

EMPLOYMENT AND TRAINING ADMINISTRATION ADVISORY SYSTEM U.S. DEPARTMENT OF LABOR Washington, D.C. 20210	CLASSIFICATION UI/UCX
	CORRESPONDENCE SYMBOL OUI/DUIO
	DATE January 15, 2010

ADVISORY: UNEMPLOYMENT INSURANCE PROGRAM LETTER NO. 9-10

TO: STATE WORKFORCE AGENCIES

FROM: JANE OATES *Jane Oates*
 Assistant Secretary

SUBJECT: Acceptable Narrative Reasons for Separation for the Unemployment Compensation for Ex-servicemembers (UCX) program

1. Purpose. To provide an updated consolidated list of acceptable narrative reasons for separation from military service for UCX claims purposes.
2. References. ET Handbook No. 384; 5 U.S.C. 8521; 20 CFR Part 614; and 10 U.S.C. 1175(a).
3. Background. States administer the UCX program on behalf of the Federal government under agreements with the U.S. Department of Labor (the Department). States must follow the Department's guidance in operating the program. In general, ex-servicemembers must be honorably discharged and complete their first full term of service in order to qualify for UCX. However, ex-servicemembers who did not complete their first full term of service and were separated for certain "acceptable narrative reasons" may qualify for UCX. The Department publishes a list of "acceptable narrative reasons" that states must use in making determinations of UCX eligibility.
4. New Acceptable Narrative Reasons. The Department of Defense (DOD) has advised the Department that there are several new reasons used for military separations. Narrative reasons are found in Block 28 of the DD Form 214, Certificate of Release or Discharge from Active Duty. After consultation with the DOD, the Department has determined that these reasons should be included in the list of acceptable narrative reasons for UCX purposes. A revised consolidated list of acceptable narrative reasons for separation from the military for UCX claim purposes is attached.
5. Action Requested. Administrators are requested to distribute this directive and the attachment to appropriate staff.
6. Inquires. Direct inquires to the appropriate Regional Office.
7. Attachment. Narrative Reasons for Separation for UCX Purposes.

RESCISSIONS Unemployment Insurance Program Letter (UIPL) No. 25-08	EXPIRATION DATE Continuing
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Narrative Reasons for Separation for UCX Purposes

The following are "Acceptable" Narrative Reasons for Separation meeting the requirements of 5 U.S.C. 8521(a)(1)(B)(ii)(I) through (IV) and 20 CFR part 614. New "Acceptable" Narrative Reasons for Separation are followed by an asterisk.

- Attend Civilian School
- Completion of Required Active Service
- Condition, not a Disability
- Condition, not a Disability; Involuntary in lieu of a Board*
- Conditions, not Disability; Resignation
- Defective Enlistment Agreement
- Disability, Aggravation*
- Disability, Aggravation (Enhanced)¹
- Disability, Existed Prior to Service, Med Board
- Disability, Existed Prior to Service, Med Board (Enhanced)
- Disability, Existed Prior to Service, PEB
- Disability, Existed Prior to Service, PEB (Enhanced)
- Disability, Not in Line of Duty*
- Disability, Not in Line of Duty (Enhanced)*
- Disability, Other
- Disability, Other (Enhanced)
- Disability, Permanent
- Disability, Permanent (Enhanced)
- Disability, Severance Pay
- Disability, Severance Pay (Enhanced)
- Disability, Severance Pay, Combat Related
- Disability, Severance Pay, Combat Related (Enhanced)
- Disability, Severance Pay, Non-Combat
- Disability, Severance Pay, Non-Combat Related (Enhanced)
- Disability, Temporary
- Disability, Temporary (Enhanced)
- Erroneous Entry (Other)
- Force Shaping (Board Selected)*
- Force Shaping-VSP (Voluntary Separation Pay)
- Hardship; General*
- Hardship; Resignation Allowed due to Support of a Dependent*
- Hardship; Servicemember Initiated due to Dependency*
- Holiday Early Release Program
- Insufficient Retainability (Economic Reasons)
- Intradepartmental Transfer
- Medal of Honor Recipient
- Miscellaneous/General Reasons
- Parenthood or Custody of Minor Children
- Pregnancy or Childbirth
- Reduction in Force
- Surviving Family Member

Narrative Reasons for Separation, which require 365 Continuous Days of Service **BEFORE** being applicable:

- Adjustment Disorder*
- Alcohol Rehabilitation Failure
- Conscientious Objector
- Disruptive Behavior Disorder*
- Drug Rehabilitation Failure
- Ecclesiastical Endorsement
- Erroneous Entry (Alcohol Abuse)
- Erroneous Entry (Drug Abuse)
- Failure to Complete a Commission or Warrant Program
- Failure to Complete a Course of Instruction
- Homosexual Conduct (Acts)*
- Homosexual Conduct (Marriage or Attempted Marriage)*
- Homosexual Conduct (Statement)*
- Impulse Control Disorder*
- Mental Disorder (other)*
- Military Personnel Security Program
- Non-retention on Active Duty
- Non-selection, Permanent Promotion
- Non-selection, Temporary Promotion
- Personal Alcohol Abuse
- Personal Drug Abuse*
- Personality Disorder
- Physical Standards
- Secretarial Authority
- Substandard Performance
- Unsatisfactory Performance
- Weight Control Failure

¹ (Enhanced) indicates SPD codes used by the Disability Evaluation System Pilot that reflect the categorization of combat-related disabilities directed by Public Law 110-181 to be used on DD Form 214 for all servicemembers with disabilities incurred in combat-related operations.

Note: In previous UIPLs, Miscellaneous/General Reasons pertained only to separations under the Army National Guard Combat Reform Initiative (ANGCRI). This provision has been expanded to all military branches.