



Teachers Association of Long Beach, CTA/NEA

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Web Site: www.talb.org



LBUSD LAYOFFS - TALB INFORMATIONAL SUPPORT MEETING

AGENDA

4PM - 5PM

1. Welcome: Introductions, Food, Restrooms
2. State Budget Update and Job Restoration Prospects
3. Review of Frequently Asked Questions
4. Q & A
5. Resources for Future Questions or Problems
 - ✓ TALB - Chris (ccallopy@talb.org) and Joe (jboyd@talb.org) - TALB office is open during the summer, Monday - Friday. Our telephone number is 562-426-6433.
 - ✓ TALB Website -- www.talb.org
 - ✓ LBUSD Benefits -- John Relich at 997.8624
 - ✓ LBUSD HR Dept - Ruth Ashley at 997.8258
 - ✓ EDD (Unemployment) - www.edd.ca.gov

ATTACHMENTS:

- TALB FAQ
- CTA Survival Guide - selected pages (full document available at www.talb.org)
- EDD FAQ
- LBUSD 2011 COBRA Rates

LBUSD LAYOFFS
TALB UPDATE -- UNEMPLOYMENT, DISPLACEMENT, HEALTH CARE, AND REHIRE RIGHTS
MAY 2011

This FAQ addresses some basic questions regarding the rights of laid off teachers. As noted below, TALB has also scheduled several small group meetings to assist our members. After reading this FAQ, if you would like to attend a small group meeting, please sign up by emailing Eric at eric@talb.org or calling 562-426-6433, as space is limited to 25 participants.

WHEN WILL DISPLACEMENTS OCCUR? *Displacements (a.k.a., employer initiated transfers) caused by program reduction will occur by the end of May (May 20). The Transfer Committee then meets and attempt to make priority placements ahead of voluntary transfer requests and leave returns. Displaced teachers should get written notice, a copy of the contract language, timelines, and transfer forms.*

AM I ELIGIBLE FOR UNEMPLOYMENT BEFORE I GET THE FINAL LAYOFF NOTICE? *Laid off employees are eligible to receive unemployment insurance benefits (UI). An FAQ on unemployment can be found at <http://www.edd.ca.gov/unemployment>. We are providing summary information, however, the EDD makes final determinations regarding eligibility for UI and their resources should be used as the official resource for guidance and advice.*

HOW DO I APPLY FOR UNEMPLOYMENT INSURANCE BENEFITS? *You can file for UI benefits after your last day of work. There is a one week, unpaid waiting period. The fastest and most convenient way to file is online at <http://eapply4ui.edd.ca.gov>. Or, print the online application, hand write your answers, and fax or mail to the California Employment Development Department (at EDD, 800 Capitol Mall, MIC 83, Sacramento, California, 95814. The EDD telephone number is 1-800-300-5616.*

WHAT INFORMATION IS NEEDED TO FILE A CLAIM? *You will need the following:*

- ✓ Your name, address, phone number, and social security number.
- ✓ School District Office address and phone number (Long Beach Unified School District, 1515 Hughes Way, Long Beach, CA 90810, Tel. 562-997-8000.
- ✓ Specific reason you are no longer working. State you were laid off and have "no reasonable expectation of reemployment" the following school year.
- ✓ Last day of work.
- ✓ Citizenship status, and if applicable, alien registration number.
- ✓ Driver's license or state ID number.
- ✓ Report all wages earned whether or not you have already earned them.
- ✓ Complete the form fully and accurately. Unanswered questions may delay processing.

