

<b>EMPLOYMENT AND TRAINING ADMINISTRATION</b> <b>ADVISORY SYSTEM</b> <b>U.S. DEPARTMENT OF LABOR</b> <b>Washington, D.C. 20210</b>	<b>CLASSIFICATION</b> Unemployment Insurance
	<b>CORRESPONDENCE SYMBOL</b> OUI/DUIO
	<b>DATE</b> December 6, 2024

**ADVISORY: UNEMPLOYMENT INSURANCE PROGRAM LETTER NO. 04-25**

**TO:** STATE WORKFORCE AGENCIES

**FROM:** JOSÉ JAVIER RODRÍGUEZ /s/  
Assistant Secretary

**SUBJECT:** Social Security Annuities and Federal Civilian Pensions

1. **Purpose.** To ensure that states are aware that the social security survivors and old age retirement annuities and the Federal civilian pensions annual cost-of-living adjustment (COLA) increased for calendar year (CY) 2025, and to provide the U.S. Office of Personnel Management’s (OPM) COLA information.
2. **Action Requested.** State Administrators should provide the information contained in this Unemployment Insurance Program Letter (UIPL) to appropriate staff.
3. **Summary and Background.**
  - a. Summary – This UIPL provides the CY 2025 COLA information and informs states to make necessary programming adjustments to accommodate the COLA increase.
  - b. Background – Each year, OPM posts the COLA information for social security survivors and old age retirement annuities and Federal civilian pensions on its website. The 2025 COLA information is located at: <https://www.opm.gov/retirement-center/my-annuity-and-benefits/annuity-payments/#url=Cost-of-Living>. The Employment and Training Administration (ETA) is providing these tables in Attachment I.
4. **Instructions.** States that have laws requiring a reduction of the unemployment insurance (UI) weekly benefit amount by the prorated weekly amount of retired pay and pensions should program the increase in the COLA amount for CY 2025 into their UI systems.
5. **Inquiries.** Please direct inquiries to the appropriate ETA Regional Office.

<b>RESCISSIONS</b> None	<b>EXPIRATION DATE</b> Continuing
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6. **References.**

- 5 U.S.C. 8502(b); and
- Employment and Training Handbook No. 391, *Unemployment Compensation for Federal Employees Handbook for State Agencies, Chapter VII (3)(g)*.  
<https://www.dol.gov/agencies/eta/advisories/handbooks/et-handbook-no-391>.

7. **Attachment.** Attachment I: Prorated Civil Service Retirement System (CSRS) and Federal Employees Retirement System (FERS) COLA Effective 12/01/2024.