

IL Dept of Employment Security Information Related to COVID-19

IDES has released a summary of the full updates to respond to the COVID-19 illness, located at <https://www2.illinois.gov/ides/Pages/COVID-19-and-Unemployment-Benefits.aspx>.

Our summary of the new rules is:

Unemployment benefits may be available to some individuals whose unemployment is attributable to COVID-19. IDES recently adopted emergency rules to try to make the unemployment insurance system as responsive to the current situation as possible.

- An individual temporarily laid off due to business impacts of COVID-19 can qualify for benefits as long as he or she was able and available for and actively seeking work. Under emergency rules IDES recently adopted, the individual would not have to register with the employment service. He or she would be considered to be actively seeking work as long as the individual was prepared to return to his or her job as soon the employer reopened.
- An individual who leaves work voluntarily without a good reason attributable to the employer is generally disqualified from receiving UI. An individual generally has a duty to make a reasonable effort to work with his or her employer to resolve whatever issues have caused the individual to consider quitting.
- An individual confined to home because of a medical diagnosis for themselves, spouse, or child or due to government quarantine qualifies for benefits even though this situation may not meet the general rule of "attributable to the employer" noted above. However, to qualify for UI, he or she would still need to meet all other eligibility requirements, including the requirements that the individual be able and available for work, registered with the state employment service and actively seeking work *from the confines of his or her home*. The individual would be considered able and available for work if there was some work that he or she could perform from home (e.g., transcribing, data entry, virtual assistant services) and there is a labor market for that work.
- An individual who leaves work voluntarily without a good reason attributable to the employer or not due to a COVID-19 diagnosis or government quarantine is generally disqualified from receiving IL unemployment benefits.
- At this point, no additional benefits are available to individuals who have already received the full 26 weeks' worth of benefits for their current benefit years.

Other Important Items

- Employees are not required to take paid sick leave or vacation time before filing for unemployment.
- For questions on the amount of unemployment that an employee will receive please refer to the following chart:
 - <https://www2.illinois.gov/ides/IDES%20Forms%20and%20Publications/CLI110L.pdf>
- The one week waiting period for unemployment has been waived.

This communication is being made based on Martin Hood's professional judgement and analysis of COVID-19 relief provisions, including, but not limited to, the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) and the Families First Coronavirus Response Act (FFCRA). It is at least reasonably possible that final regulations and guidance promulgated related to subjects addressed within may differ significantly from those regulations and guidance available at the time this communication was made. It is the sole responsibility of the recipient to evaluate the adequacy of this communication and how this communication is applicable to the recipient's specific facts and circumstances. The recipient is solely responsible for selection of any relief provisions, as well as for maintaining compliance with all the applicable terms and conditions of such relief provisions.