WHAT HAPPENS AFTER THE CLAIM IS FILED? *Within 10 days of filing your claim, you should receive claim materials or notice that a phone interview has been scheduled, if further information is needed. If you do not receive notification in the mail after 10 days, contact EDD. Your first UI benefit check should arrive within about 3 weeks after filing.*

WHAT IS THE BENEFIT AMOUNT? *You can receive a benefit of up to \$450 per week depending on your past earnings. If you file in June, 2011, your benefit amount will be calculated on the highest quarter in the base period of the twelve months ending December 31, 2010. State UI benefits run for up to 26 weeks. The first \$2,400 in state UI benefits is not subject to federal taxes. Go to www.edd.ca.gov/unemployment for the most up-to-date information and detailed information.*

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IN THE EVENT I GET A FINAL NOTICE, HOW LONG DO MY HEALTH BENEFITS CONTINUE? *If you are laid off effective at the end of the school year your health benefits continue through September 30. After that date, you become eligible for optional federal COBRA coverage. The District is required to provide you with notice of your COBRA rights. Eligible employees pay the cost of the benefits plus a 2% administrative charge.*

WHAT RIGHTS DO I HAVE TO GET REHIRED FOR A JOB? *Permanent employees have the right to be rehired in order of seniority if, at any time within 39 months of the layoff, the number of employees is increased or the service that was discontinued is re-established. Probationary employees have the same rehire rights, except within a 24 month period. For complete details on this topic go to the Layoff Survival Guide, page 11 (click here). Head Start employees have the right to be rehired based on date of hire in the TALB bargaining unit, subject to the agreement (pending) between TALB and the LBUSD.*

WILL THE DISTRICT POST THE REHIRE STATUS IN EACH AREA SO I CAN DETERMINE HOW FAR BACK I AM ON THE REHIRE LIST? *We have asked the District to post such a list. They have agreed to do so, but have not as of this writing. We expect the list to be posted on the District website. We will also attempt to post updated list on the TALB website if they share the list with us.*

IF I DO NOT WANT THE JOB CAN I TAKE A PASS AND WAIT FOR ANOTHER JOB? *Permanent employees can waive an offer of re-employment for up to one year (meaning that you can ask to be passed over when the district makes a rehire offer) without losing the right to a subsequent offer of rehire. This right to pass does not apply to probationary employees.*

DO I HAVE THE RIGHT TO SUBSTITUTE? *Permanent and probationary employees have the right to temporary and substitute positions, again in order of seniority, while waiting to be rehired into a permanent position. Permanent teachers who substitute for 21 days or more in a 60 day period are paid at their regular rate of pay.*

CAN I MAINTAIN MY TALB, CTA/NEA MEMBERSHIP IF I AM LAID OFF? *Yes. It is a good idea to maintain your membership so you are eligible for legal services that may be necessary related to your rehire rights. Maintenance of membership also allows you to continue in any other union membership programs such as auto or disability insurance. You can maintain your union benefit if you are not teaching by joining in the "3A" category. You will pay approximately one quarter of the amount paid by full time members. You will need to do this by August 31. Contact Ingrid at TALB if you would like to sign up to maintain your membership. She can be reached at 562-426-6433 or at Ingrid@talb.org.*

WILL TALB SCHEDULE INFORMATIONAL MEETINGS TO HELP ME WITH THESE ISSUES? *Yes. We have scheduled eight small group informational meetings, as follows:*

June 3, 8, 15, 16, 20, 29 & July 6, 27

All meetings will be from 4pm – 5pm, and are at the TALB Office. These meetings are limited to 25 attendees so please RSVP in advance to reserve a spot. We will schedule additional meetings as necessary. To RSVP, email Eric at eric@talb.org.

WHERE CAN I GO TO GET MORE INFORMATION? *We recommend that you read the Layoff Survival Guide (at www.talb.org or click here if you are reading an electronic version) and the EDD FAQ's (at www.talb.org or click here if you are reading an electronic version) as they provide a more detailed explanation of unemployment, rehire rights, substitute rights, and COBRA. You can RSVP and attend a TALB informational meeting (see dates/times above); and, of course, call Chris or Joe at the TALB office.*

TEACHERS ASSOCIATION OF LONG BEACH: 562-426-6433 WWW.TALB.ORG

* SELECTED PAGES *
(complete document at www.cta.org)

CALIFORNIA TEACHERS ASSOCIATION • DEPARTMENT OF LEGAL SERVICES

A Layoff Survival Guide

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WHAT ARE YOUR REHIRE AND OTHER RIGHTS IF YOU ARE LAID OFF?

Permanent Teachers – Rehire, Substitute & Leave Transfer Rights.

