

NATIONAL LABOR RELATIONS BOARD
WASHINGTON, D.C.
Division of Administration
Office of Human Resources

To All Employees

Date January 31, 2026

Subject Unemployment Insurance for Federal Employees During Furloughs or Temporary Shutdowns

Federal employees are covered for unemployment insurance program purposes under the Unemployment Compensation for Federal Employees (UCFE) Program. The UCFE Program is administered by the individual states and UCFE benefits are generally determined and paid under the unemployment insurance laws of the state in which the federal employee works (i.e., the last official duty station). UCFE Program claims would be filed with the state agency that administers the unemployment insurance program in the state.

State unemployment insurance laws vary as to the number of hours and/or days the individual must be in non-employment status during a week to be eligible for a partial weekly payment, but in most cases, an individual in furlough status for 1 or 2 days during a week **would not** be eligible for a partial UCFE payment for that week. Furthermore, individuals at grade levels of GS-09, step 5, and higher would need to be on furlough status for at least 4 days per week to be eligible to receive a partial UCFE payment for the week. In addition, most state unemployment insurance laws provide that the first week of unemployment insurance and UCFE eligibility is a non-paid *waiting week* and therefore, UCFE payments would not actually begin until the second week of eligibility in states with a waiting week.

Individuals should file claims at the state office nearest to where they live or work. The address and telephone number of these local offices are listed under the state government section in the local telephone directory. **If you are paid retroactively for the furlough period, you will be required to repay any received unemployment insurance benefits.**

Please access the below link for state unemployment insurance information.

[Department of Labor - Unemployment Insurance Information](#)

Lawrence W. Patterson, Director
Office of Human Resources