

# DISTRICT 12 O.T.B.U. EXECUTIVE MEMO

## Employment Insurance

It would appear from the calls coming into the District 12 OTBU Office that there is some confusion among members about their eligibility to apply for Employment Insurance Benefits. Part of this confusion stems from a reading of the terms ENTRANT and RE-ENTRANT in the recent newsletter article.

For most Occasional teachers, these terms are not applicable unless they have just entered the work force for the first time - a student who started working this year, or someone who just began working in Canada - (**ENTRANT**), or they have been out of the workforce for a significant amount of time - a teacher who retired and went off to travel for 24 months, and just began working again this past year, (**RE-ENTRANT**) or have not been working regularly.

***The Employment Insurance Act*** section 7 that clarifies this area says:

- (3) An insured person who is a **NEW ENTRANT** or a **RE-ENTRANT** to the labour force qualifies if the person
  - [a] has had an interruption of earnings from employment; and
  - [b] has had **910** or more hours of insurable employment in their qualifying period. [*52 weeks prior to start date of a claim*]
  
- (4) An insured person is a NEW ENTRANT or RE-ENTRANT to the labour force if, in the last 52 weeks before their qualifying period, the person has had fewer than **490**
  - [a] hours of insurable employment;
  - [b] hours for which benefits have been paid or were payable to the person, calculated on the basis of 35 hours for each week of benefits;
  - [c] prescribed hours that relate to employment in the labour force; or
  - [d] hours comprised of any combination of these hours.

To establish a claim for regular E.I. benefits you must be able to produce a **Record of Employment (ROE)** available from your employer(s) e.g. the TDSB (Payroll Department 416-395-9642). You may be asked for an access code which for this year is 3015012006SCHOOL. (This number will also be on your R.O.E.) In your application you must also show that you have had an interruption of earnings for **seven consecutive days**, and indicate a willingness to be available for work during the period you intend to receive benefits.

Most of our members will NOT have left the labour force for a significant time, and thus the following conditions will most likely apply to them. For example:

- a teacher who worked less than 910 hours, but has worked from 600 - 700\* hours in the past 52 weeks and in the 52 weeks BEFORE their qualifying period worked 490 hours or more.
- a teacher who has successfully applied for Employment Insurance Benefits in the past who may be able to **renew** an existing claim within a 52-week period of when his or her claim was established.

N.B. **Other factors such as being in receipt of Maternity/Parental Benefits or WSIB payments may affect individual eligibility. See the web site cited below.**

\* **The number of hours required is based on the Regional Rate of Unemployment at the time your claim is established, depending on area of residence.**

To answer more specific individual questions it is highly recommended that members access the Human Resources and Skills Development Canada website at [www.hrsdc.gc.ca](http://www.hrsdc.gc.ca) and follow the links to information on qualifications, applications and other general information.