1. Rehire Right – You have the right to be rehired in order of seniority if, at any time within 39 months of the layoff, the number of employees is increased or the service that was discontinued leading to your layoff is re-established. Educ. Code Sec. 44956(a). If you seek to teach a subject you have not previously taught, and for which you do not have a teaching credential or in which you did not major, you must pass a subject matter competency test in the appropriate subject. Educ. Code Sec. 44956(a)(1).

- The district may refuse to rehire in seniority order if it demonstrates a specific need for personnel to teach a specific course or course of study, and shows that the more junior employee has special training and experience necessary to teach that course or course of study, which the more senior employee does not possess. Educ. Code Sec. 44956(a)(3)(A).
- If you are rehired, the period of the layoff will not be considered a break in service, but neither shall it count towards STRS credit. Educ. Code Sec. 44956(a)(4). At any time prior to the completion of your first year of service after rehire, you can continue, or make up, your contributions to STRS for the period during which you were laid-off but neither the state or district is obliged to match those contributions. Educ. Code Sec. 44956(a)(7). If you reach retirement age or become disabled before you are rehired, you are entitled to receive all retirement or disability benefits that you would have received while employed. Educ. Code Sec. 44956(a)(8).
- You may waive your rehire rights for a period of up to a year (meaning that you can ask to be passed over when the district makes rehire offers) without losing the right to subsequent offers of rehire. Educ. Code Sec. 44956(a)(2).

WHAT ARE YOUR REHIRE RIGHTS?

2. Substitute Right – You have the right to temporary and substitute positions, again in order of seniority, while you are waiting to be rehired into a permanent position. Educ. Code Sec. 44956(a)(5). If you substitute teach 21 days or more in a 60 day period, your pay shall be no less than if you had been reappointed to a permanent position. Educ. Code Sec. 44956(a)(5).

3. Leave Transfer Right – If you obtain employment in another school district, you can transfer your accrued sick leave from your prior district by providing your current district with written notice that you would like to transfer your accrued sick leave together with the name and address of your former district. Educ. Code. Sec 44979.

Probationary Teachers – Rehire, Substitute and Leave Transfer Rights.

1. Rehire Right – You have the right to be rehired in order of seniority if, at any time within 24 months of the layoff, the number of employees is increased or the service that was discontinued leading to your layoff is re-established. Educ. Code Sec. 44957(a). If you seek to teach a subject you have not previously taught, and for which you do not have a teaching credential or in which you did not major, you must pass a subject matter competency test in the appropriate subject. Educ. Code Sec. 44957(a).

- The district may refuse to rehire in seniority order if it demonstrates a specific need for personnel to teach a specific course or course of study, and shows that the more junior employee has special training and experience necessary to teach that course or course of study, which the more senior employee does not possess. Educ. Code Sec. 44957(b)(1).
- If you are rehired the period of the layoff will not be considered a break in service, but neither shall it count towards STRS credit. Educ. Code Sec. 44957(c). At any time prior to the completion of your first year of service after rehire, you can continue, or make up, your own and the district's contributions to STRS for the period during which you were laid-off. Educ. Code Sec. 44957(e).

2. Substitute Right – You have the right to temporary and substitute positions, again in order of seniority, while you are waiting to be rehired into a permanent position. Educ. Code Sec. 44957(d).

3. Leave Transfer Right – If you obtain employment in another school district, you can transfer your accrued sick leave from your prior district by providing your current district with written notice that you would like to do so together with the name and address of your former district. Educ. Code Sec. 44979.

HOW DO YOU GET UNEMPLOYMENT BENEFITS AND MAINTAIN YOUR HEALTH INSURANCE AND MEMBERSHIP IF YOU ARE LAID OFF?

Unemployment Insurance Benefits.

1. Eligibility.

Employees who are laid off or who are not re-elected are eligible to receive unemployment insurance benefits. In addition, a probationary employee who resigns effective the end of the school year after being given the choice to resign or be non-re-elected, is also eligible to receive unemployment insurance benefits.

