

UNEMPLOYMENT INSURANCE

Members on Furlough

If your employer wants to put you on furlough, be forewarned and forearmed – you must have a return to work date or you may have your unemployment denied!

There is a mistake that some members are making when they are laid off by their employer but do not come back to the hall (ie they go “on furlough”). The mistake is that they do not tell unemployment that they have a specific return to work date.

Oregon has specific administrative rules that govern this. In Oregon, when you go on furlough, you are entitled to receive unemployment without having to look for work, but only if the employer has, as of the layoff date, given you a date certain to return to work that is no later than four calendar weeks following the week in which the temporary layoff occurred. (If that date passes, you must immediately begin seeking work in order to remain eligible for unemployment benefits. (See OAR 471-0030-0036(5)(b))

Bottom line: If your employer wants to put you on furlough, make sure that you have a return to work date that is four weeks or less into the future. Oregon does not have that maximum number of standby weeks, but you must still have a specific return to work date for full time employment given to you at the time of layoff.