

Unemployment Process Table

Reason for Separation	Potential Eligibility	Decision
 Lack of Work (not enough work to keep an employee employed) Reduction In Force/ RIF (employer reducing workforce Temporary or Permanent closing/shutdown Furlough (government shutdown) Shutdown due to Covid-19 All 5 reasons above are separations due to no fault of the claimant 	 If Monetarily Eligible (wages in TN base period) Other requirements met IF NOT being paid by employer Paid sick/annual leave Regular wages or % of regular wages equal to or more than UI payments 	 Approved Approved Approved Approved Approved
Discharge (work related / for cause)	 If Monetarily Eligible (wages in TN base period) Other requirements met 	 Depends on facts from claimant and employer. Can be Approved or Denied per UI laws/rules.
 Quit (without good work related cause) Self-quarantine by claimant w/o medical professional or health authority proof Covid-19 	 If Monetarily Eligible (wages in TN base period) Other requirements met 	 Depends on facts from claimant and employer. Can be Approved or Denied per UI laws/rules.
Quarantined by medical professional or health authority and returning to his/her current employer Covid-19	 If Monetarily Eligible (wages in TN base period) Other requirements met IF NOT being paid by employer Paid sick/annual leave Regular wages or % of regular wages equal to or more than UI payments 	Approved per Executive Order 15 (normally not eligible)

The Tennessee Department of Labor and Workforce Development is committed to principles of equal opportunity, equal access, and affirmative action. Auxiliary aids and services are available upon request to individuals with disabilities.