2. How to file for a Claim for Unemployment Insurance Benefits.

File for UI benefits immediately after your last day of work. There is a one week, unpaid waiting period. The fastest and most convenient way to file a claim is online at <http://eapply4ui.edd.ca.gov> Or, print out the online application, hand write your answers, and fax or mail to the California Employment Development Department (at EDD, 800 Capitol Mall, MIC 83, Sacramento, California 95814, 1-800-300-5616 (English), 1-800-326-8937 (Spanish)).

Due to the recession and the resulting increase in the number of claims, you may experience a long wait on telephone lines.

3. What information is needed to file a claim?

- Your name, address, phone number and social security number.
- School District Office address and phone number.
- Specific reason you are no longer working. If you were laid off, state you were laid off and have no reasonable assurance of reemployment the

HOW DO YOU GET UNEMPLOYMENT BENEFITS?

following school year. If you resigned in lieu of being non-re-elected, state that you resigned after the employer informed you that you would be dismissed for reasons other than misconduct.

- Last day of work.
- Citizenship status, and if applicable, alien registration number.
- Driver's license number or state ID number.
- Report all wages earned whether or not you have already received them.
- Complete the form fully and accurately. Unanswered questions may delay processing. Use blue or black ink.

4. What happens after the claim is filed?

Within 10 days of filing your claim, you should receive by mail either claim materials or notice that a telephone interview has been scheduled, if further information is needed. If you do not receive notification in the mail after 10 days, contact EDD. Your first UI benefit check should arrive within about three (3) weeks after filing.

5. Benefit Amount & the Limited Federal Tax Exemption.

You can receive a regular benefit up to a maximum of \$450 a week depending on your past earnings. If you file in May or June, 2011, your benefit amount will be calculated on the highest quarter in the base period of the twelve months ending December 31, 2010. The state unemployment benefits can be received for up to 26 weeks.

Maintaining Your Health Insurance

As a general rule, if you are laid off, your health insurance coverage will continue through August 31st if you worked the entire school year. You should check, however, with your CTA chapter to confirm the date that your health insurance coverage will terminate. After that date, if your school district has more than 20 employees, you can choose to continue your health insurance coverage for up to 18 months under the federal COBRA Act. If your school district has fewer than 20 employees, you may be able to continue your health insurance under California's mini-COBRA Act.

1. Notice of, and Nature of, COBRA Rights.

Within 90 days of your termination from employment or of a reduction in hours of employment resulting in you losing employer paid health coverage, the District must notify you of your right to

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continue your health coverage under COBRA. Your right is to continue the same health insurance coverage that you had as an employee, including any coverage you carried for your spouse or dependents. You are obligated, however, to pay for some (in the case of involuntary terminations) or all (in the case of voluntary terminations) of the premiums to maintain coverage. Even if you choose not to continue your health coverage, you may elect to continue health care coverage for your children and/or your spouse may elect to continue coverage.

2. Premium Amounts following Layoff.

If you are voluntarily terminated, you may choose to maintain your health insurance coverage for up to 18 months by paying the full premium due (which may be no more than 102% of the premium the plan pays for non-COBRA participants).

3. When, and to Whom, Must the Premium Be Paid?

You must pay the premium to the plan. Check with your CTA chapter to find out where the premium must be sent. Your first premium payment must be received by the plan within 45 days of your election of COBRA benefits. Your subsequent payments must be received within 30 days of the due dates set by the plan for premium payments. Make sure to make your premium payments on time. A plan can terminate your COBRA coverage if your payments are not received before the end of the 30 day grace period.

Maintaining Your CTA Membership

CTA members who are laid off can maintain their membership, and thereby continue to enjoy the benefits of CTA representation including covered legal representation through the Group Legal Services program and the benefits you receive through the CTA endorsed credit union, insurance and discount programs, by paying Category 3A dues, which are approximately one quarter of the dues paid by full time members. In 2010-11, for example, Category 3A dues for teachers are \$174.75 for CTA, \$49.25 for NEA, and the amount of local dues determined by your local.

