

## ***UNEMPLOYMENT BENEFITS FOR ADJUNCT FACULTY***

**Kathy Holland, FACCC Governor for Part- Time**

If you will not be working (or working at a much reduced level) during the summer intersession you have a right to apply for unemployment insurance benefits. You can apply online at [www.edd.ca.gov](http://www.edd.ca.gov) or by phone at (800) 300-5616.

Adjuncts are considered “temporary” employees who work without contracts and are not guaranteed continued employment. If you are not offered an assignment or if your workload is reduced, you can file for unemployment benefits. The EDD will determine whether you qualify.

Claims may be filed with the EDD on or right after the last day of the semester—as in the last day of finals. This is also the last day of the week that you are considered by the district to have “worked”. Yes, you may have a paycheck coming from L.A. District afterwards, but when you turn grades in you are unemployed! **In the past we have suggested using your last final exam day but this is no longer safe. Human Resources, which reports your last work date, cannot know every part-timer’s last final exam date so they always report your last work day as the last day of the semester. You, therefore, must also use that date.** Since the district must report to the EDD they use this date for clarity’s sake so your application must corroborate the above date. You will be asked for the amount you were paid for your last week of work. The amount you were paid for your last week of work can be determined by dividing your usual monthly pay by four (weeks).

You also need to keep in mind that there is a week layover in receiving that first unemployment check. When you call, have ready your social security number, and the name, address, and phone number of the college. Be aware that some of the questions that are asked are meant to trick you into saying that you will be back again teaching in the Spring or they will ask if this is a break period. You have to let the EDD know that you have been laid off because your contract ended and just keep repeating the phrase “I have no reasonable assurance of work with this employer in the future.”

Sometimes EDD personnel are not aware that, unlike K-12 teachers, community college teachers, who have little or no other employment, are entitled to unemployment at the end of a semester. Since, even if one’s name is in the schedule to teach in a future semester, possible class cancellations mean that adjunct faculty have “no reasonable assurance” of future employment. There will be a question on the form asking if you are a teacher, when responding be sure to cite the **Cervisi decision** which applies directly to “at will” adjunct faculty (help can be found at [http://www.faccc.org/part\\_time/unemployment/edd\\_cervisi.HTM](http://www.faccc.org/part_time/unemployment/edd_cervisi.HTM) )

You will also be asked if you are union member. This is for unions that pay their members during times of hiatus or help them get jobs. This does not apply to community college part-timers and so you should answer that questions with a “no” since in fact you are not a technically a member of the guild when you are not working at Pierce.

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