

## **.02 NA Work Requirements Good Cause Reasons**

**REVISION 49**  
(01/01/21 - 12/31/21)

NA Work Requirements good cause reasons apply to the following:

- Voluntary Quit (VQ)
- Reduced Work Effort (RWE)
- Refusal of Job Offer (RJ)
- UI Disqualification

Good cause reasons include, but are not limited to, the following:

- Circumstances beyond the participant's control, such as the following:
  - Illness or incapacity of another person that requires the presence of the participant.
  - Distance to the job was unreasonable due to either of the following:
    - No public or private transportation and the distance to the job is too far to walk. Determine good cause on a case-by-case basis.
    - Commuting time exceeds two hours, not including time to take a child to a childcare facility.
  - Unanticipated emergency, such as the following:
    - A court-ordered appearance or incarceration that stops a participant from reporting for work.
    - Severe weather that stops the participant and other people from going to work.
    - Lack of adequate childcare when the participant is responsible for the care of a child who is one of the following:
      - For CA, under the age of 12
      - For NA, between the ages of six and 12
- Participant's inability to write or speak a language necessary for employment.
- Employer discrimination based on any of the following:
  - Age
  - Race

Sex

Color

Handicap

Religious beliefs

National origin

Political beliefs.

- Work demands or conditions that render continued employment unreasonable, such as but not limited to, working without being paid on schedule.
- Resignation by a participant under age 60 who is recognized by the employer as retired.
- Quitting a job to accept new employment of similar hours and salary. Through no fault of the participant, one of the following occurs with the new job:

Fails to materialize.

Results in a layoff, employment of less than 20 hours per week, or weekly earnings less than the federal minimum wage multiplied by 20 hours per week.

- Leaving a job in connection with patterns of employment in which workers frequently move from one employer to another. Examples are migrant farm labor or construction work.
- Employment that is unsuitable. Employment may be suitable at the time a participant accepts a job but becomes unsuitable later. This can occur for any of the following conditions:

When the employment is subject to the federal minimum wage laws, earnings or the training wage must be less than the federal minimum wage multiplied by 20 hours per week.

When the employment is not subject to the federal minimum wage laws, wages must be less than 80% of the federal minimum wage multiplied by 20 hours per week.

Both of the following apply to the job being offered:

- The job is on a piece-rate basis.
- The average hourly rate that the employee can reasonably be expected to earn is less than 80% of the federal minimum wage multiplied by 20 hours per week.
- The employee is required to join, not join, or quit a labor organization, as a condition of employment.

- The job offered is at a location subject to strike or lockout, unless the strike has been enjoined under one of the following:  
The Taft-Hartley Act (Section 208 of the Labor Management Relations Act (29 U.S.C. 178).  
An injunction issued under Section 10 of the Railway Labor Act (45 U.S.C. 160).

NOTE A striker who belongs to a union may not refuse work just because the job offered is non-union.

- When the participant can demonstrate, or it can be determined, that any of the following is true:  
The participant is physically or mentally incapable of performing the assigned tasks of the job. Documented medical evidence or reliable verification from other sources is required.  
The degree of risk to health and safety is unreasonable.  
The work hours or type of job interferes with the participant's religious convictions, beliefs, or practices.

For NA, in addition to the reasons previously listed, good cause reasons also include the following:

- A job is offered in the first 30 days of work registration that is not in the participant's field of experience.

NOTE After the first 30 days of registration, the participant may be required to accept a job outside the field of experience.

- The NA participant was required to leave a job due to either of the following:  
Accepting other employment of comparable hours or salary.  
Becoming enrolled at least half-time in any recognized school, training program, or institution of higher education.
- The NA participant was required to leave a job due to another participant in the budgetary unit in either of the following situations:  
Accepting employment in another county or political subdivision that requires the budgetary unit to move.

FAA3.C Voluntary Quit and Striker (VOQS) : 01 Voluntary Quit, Striker, Reduced Work Effort, Refusal of Job Offer : C VQ/RWE and Refusal of Job Offer Good Cause : .02 NA Work Requirements Good Cause Reasons VQ/RWE/Refusal of Job Offer

Enrolling at least half-time in any recognized school, training program, or institution of higher education in another county or similar political subdivision.

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