023 \$9,728.00 Gross wages earned from 01/01/2023 to 03/31/2023 \$9,021.00 Gross wages earned from 10/01/2022 to 12/31/2022 \$11,020.00 Gross wages earned from 07/01/2022 to 09/30/2022 \$10,885.00 **Employment History** 1. From 07/01/2022 to 09/30/2023, did you work for any other employers not listed above? No 2. From 07/01/2022 to today, which employer did you work for the longest? San Diego Community College 2a. How long did you work for that employer? **Years** 13 **Months** 2b. Select the industry that best describes this employer. City/County/School District/Special District 2c. What type of business did that employer operate? (For example: retail furniture sales, legal services, software manufacturing, road construction, etc.) Education 2d. What kind of work did you do for that employer? **ACADEMIC INSTRUCTOR School Employee Information** 1. Did you work for or provide services to or on behalf of any educational institution between 07/01/2022 to today? 1a. Are you applying for Unemployment Insurance benefits because you are currently in a recess period or on a school break? No 1b. Has your employer given you reasonable assurance (a verbal, written, or implied agreement), that you will return to work after the recess period or school break ends? No **Availability Information**

8. Provide wages earned from the employer listed above for the following quarters

1. What type of work do you normally perform?

2. What other type of work can you perform? SUBSTITUTE TEACHER AIDE
3. Is the type of work you normally perform seasonal? No
4. Do you expect to return to work for a former employer? Yes
5. Do you have a date to start work? Yes
5a. What date will you start work? 01/22/2024
6. Are you ready and willing to accept work that matches your work skills and educational background? (Example: If offered a job, would you be able to accept it?) Yes
7. Are you currently self-employed (have your own business or work as an independent contractor) or plan to become self-employed?
8. Are you a member of a union or a non-union trade association? Yes
8a. What is the name of your union or non-union trade association? American Fed of Teachers
8b. What is your union local number? (Enter zero "0" for non-union trade association.)
8c. What is the phone number of your union or non-union trade association? 6196401155
8d. Does your union or non-union trade association look for work for you? No
8e. Does your union or non-union trade association control your hiring? No
8f. Are you registered with your union or non-union trade association as out of work? No
8g. Are you going to receive strike benefits? No

Additional Information

1. Are you receiving, or will you receive within the next two weeks, a pension or retirement that is not Social Security or Railroad Retirement, which is based on your own work or wages?

No

2. Are you receiving or do you expect to receive workers' compensation?

No

3. Are you currently attending or have a scheduled start date to attend school or training?

4. Are you now or have you been in the last 18 months an officer of a corporation, officer of a union, or the sole or major stockholder of a corporation?
No
Disaster Information
1. Are you unemployed as a direct result of a recent disaster (for example: earthquake, flood, mudslide, or fire) in

Certification Preference

*Only certify using UI Online or EDD Tele-Cert $^{\rm SM}$

Yes
No

California?

No

If you select yes, the EDD will not mail the paper continued form (*DE 4581*) to you. Customers on the Partials or Work Sharing claims are unable to certify for benefits online at this time but can access the many other features of UI Online.

Note: It may be necessary to send some documents via U.S. mail.