To maintain your membership, contact your CTA Chapter to find out the local dues amount and how, and when, you should pay your dues. You can also contact CTA Membership for information at 650-552-5278 or membership@cta.org. As a general rule, dues are paid for the full year and must be received by your chapter by October 31st. You may maintain your membership in CTA for the entire duration of your rehire rights or three years time, whichever is longer. Please note that if you work 25% or more as a substitute or temporary, your dues status will change and you should contact your local and/or CTA to make any necessary adjustments in your dues payments.



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FAQ - Eligibility

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What are the eligibility requirements?

To be entitled to benefits you must be:

- Out of work due to no fault of their own.
- Physically able to work.
- Actively seeking work.
- Ready to accept work.

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Who can apply for UI benefits?

Individuals who are currently unemployed or working part-time can apply for UI benefits (you cannot apply for benefits in anticipation of your last day of work). Use one of the following methods:

- Access [eApply4UI](#): The eApply4UI application is available as a "Top Link" from the EDD home page. Answers to questions are entered online. After the application is completed the individual submits it online to the Department.
Note: This is the fastest way to file your claim.
- [Contact EDD](#) by telephone. Individuals will speak to a Department representative who will ask a series of questions and record the responses.
- Complete a [UI Application, DE 1101I](#): This form is available in the Forms and Publications section of this Web site. The DE 1101I is printed, completed by hand and either faxed or mailed to the Department.

Note: The above options may also be used to reactivate an existing claim or file for extended benefits. The Department will then determine if the individual is entitled to benefits.

The Department will then determine if the individual is entitled to benefits.

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How can an individual qualify for UI benefits?

Most work performed in California, or in other states qualifies an individual for UI benefits. Self-employment does not usually qualify for UI benefits coverage. [Contact EDD](#) and we will determine if the individual is entitled to benefits.

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How are UI benefits calculated?

Benefits are calculated using an individual's earnings during a specific 12 month period (this is called a base period). The base period begins approximately 15-17 months prior to the date the claim is filed. The amount paid each week is

calculated based on the calendar quarter with the highest earnings during the base period.

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How much do claimants receive?

Weekly benefit amounts range from a minimum of \$40 to a maximum of \$450 depending on the claimant's quarterly earnings. To qualify for the maximum amount each week (\$450) an individual must earn at least \$11,674.01 in a calendar quarter during the base period (an individual's earnings during a specific 12 month period).

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How long do UI benefits last?

A claim is effective for one year. During the year claimants can receive from 12-26 weeks of full benefits. The number of weeks varies, based on total earnings during the base period (an individual's earnings during a 12 month period). During periods of high unemployment, additional benefits may be granted by Congress, or the State Legislature.

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When should an individual apply for UI benefits?

Individuals should apply for benefits as soon as they are unemployed, or working less than full-time. All claims are effective on the Sunday prior to applying for benefits, and have a one week unpaid waiting period. The waiting period does not begin until the claim is filed.

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What do I need to file a claim?

Individuals must be out of work (for any reason), or working less than full-time. In addition, you must provide the following information:

- Your name and social security account number
- Your mailing and residence address (if different)
- Your telephone number
- Last employer information, including:
 - Name, address (mailing and physical location) and telephone number
- Information on all employers you worked for during the 18 months prior to claim filing your claim, including:
 - Name, period of employment, wages earned and how paid
- Your driver's license or ID card number, if you have either
- Last date worked and the reason you are no longer working
- Citizenship status (which may include your alien registration number)

If the Department needs to verify any of the information provided while filing a claim, additional forms will be sent by mail and additional information and/or documentation will be requested.

After the claim is filed, the Department will determine if you are eligible to receive benefits.

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Why did I receive a *Notice of Unemployment Insurance Claim Filed*, DE 1101CLMT in the mail? What am I supposed to do with it?

All claimants are mailed a copy of the claim information they provided to EDD when filing for UI benefits. This information www.edd.ca.gov/.../FAQ_-_Eligibility.htm

is contained on the DE 1101CLMT. The notice advises you of your right to correct errors or omissions, and provides instructions on how to contact the Department to make corrections.

