



## **Ohio Unemployment Program Policy Quit**

Effective Date: 9/30/2025

### **Purpose**

Provide guidance to OUIO staff adjudicating unemployment claims in which the claimant quit work.

### **Reference**

Ohio Revised Code 4141.29 (D)(2)(a) [Section 4141.29 - Ohio Revised Code | Ohio Laws](#)

Ohio Revised Code 4141.29 (A)(4)(f)

*Peyton v. Sun T.V. & Appliances*, 44 Ohio App.2d 10, 335 N.E.2d 751 (10th Dist.1975); *Irvine v. State, Unemp. Comp. Bd. of Rev.*, 19 Ohio St.3d 15, 17, 482 N.E.2d 587 (1985).

*Partridge v. Admr.*, Hamilton C.P. No. A-9803805 (Feb. 22, 1999), unreported

### **Legal Requirements**

Under Ohio law, individuals are not eligible for unemployment benefits if they quit work without just cause.

Ohio law does not provide a single definition of just cause. Each case must be considered on its merits. Traditionally, just cause is a reason that an ordinary, intelligent person would consider justifiable for doing or not doing a particular act. *Partridge v. Admr.*, Hamilton C.P. No. A-9803805 (Feb. 22, 1999), unreported

Generally, employees who experience problems in their working conditions must make reasonable efforts to solve the problem before leaving their employment. Essentially, they must first notify the employer of the problem and request that it be resolved. If they do not notify their employer first, they do not have just cause for quitting. In such cases, they cannot receive unemployment benefits. *Peyton v. Sun T.V. & Appliances*, 44 Ohio App.2d 10, 335 N.E.2d 751 (10th Dist.1975); *Irvine v. State, Unemp. Comp. Bd. of Rev.*, 19 Ohio St.3d 15, 17, 482 N.E.2d 587 (1985).

### **Temporary Work Assignments**

An individual hired by a temporary agency to perform services for a client is an employee of the temporary agency, not the client. When the client no longer has work available, the individual must contact the temporary agency for additional work assignments. If they do not, they will be considered to have quit without just cause.

### **Individuals are not eligible for benefits if all of the following are true:**

- They are given temporary work assignments as a condition of employment; and
- Their work agreement requires them to inquire with the employer for available work at the conclusion of each assignment; and
- The employer has suitable work assignments; and
- The individual fails to contact the employer to inquire about available assignments.

## Acceptable Reasons for Quitting

Per Ohio unemployment law, the following are allowable reasons to quit employment. If all other legal guidelines are met, individuals in these circumstances may be eligible for unemployment benefits.

**1. Entering the armed forces** – Individuals cannot be disqualified from receiving benefits if they quit work to enter the U.S. armed forces and if the following conditions are met:

- They are inducted within 30 days after they quit; or
- They are inducted within 180 days after they quit if the U.S. armed forces delays their induction.  
{R.C. 4141.29 (D)(2)(a)(i)}

In addition, if individuals return from active duty to resume work with their former employer, but the employer will not reinstate them to their former or a substantially similar position, they have just cause for quitting. *Partridge v. Admr., Hamilton C.P. No. A-9803805 (Feb. 22, 1999), unreported*

**2. Labor-management contract or employer policy** – Individuals cannot be disqualified from receiving benefits if they quit because of a lack of work, and their labor-management contract – or an established employer plan, program, or policy – allows this. Ohio Revised Code 4141.29 (D)(2)(a)(ii)

**3. Recall from prior employer** – Individuals cannot be disqualified from receiving benefits if they quit a job to accept a recall from a prior employer if that job would provide better pay, hours, or other employment conditions than the job they quit. Ohio Revised Code 4141.29 (D)(2)(a)(iii)

**4. Unsuitable concurrent employment** – Individuals cannot be disqualified from receiving benefits if they quit a concurrent job – which they were doing at the same time as or within six weeks prior to quitting their most recent job – if the pay, hours, or other employment conditions of the concurrent job were substantially less favorable than the most recent job, and if the concurrent job would be considered unsuitable if offered as new work, per Ohio Revised Code 4141.29 (D)(2)(a)(iii).

**5. Layoff date and other employment** – If an employer announces a layoff date, individuals cannot be disqualified from receiving benefits before the layoff date if they quit after securing other employment. However, the other employment must not yet have started. It also must provide better pay, hours, or other employment conditions than the job they quit. For more information, see Ohio Revised Code 4141.29(D)(2)(a)(iv), 4141.291(A)(2), and 4141.29(A)(5).

**6. Trailing spouse** – Individuals cannot be disqualified from receiving benefits if they quit because their spouse is a member of the U.S. armed forces on active duty – or a member of the National Oceanic and Atmospheric Administration or public health service – and the spouse was transferred to a location from which it would be impractical to commute. Ohio Revised Code 4141.29(D)(2)(a)(v)

**7. Religious beliefs** – The First Amendment to the U.S. Constitution protects individuals' right to practice their religion. If individuals say they quit work because the job violated their religious beliefs, they may or may not have just cause for quitting. If they notified the employer of the problem, and the employer failed to discuss religious accommodations with them or take other action to resolve the problem, the individual has just cause for quitting.

**8. School or other training for TAA claimants** – Most claimants are not eligible for benefits if they quit work solely to attend school or training. However, there is one exception: Individuals may potentially be eligible for benefits if they are in the Trade Adjustment Assistance (TAA) program, if they quit work to attend TAA-approved school or training, and if the work they quit was of a lower skill level than their previous jobs and paid wages less than 80% of their past average weekly wages. For more information, see Ohio Revised Code Section 4141.29(A)(4)(f).

**Fact finding**

For reasons other than those mentioned above, closely examine the fact-finding documentation and apply the reasonable person standard to determine whether the employee quit for just cause.

**Review and Updates**

This policy will be subject to periodic review to ensure alignment with state and federal updates and organizational requirements. Any necessary amendments will be communicated accordingly.

**Change Log**

<b>Published Date</b>	<b>Status (Baseline, Revision, Deletion)</b>	<b>Document Version</b>	<b>Page(s) Affected</b>	<b>Description of Revision</b>	<b>Author</b>
4/14/2025	Baseline	Vs.1	NA	Draft	ABW

**Questions?**

If you have questions, please call 1-877-644-6562 or complete either the Employer Inquiry or Claimant Inquiry form on our website at [Contact Us](#).