

Texas Business Today

Chairman Joe Esparza
Commissioner Representing Employers

May 2026

Texas Employers,

Welcome to the May issue of *Texas Business Today!*

This week is National Small Business Week, and I want to thank small business owners across the state for fueling our economy and securing Texas' reputation as the best place in the nation to do business. With more than 3.5 million small businesses, representing 99.8% of all Texas businesses and employing nearly half of all working Texans, we can truly say that small business is BIG business in Texas.

Thanks to your hard work, Texas added 46,800 jobs in March to reach a total of 14,403,500. That means thousands of Texans have pathways to prosperity, and the Texas Workforce Commission can help them train, upskill, or reskill to fill in-demand occupations.

As you consider ways to continue building your business, I encourage you to take advantage of all the resources available to you:

- [ASCEND Grant](#)
- [Skills for Small Business](#)
- [Texas Industry Recognized Apprenticeships](#)
- [Texas Conference for Employers](#)
- [Governor's Small Business Summit](#)

Please don't hesitate to reach out if TWC can be of assistance to your business! Thank you for all you do and congratulations on your continued success.

- Joe Esparza



A handwritten signature in black ink, appearing to read 'Joe Esparza'. The signature is stylized with a long horizontal line extending to the right.

Chairman Joe Esparza
Commissioner Representing Employers
Texas Workforce Commission

Texas Business Minute



[Click here to watch the video](#)

Texas Conference for Employers



- May 29: Corpus Christi - [Sign Up](#)
- June 12: Eagle Pass - [Sign Up](#)
- June 26: Harlingen - [Sign Up](#)
- July 10: Texarkana - [Sign Up](#)
- August 6-7: Waco - [Sign Up](#)
- August 28: Seguin - [Sign Up](#)
- September 18: San Angelo - [Sign Up](#)

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Quitting the Job Means My Former Employee Can't Get Unemployment Benefits, Right?

By: Mario Hernandez

Senior Legal Counsel to Chairman Esparza

Many employers might be surprised to find that voluntarily quitting a job does not necessarily mean that a former employee will be disqualified from unemployment benefits. In fact, there are plenty of claimants who have received benefits when the job separation was the result of resigning or having quit the job voluntarily. But how can that be?

How Do Voluntary Job Separations Get Reviewed in Unemployment Claims?

Generally, if a claimant voluntarily left their last work and files an unemployment claim, the claimant must establish that they resigned or quit with good cause connected with the work to qualify for benefits. While not exhaustive, the following list contains examples of voluntary job separations that have constituted good cause connected with the work for quitting/resigning:

- The employer engaging in criminal activity
- Not getting paid for work
- Health or safety issues
- Substantial / detrimental change to the hiring agreement
- Hostile work environment
- Reprimanding the claimant in an accusatory or humiliating manner in public
- Pay reduction of 20% or more

Conversely, claimants will generally be disqualified from benefits if they voluntarily quit their job – when full-time work was available to them – *without* good cause connected with the work. Some instances that are generally seen as not having good cause connected with the work for quitting are resignations due to transportation issues (if the employer never

assumed the responsibility for providing transportation for the claimant) and lack of childcare.

The section of the Texas Labor Code that deals with Voluntarily Leaving Work and unemployment benefits is [Sec. 207.045](#). This section outlines various instances of voluntarily leaving work and what they mean for a claimant's qualification for benefits.



Employer Considerations for Unemployment Claims Dealing with Voluntarily Leaving Work

In a lot of instances, an employer should be prepared to show that a reasonable employee would not have quit for the reason they did. With this in mind, an employer should address any legitimate complaints that an employee brings to its attention. The employer should investigate as necessary and take all reasonable and appropriate steps to remedy the situation. If the employee nonetheless quits the job and files for unemployment (thereby becoming a claimant), the employer should be prepared to show that it took all reasonable and appropriate steps to address the claimant's concerns.

Conclusion

Claimants who have quit their jobs before filing for unemployment don't necessarily face an impenetrable barrier to being qualified for benefits. However, they generally must show good cause connected with the work for having quit. Employers should document all efforts to remedy any legitimate workplace concerns that an employee (and possible future claimant) might bring to their attention. By doing so, the employer will be in a better position to defend itself on an unemployment claim that resulted from the claimant voluntarily leaving work.

Another Week of Available Work: A Podcast with Chairman Joe Esparza



[Click here to listen](#)

TEXAS EMPLOYER HOTLINE

1-800-832-9394

Hiring Issues | Medical Leave-Related Laws | Personnel Policies and Handbooks
Independent Contractors and Unemployment Tax Issues | The Unemployment Claims and
Appeals Process | Texas and Federal Wage and Hour Laws



Employer Hotline Hours: M-F, 8am - 5pm

Information provided by employment law attorneys in the Office of the Commissioner Representing Employers at the Texas Workforce Commission

Texas Business Today is provided to employers free of charge

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