The Department considers the information provided during claim filing to be correct unless you advise us otherwise. If any information on the DE 1101CLMT is not correct, you have ten days from the mailing date of the notice to advise the Department so we can correct our records. You can correct the information in writing or by telephone.

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Can individuals who are not U.S. citizens collect UI benefits?

To collect UI benefits, non-citizen applicants must establish that they were in satisfactory immigration status and authorized to work in the United States, when earning the wages used to establish their claim. In addition, the non-citizen applicants must provide proof that they remain in satisfactory immigration status and are authorized to work each week that benefits are claimed. Non-citizen applicants will be required to provide specific information from their employment authorization documents issued to them by the United States Citizenship and Immigration Services (USCIS). In some cases, non-citizen applicants will be asked to provide legible copies of their employment authorization documents. EDD verifies immigration status and work authorization through an electronic system maintained by the Department of Homeland Security.

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I was fired from my job. Will I be eligible?

When an individual files a claim for UI benefits, the Department documents the reason the individual is no longer working, and includes it in the [Notice of Claim Filed, DE 1101CZ](#), which is mailed to the last employer. The employer may also provide information about the reason the individual is no longer working when responding to the notice.

If the individual was discharged or terminated, the EDD will conduct a telephone interview with the individual and the employer approximately two weeks after the claim is filed to determine whether or not the individual is eligible for UI benefits, according to state law and regulations.

State law provides that an individual who is discharged or terminated may be eligible for UI benefits provided that specific criteria are met. The EDD staff will determine on a case-by-case basis, whether the facts presented for the discharge or termination meet the criteria according to state law. The individual must also meet all other [eligibility requirements](#) before UI benefits are paid.

The Department's law and policy guidelines regarding [discharges or terminations](#) are available on the EDD Web site.

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I just quit my job. Will I be eligible?

When an individual files a claim for UI benefits, the Department documents the reason the individual is no longer working, and includes it in the [Notice of Claim Filed, DE 1101CZ](#), which is mailed to the last employer. The employer may also provide written information about the reason the individual is no longer working when responding to this notice.

If the individual quit, the EDD will conduct a telephone interview with the individual and the employer approximately two weeks after the claim is filed to determine whether or not the individual is eligible for UI benefits, according to state law and regulations.

State law provides that an individual who quits his/her job may be eligible for UI benefits provided there was "good cause" for leaving employment, **and** the individual made all reasonable attempts to keep their job (e.g., request of leave of absence or transfer). Once all reasonable alternatives to leaving have been attempted, good cause may include situations such as leaving work due to unsafe working conditions, leaving work based on a medical doctor's advice, or leaving work to protect oneself or one's child from domestic violence.

The EDD staff will determine on a case-by-case basis, whether the facts presented for the quit are "good cause" according to state law. The individual must also meet all other [eligibility requirements](#) before UI benefits can be paid.

The Department's law and policy guidelines regarding [Voluntary Quits](#) are available on the EDD Web site.

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What if I lost my job and cannot work because of the disaster or emergency?

If you are unemployed due to a disaster or emergency, you may be eligible for Unemployment Insurance (UI) benefits.

When you file your UI claim, you must tell us that you were unemployed as a result of a disaster or emergency. UI claims can be filed online, by telephone, by mail, or by fax. Find information about [filing a UI claim](#) or call EDD at one of the numbers listed below in the [Disaster Unemployment Assistance](#) section.

Individuals with current claims for benefits, who are unable to receive their Unemployment Insurance payments at their home due to the disaster or emergency, should contact their local post office.

Disaster Unemployment Assistance

If the President of the United States declares a disaster in your area, payment of Disaster Unemployment Assistance (DUA) may be authorized. Individuals who become unemployed as a result of the disaster, and who do not qualify for regular Unemployment Insurance (UI) benefits, may file for DUA. [View DUA Fact Sheet](#)

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Can I attend school or training and receive UI benefits?

The California Training Benefits program allows qualified individuals to continue to receive benefits while in approved training. For more information:

- [Contact EDD](#) (select UI information, then when prompted, press zero to speak with a representative)
- Review our [California Training Benefits fact sheet](#)
- Review the [Get Training - Individuals](#) section on this Web site

Individuals who attend school or training and are not participating in the California Training Benefits program, may qualify for UI benefits if they continue to actively seek work. The Department determines if the individual is entitled to UI benefits.

