

Voluntary quit

Sections 2-404, 2-404.1 and 2-404.2 of the Oklahoma Employment Security Act deal with quitting. Sections 2-210 and 2-405 of the Act establish good cause for quitting.

Determining good cause (Section 2-405, Oklahoma Employment Security Act)

“Good cause” for voluntarily leaving work may include, among other factors, the following.

- A job working condition that had changed to such a degree it was so harmful, detrimental or adverse to the individual's health, safety or morals that leaving such work was justified.
- If the claimant, pursuant to an option provided under a collective bargaining agreement or written employer plan which permits waiver of his or her right to retain the employment when there is a layoff, has elected to be separated, and the employer has consented thereto.

Eligible separations, compelling family circumstances (Section 2-210, Oklahoma Employment Security Act)

In addition to the eligibility provisions provided by the Oklahoma Employment Security Act, an individual shall be eligible to receive unemployment benefits, if monetarily and otherwise eligible, if the claimant was separated from work due to compelling family circumstance. For purposes of this section, the following definitions apply.

- “Immediate family member” means the claimant’s spouse, parents and minor children.
- “Illness” means a verified illness which necessitates the care of the ill person for a period of time longer than the employer is willing to grant paid or unpaid leave.
- “Disability” means a verified disability which necessitates the care of the disabled person for a period of time longer than the employer is willing to grant paid or unpaid leave. Disability encompasses all types of disability, including
 - mental and physical disabilities
 - permanent and temporary disabilities
 - partial and total disabilities.
- "Compelling family circumstance" means
 - the claimant was separated from employment with the employer because the illness or disability of the claimant, and, based on available information, the Oklahoma Employment Security Commission finds that it was medically necessary for the claimant to stop working or change occupations