

## **COVID-19 Related Business Layoffs, Closures, and Unemployment Insurance Benefits**

The health and safety of workplaces is of utmost importance to the Oregon Employment Department. This summary provides general guidance to employers, workers, and job seekers who may be impacted by the COVID-19 coronavirus. This document will be updated as more information becomes available. The Oregon Employment Department is working with partner agencies nationwide and the U.S. Department of Labor to ask for additional unemployment benefits options related to COVID-19.

### **What can I do to keep my workplace safe and reduce the risk of spreading coronavirus?**

Steps each of us can take to prevent the spread of COVID-19 coronavirus are the same as those to [prevent common colds and the flu](#). The Centers for Disease Control (CDC) also gives a thorough overview of [best practices for businesses](#), including encouraging sick employees to stay home, routine cleaning of commonly used surfaces, and work travel-specific considerations.

In addition, the CDC encourages reducing workplace exposure by considering flexible worksites (e.g., telecommuting), flexible work hours such as staggered shifts, and alternatives to large group meetings where possible to increase the physical distance between people in the workplace.

### **Workers**

The Oregon Employment Department provides Unemployment Insurance (UI) benefits to most workers who are out of work through no fault of their own. To get benefits, workers must meet some requirements. In general, to receive UI benefits for a week, you must be able to work, be available for work, and look for work you can do.

### **What can I do if my workplace temporarily closes because of coronavirus?**

UI benefits may be available to those who are on a temporary layoff. These benefits occur for claimants whose employer stops operation for a short period of time, such as cleaning following a coronavirus exposure. In these cases, employees expect to be back to work in four weeks or less. Workers can get UI benefits, and do not need to seek work with other employers. You must be able to work, stay in contact with your employer, and be available to work when called back.

### **Do I have to look for other work if my employer temporarily closes because of the coronavirus?**

If your employer expects the closure to be four weeks or less, you do not actively have to look for another job to receive benefits. To get benefits, you must:

- be able to work;
- stay in contact with your employer; and
- be available to work when your employer calls you back to work.

### **If I am forced to remain in my home, either because I am sick or am under quarantine, will I be eligible for unemployment benefits?**

If you are sick for more than half the week or under quarantine you would not be able and available to work. This is part of the requirements for UI eligibility. The Oregon Employment Department is

working with partner agencies nationwide and the U.S. Department of Labor to seek benefit options for those missing work while quarantined.

**What if my employer is paying me while they are closed?**

Generally, you will not be eligible for benefits if your employer is paying you to remain away from the site or as stand-by pay.

**Will I be eligible for unemployment benefits if my employer remains open but I don't want to come to work because of the risk of exposure to the coronavirus?**

In this case, unemployment benefits would generally not be an option, because you must be willing to work and available for work you usually do. You can file a claim, and the Employment Department will gather information from you and your employer to see if benefits would apply.

**What if I am allowed to work from home for my job to reduce risk of getting coronavirus, and I don't want to work offsite?**

Generally you will not be eligible for unemployment benefits. You can file an [initial claim](#) to determine the possibility of receiving benefits.

**What if I can take vacation or other leave pay while my employer is closed?**

If you are getting vacation or other leave pay while your employer is closed, you generally are not able to also receive unemployment insurance benefits.

**Can employees with COVID-19 coronavirus take sick leave?**

The Oregon Bureau of Labor and Industries issues guidance related to Oregon's [sick time](#) and other leave time laws.

**What if I have COVID-19 coronavirus, and I got it at my workplace?**

Contact the Workers' Compensation Division of the Department of Consumer and Business Services for information on filing a [workers' compensation claim](#) related to coronavirus. They can also be contacted at 800-452-0288 or [workcomp.questions@oregon.gov](mailto:workcomp.questions@oregon.gov).

**Will I get unemployment benefits if I become seriously ill with COVID-19 coronavirus and I have to quit my job?**

You will generally not be eligible for unemployment benefits if you quit your job. You can file still an [initial claim](#) to find out if you can receive benefits.

**What if my employer goes out of business as a result of COVID-19 coronavirus?**

Generally, you will be eligible for unemployment benefits. To find out if you are eligible, file an [initial claim](#). We will gather information from you and your employer about your circumstances to determine your eligibility.

**Are any benefits available if I'm out of work due to the coronavirus and I'm self-employed?**

Self-employed individuals generally do not pay Unemployment Insurance taxes and are not eligible for benefits. You can still file [an application](#) for a benefits claim.

**Job Seekers**

The Oregon Employment Department provides Unemployment Insurance (UI) benefits to most workers who are out of work through no fault of their own. To get benefits, workers must meet some requirements. In general, to receive UI benefits for a week, you must be able to work, be

available for work, and look for work you can do.

### **What if I am unemployed and I am sick or quarantined with COVID-19 coronavirus?**

If you are sick due to the coronavirus, you are likely not able and available to work, which would mean you cannot receive unemployment insurance benefits. Being able to work means that you are physically and mentally able to do the work you are looking for or usually do, unless:

- You were sick or injured for less than half of the week; or
- You have a long-term condition preventing you from working, but you can still do some work.

If you had an opportunity to work, but did not because you were sick, you likely cannot receive unemployment insurance benefits for that week, but may be eligible for benefits for other weeks.

### **How can I meet my welcome process and job seeker registration or in-person meeting requirements if I am sick with coronavirus?**

Please call your [WorkSource Oregon center](#) to ask about alternative options for completing your appointments.

## **Employers**

### **What if I have to lay people off or temporarily close my business because of issues related to COVID-19?**

Those workers may be able to receive Unemployment Insurance benefits. UI benefits may be available to those who are on a temporary layoff. These benefits occur for claimants whose employer stops operation for a short period of time, such as cleaning following a coronavirus exposure. In these cases, employees expect to be back to work in four weeks or less. Workers can get UI benefits, and do not need to seek work with other employers. They must be able to work, stay in contact with you as their employer, and be available to work when you call them back to the job.

### **Can any programs help minimize my layoffs?**

One option to consider is whether you may be able to use Oregon's [Work Share program](#). It helps employers prevent layoffs by reducing the schedules of workers, instead of laying them off, while benefits help to offset employees' lost wages.

### **What if I permanently close my business because of COVID-19 coronavirus?**

The Higher Education Coordinating Commission has [rapid response services](#) to plan for job transitions needed when a business closure or mass layoff occurs, including cases of natural and other disasters. Local Rapid Response teams coordinate with employer, worker representative, Trade Act and Labor.

### **I still have questions. Who can I ask?**

The Employment Department has also created the [OED COVID19 Info@oregon.gov](mailto:OED_COVID19_Info@oregon.gov) mailbox for coronavirus questions related to employer and job seeker programs and services.