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What if I am sick or injured, and cannot work?

An individual who files for UI benefits must be physically able to work, available for work, ready and willing to immediately accept work, and meet all other [eligibility requirements](#) before UI benefits can be paid.

An individual who is not eligible for UI benefits because they are sick or injured, can file a claim for California's State Disability Insurance (SDI) program. SDI provides short-term benefits to an eligible individual who suffers loss of wages because he/she is unable to work due to a non-work related illness or injury, or due to pregnancy or childbirth. SDI benefits can be paid only after an individual meets all of the basic eligibility requirements.

Individuals cannot receive SDI benefits for the same period of time in which UI benefits are paid.

The Department's law and policy guidelines for being [Able and Available](#) for work and information about [SDI eligibility](#), and the [SDI program](#) are available on the EDD Web site.

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What if I am taking care of a family member or bonding with my new minor child, and cannot work?

An individual who files for UI benefits must be physically able to work, available for work, ready and willing to immediately accept work, and meet all other [eligibility requirements](#) before UI benefits can be paid.

An individual who is not eligible for UI benefits because they are caring for a family member or bonding with a new minor child in connection with the birth, adoption or foster care placement of that child, can file a claim for California's Paid Family Leave (PFL) program. The PFL program is part of California's State Disability Insurance (SDI) program and

provides short-term benefits to an eligible individual who takes time off work to care for a seriously ill child, spouse, parent or domestic partner or bond with a new minor child. PFL benefits can be paid only after an individual meets all other PFL eligibility requirements.

An individual cannot receive PFL benefits for the same period of time in which UI or Disability Insurance benefits are paid.

The Department's law and policy guidelines for being [Able and Available](#) for work and information about [PFL eligibility](#), the [PFL program](#), and [SDI program](#) are available on the EDD Web site.

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How does vacation pay or holiday pay affect my eligibility to receive unemployment insurance benefits?

Vacation pay or holiday pay may be deducted from your benefits. It will depend on whether or not you have been given a definite date to return to work at the time you were placed on layoff status:

- If you are **not** given a definite date to return to work, any vacation pay or holiday pay paid to you when your job ends is not deducted from your weekly benefit amount.
- If you **are** given a definite date to return to work, any vacation or holiday pay for the period of the temporary layoff is deductible from your benefits. The Department will allocate vacation and holiday pay as follows:
 - Vacation pay will be allocated to the number of days you requested vacation or to the number of days your employer required you to use as vacation during the temporary layoff.
 - Holiday pay that is paid before you return to work will be allocated to the week(s) in which the holiday(s) fall. Holiday pay that is paid after you return to work will be allocated to the week that you return to work.

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What is a determination?

A determination is a written notice mailed to the claimant and/or an employer that provides a decision on a claimant's eligibility for UI benefits. The determination is issued by EDD and may be based on the reason the claimant's job ended, or other eligibility issues.

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I need to reschedule a determination interview. What should I do?

[Contact EDD](#) immediately.

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How can I comment on the interview, or about the interviewer who called me?

EDD is committed to outstanding customer service and values its customers' opinions. Use any one of the following options to provide comments:

- [Call EDD](#) and request to speak to a supervisor, or manager.
- Use the [Internet comment, complaint, or suggestion form](#) on this Web site.
- Mail a letter to:
Employment Development Department
PO Box 826880 - UICPD MIC 40
Sacramento, CA 94280-0001

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What should I do if I got a Notice of Determination [DE 1080CZ](#) and I want to discuss it?

[Contact EDD.](#)

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I received a Notice of Determination, DE 1080CZ and I am not eligible for benefits. What do I do now?

You have the right to file an appeal if you do not agree with all or part of our decision. Review the [Appeals](#) section on this Web site for more information.

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Why am I not eligible for benefits? You took money out of my check while I was working.

UI benefits are financed solely from taxes paid by employers. No deductions are taken from an employee's wages for UI benefits. You have the right to file an appeal if you believe you are entitled to benefits. Review the [Appeals](#) section on this Web site for more information.

