



LAES has developed a series of immigrant issue instructional modules entitled "Tierra de Oportunidad" for orientation to our complex society.

Date: \_\_\_\_\_

Student Name \_\_\_\_\_

Teacher Name \_\_\_\_\_

**Module 3 Unemployment Insurance**

**Instructions:** Below are several situations related to obtaining unemployment insurance. Please read them and address the question posed at the end of each "situation." Students can work independently or in pairs. The questions are in the shaded area. Writing in non-shaded areas is background information for the questions.

**Situation 1.** Juana had worked for the Jones family, and lived with them as a domestic worker, for three years. Juana cleaned their home, took care of their two daughters and prepared the evening meal. Juana was paid \$210 for a 40 hour work week. Juana had weekends off. Six months ago Mrs. Jones began taking tennis lessons on Saturday mornings. She asked Juana to make breakfast for the family, watch her daughters and start the laundry. This meant that Juana worked four or five more hours per week, but did not get paid any more money.

- a. If Juana leaves her job will she qualify for unemployment insurance benefits?
- b. What can she expect to get paid?
- c. What would you recommend Juana to do? She needs to support her 3 children. Explain your answers.
- d. Write a short dialog showing what Juana says to Mrs. Jones to tell her about the problem.

Juana: \_\_\_\_\_  
\_\_\_\_\_

Mrs. Jones: \_\_\_\_\_  
\_\_\_\_\_

Juana: \_\_\_\_\_  
\_\_\_\_\_

Mrs. Jones: \_\_\_\_\_  
\_\_\_\_\_

**Situation 2.**

Virginia has worked for a furniture store for ten years. She has gotten along well with her co-workers and her employer. She feels sure of her position on the job. On a number of occasions, however, Virginia has called in to work to say she is sick and cannot come to work that day. Also, her employer has discovered long-distance telephone charges which cannot be explained, and he believes these are related to Virginia's repeated disappearances from her work station.

a. What would you do if you were Virginia's boss? What are alternative things he could do?

b. Write a short dialog of how you imagine a conversation when Virginia's boss discusses this with her

Virginia's Boss: \_\_\_\_\_

Virginia: \_\_\_\_\_

Virginia's Boss: \_\_\_\_\_

Virginia: \_\_\_\_\_

c. What if Virginia really was sick and her employer fires her? How could she find out about if she should or could get UI? Please explain.

d. Do you believe Virginia would qualify for Unemployment Insurance benefits if he decides to dismiss her from her job? Explain your answers.

**Situation 3.** Rafael has been working at a steak house preparing food in the kitchen. The manager comes into the kitchen and announces that the restaurant chain is closing and will declare bankruptcy. Rafael is now unemployed after two years of steady work. Rafael only recently got his Green Card (Mica).

**a. Will he be eligible for Unemployment Insurance benefits?**  
**b. How long will they last?**  
**c. What kind of information should Rafael carry with him when he files a claim for UI benefits? Please explain your answer.**

**4. Did you benefit from your work on this module regarding any of the following?**

For example, in your ability to	Yes/No	Please comment on either: < How you benefited; or < Why you feel this module was not useful for you in this area
a. Use tables and charts, to figure out what you will get for UI		
b. Estimate earnings in a "base period" to figure out how much UI you would get per week		
c. Estimate for how long you can get UI		
d. Document and keep adequate records of your earnings		
e. Understand your rights to have EDD workers give you information in Spanish if you want		
f. about the availability of free legal advice if there is a dispute about your eligibility for UI		
g. about the difference between being laid off and fired. about the meaning of being "able and available for work"		
h. about the meaning of being "able and available for work"		
i. about the information you need to have if your employer disputes your UI claim		

5. What would you tell another student about this module, if you were asked to describe it, the work you did during it, and what You Learned from it-both about talking to EDD and about your rights and responsibilities.

6. What additional explanation or practice or information do you think you need to use the information in this module even better than you can now?

### Scoring "Unemployment Insurance" Module 3

Instructor Note: This page presents a checklist of factors a student might list in answering questions associated with the situations presented in the post-module activities for "Unemployment Insurance"-Module 3.

#### **Situation 1: Juana a non-casual domestic worker for the Jones**

- If Juana leaves her job will she qualify for unemployment insurance benefits?
- What can she expect to get paid?
- What would you recommend Juana to do?

- Yes she will qualify for UI; but a casual domestic worker probably would not.
- She can expect to get a little less than half of what she was making per week, i.e. \$100 in UI
- Review for language, cultural issues, negotiating strategies, explicit decision making

#### **Situation 2: Virginia and her boss**

- What are alternatives for Virginia's boss
- Write a short dialog
- How could Virginia figure out if she could get benefits?
- Do you believe Virginia would qualify for Unemployment Insurance benefits if he decides to dismiss her from her job? Explain your answers.

- He could dismiss her, or put a notice in her file, or discuss the issue with her and how he needs to be able to trust her, and set job performance benchmarks for next evaluation.
- Review language and grammar and responsiveness of the dialog
- She could request a UI handbook or look in the phonebook for a provider of free legal services.
- No she wouldn't qualify for UI, if dismissed for cause

#### **Situation 3: Rafael, a kitchen worker for 2 years.**

- Will he be eligible for UI
- How long will the UI benefits last, if he is eligible?
- What kind of information should Rafael carry with him when he files a UI claim, if he's eligible

- d. Yes.
- b. Up to 26 weeks
- c. His MICA, Notes about how long he worked and whether he worked steadily and about how much he made-ideally his W-4 form for the previous year; name and address of the place he worked

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