



SB 1534

- SB 1534 allows school employees who leave their jobs for good cause to be eligible to receive unemployment insurance benefits during the summer and other academic or holiday break periods.
- School employees working in non-instructional positions are not eligible for unemployment insurance benefits when their schools are closed during academic and holiday breaks in the summer and winter.
- SB 1534 would modify that prohibition slightly for those few employees who have quit their jobs, but have done so for reasons the Employment Department determines are "good cause."
- OAR 030-0038(4) states: "Good cause for voluntarily leaving work under ORS 657.176(2)(c) is such that a reasonable and prudent person of normal sensitivity, exercising ordinary common sense, would leave work. For an individual with a permanent or long-term "physical or mental impairment" (as defined at 29 CFR?1630.2(h)) good cause for voluntarily leaving work is such that a reasonable and prudent person with the characteristics and qualities of such individual, would leave work. Except as provided in OAR 471-030-0038(5)(g), for all individuals, the reason must be of such gravity that the individual has no reasonable alternative but to leave work."
- School employees who could be eligible for benefits under the bill work in non-instructional positions such as secretaries, school bus drivers, food service workers, custodians and others.
- These employees work for Head Start associations if they are part of a public education institution such as Mt. Hood Community College Head Start; K-12 school districts; ESDs and community colleges.
- This situation is rare. The Employment Department estimates that the bill will only affect 93 of the more than 30,000 school employees working in these positions each year.
- The bill covers neither teachers nor administrators.

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