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Why did I receive a [Request for Identity Verification, DE 1326C](#)?

This notice was sent because the Department has:

- been unable to verify your identity using the information you provided when you filed your UI claim, or
- received information that your identity may have been compromised

As a result, further identifying documents are required. Whenever there is a question of correct identity, the Department requires identifying documents to ensure benefits are paid only to those who are legally entitled to receive them.

Failure to provide the requested documentation may result in a denial of benefits.

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Why did I receive a [Request for Information, DE 1326E](#), I have never filed a UI Claim?

You are receiving this notice because a UI claim was filed using the social security number documented on the notice and there is a question about the identity of the individual who filed the claim.

Complete the form and provide the documentation that is being requested to verify ownership of the social security number. You are not required to provide the requested information, but the Department needs your assistance and cooperation to ensure benefits are paid only to those who are legally entitled to receive them.

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What should I do if I don't respond, or respond late to one of EDD's forms or notices?

Claimants who are not able to respond timely to one of EDD's forms or notices, should submit the requested information immediately after the reason for the delay has ended. Along with your response, explain why you were not able to respond within the time limit. If the response is late for an unavoidable reason, EDD may extend the response time. Keep in mind that the longer the delay, the more substantial the reason for the delay must be. Failing to respond to an EDD notice or form can result in a potential disqualification of UI benefits.

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How can I get a copy of my UI records?

[Call EDD](#) and request a copy of your claim records. We will mail a paper copy of the requested information to you within 10 business days. You may also submit your request online thru Contact Us on the [Ask EDD](#) page.

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I just received a Notice of Overpayment, DE 1444. Can someone explain it to me?

A Notice of Overpayment is mailed to claimants who have been paid benefits they were not eligible to receive. The notice shows the amount of the overpayment and penalties, if any. In addition, the notice explains why you were overpaid and provides information about your appeal rights.

[Contact EDD](#) for a more complete explanation.

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Where do I send my overpayment?

Send a check or money order payable to EDD. Include your name and social security account number on the check or money order and mail the payment directly to:

EDD Cashiering, Benefit Recovery
State of California
PO Box 826806
Sacramento, CA 94206-0001

Do not send cash in the mail.

The Employment Development Department is an equal opportunity employer/program.
Auxiliary aids and services are available upon request to individuals with disabilities.
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Long Beach Unified School District
 Business Department - Risk Management Branch
 1515 Hughes Way
 Long Beach, California 90810 · (562) 997-8233

COBRA INSURANCE PREMIUMS[‡]
Plan Year 2011
Monthly Premiums

	One Person	Two Persons	Three + Persons
Blue Shield Health Plan (01/01/11)			
HMO (TALB)	\$ 542.22	\$ 1063.64	\$ 1,393.69
HMO	\$ 428.73	\$ 937.12	\$ 1,267.55
PPO	\$ 736.53	\$ 1,345.66	\$ 1,692.28
Kaiser Health Plan (01/01/11)	\$ 452.58	\$ 900.07	\$ 1,271.48
Delta Dental-Premier (01/01/11)	\$ 65.94	\$ 126.84	\$ 163.28
DeltaCare/PMI-Family Plan (01/01/11)	\$ 21.86	\$ 32.76	\$ 46.11
Medical Eye Services (01/01/11)	\$ 4.55	-	\$ -

The initial payment along with the enrollment forms must be received within 45 days of the date you signed the COBRA election form. Your coverage will be reinstated upon receipt of both your payment and the enrollment forms. Thereafter, you will be responsible for ensuring that payment is received no later than the 10th of each month. *Your coverage will be cancelled if you fail to send in the payment.*

Your benefits coverage is the same as before and claims should be submitted in the same manner, except that the group number is changed to reflect COBRA status. Checks are to be made payable to LONG BEACH UNIFIED SCHOOL DISTRICT and mailed to the above address.

Approved:

Publication Authorized:

Betty Ng
 Financial Services Officer

Kim Stallings
 Chief Business and Financial Officer