

5.5.4 Unemployment Insurance Coverage

Last Revised: March 2025

Policy: Full-time employees of Piedmont Community College (PCC) are covered under the Unemployment Compensation Insurance Program.

Purpose/Definitions:

Purpose

The purpose of this policy is to outline the guidelines for unemployment insurance coverage for employees.

Definitions

Unemployment compensation insurance programs—unemployment benefits provided via the U.S. Department of Labor to eligible workers who become unemployed through no fault of their own and meet certain other eligibility requirements.

Approval Authority/Monitoring Authority: Piedmont Community College's Board of Trustees has approval authority for this policy. The Vice President, Administrative Services/CFO has monitoring authority for this policy.

Procedure:

Section 1: Availability of Coverage

- 1.1.1. Federal legislation passed as Public Law 94-566, known as the "Unemployment Compensation Amendment of 1976," extended unemployment compensation to all State employees and PCC participates in the Unemployment Compensation Insurance Program through the State of North Carolina.
- 1.2. Any employee who separates from employment and is qualified to receive unemployment benefits must be registered with the nearest Employment Security Commission.
 - 1.2.1. There are specific guidelines the employee must meet in order to qualify for benefits.

- 1.2.1.1. It is the employee's responsibility to apply for benefits.
- 1.2.1.2. Contact your local Employment Security Commission for details.
- 1.3. The College-financed benefits are based on earnings prior to unemployment and the reason for leaving the College.

Legal Citation: [Public Law 94-566](#); [Feb 1977 SSA bulletin - Unemployment Compensation Amendments of 1976](#); [N.C.G.S. Chapter 96](#); [NC Department of Commerce Employment Security](#)

History: Effective October 1988, Revised July 2012, May 2021, May 2022, March 2025