

Introduction

U.S. DEPARTMENT OF LABOR
Employment and Training Administration
Unemployment Insurance Service
Washington, D.C. 20213

COMPARISON OF STATE UNEMPLOYMENT INSURANCE LAWS

Comparison Revision
Number 4
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To UI *Comparison* Users:

This transmittal covers the fourth of a semiannual series of revisions. The pages reflect changes in State laws effective since publication of the January 1980 *Comparison* and include technical modifications in existing text and tables. The revised pages are indicated by "January 1980".

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PREFACE

In the Federal-State system of unemployment insurance established in this country under the Social Security Act, the individual States have been free to develop the particular program that seems best adapted to conditions prevailing within the State. Consequently, no two State laws are alike.

It is important that the public know the details of the employment security program and understand how it functions as a part of the Nation's comprehensive system of social insurance. The *Comparison of State Unemployment Insurance Laws* reports State by State the types of workers and employers that are covered under the State law; the methods of financing the program; the benefits that are payable; the conditions to be met for payment; and the administrative organizations established to do the job. Such specific technical information is essential to an understanding of how the employment security program can make its maximum contribution to individual and family security as well as to the stability of business and of the economy in general.

While the *Comparison* analyzes primarily the State statutes, in certain cases in which general statements in the statutes are implemented by specific statements in rules, regulations, opinions of attorneys general, or court decisions, the latter are included with notes indicating their source.

In the text and tables, "State" includes the District of Columbia, the Commonwealth of Puerto Rico, and the Virgin Islands in accordance with the definition of State in the Social Security Act and the Federal Unemployment Tax Act.

The Railroad Unemployment Insurance Act, which is administered by the Railroad Retirement Board for railroad workers, is outside of the Federal-State system of unemployment insurance and is not included in this comparison. Benefits are payable to railroad workers for unemployment due to sickness as well as to lack of work under a Federal formula applicable throughout the country.

Six States provide benefits for unemployment due to nonoccupational disability as well as for unemployment due to lack of work. In California, New Jersey, Puerto Rico and Rhode Island, the programs are administered by the unemployment insurance agencies. The Hawaii law is administered separately from unemployment insurance by the Temporary Disability Insurance Division of The Department of Labor and Industrial Relations. The New York law is administered by the State workmen's compensation agency. The laws of these six States are compared briefly in chapter 600.

Since the State employment security agencies are administering the unemployment insurance provisions of ch. 85, title 5, U.S.C., the training allowance and assistance provisions of the Trade Expansion Act (19 U.S.C. 2001), the Work Incentive Program (42 U.S.C. 602), and the Disaster Relief Act (P.L. 91-606), a brief description of these Federal programs is included in chapters 700 and 800.

PREFACE

An overall table of contents and a list of tables can be found at the front of the document. The eight chapters of the *Comparison* deal with the following major subject areas: Coverage (1), Taxation (2); Benefits (3); Eligibility (4); Administration (5); Disability (6); Federal Claims (7); and Readjustment Allowances (8). The numbers in the parentheses are used as prefixes in the page numbering for each of these chapters and appear as the first number in the tables accompanying each chapter.

It is planned to update the material semiannually and only pages which require modification will be issued. These pages will be distributed under cover of a transmittal letter.

The *Comparison* has been issued solely for informational, reference, and research purposes. It should not be considered an official interpretation of the State unemployment insurance laws. The State statutes must be consulted for the full text of State laws. The State rules and regulations, opinions of attorneys general, and administrative and court decisions contain the official interpretations of these laws.

The *Comparison* has been prepared by the Legislative Policy, Program Development and Library Service Staff of the Office of Research, Legislation and Program Policies in the Unemployment Insurance Service. It supersedes the *Comparison of State Unemployment Insurance Laws* which was issued on January 1, 1972.

CONTENTS

SECTION	PAGE
100 COVERAGE	1-1
105 Employers Covered	1-1
110 Coverage by Reason of Federal Requirement	1-2
01--Coverage of nonprofit organizations	1-2
02--Coverage of governmental entities	1-2
115 Employer-Employee Relationship	1-3
120 Location of Employment	1-3
01--Election of coverage of services performed outside the State . . .	1-4
02--Coverage of services performed outside the United States	1-4
03--Election of coverage through reciprocal coverage arrangements . .	1-4
125 Employments Specifically Excluded	1-5
01--Agricultural labor	1-5
02--Domestic service	1-6
03--Service for relatives	1-6
04--Service of students and spouses of students	1-6
05--Service of patients for hospitals	1-6
06--Service for Federal instrumentalities	1-6
07--Maritime workers	1-6
08--Coverage of service by reason of Federal coverage	1-7
09--Voluntary coverage of excluded employments	1-7
10--Self-employment	1-7

COVERAGE TABLES

NUMBER	PAGE
100 Definition of employer	1-13
101 State coverage resulting from changes in Federal laws	1-17
102 Coverage as determined by employer-employee relationship	1-19
103 Significant miscellaneous employment exclusions	1-21
104 Exclusions from service for State and local governments	1-23

(Continued)

CONTENTS

SECTION	PAGE
200 TAXATION	2-1
205 Source of Funds	2-1
01--Employer contributions	2-1
02--Standard rates	2-2
03--Taxable wage base	2-2
04--Employee contributions	2-2
05--Financing of administration	2-3
06--Special State funds	2-3
210 Type of Fund	2-4
215 Experience Rating	2-4
01--Federal requirements for experience rating	2-4
02--State requirements for experience rating	2-4
220 Types of Formulas for Experience Rating	2-5
01--Reserve-ratio formula	2-5
02--Benefit-ratio formula	2-6
03--Benefit-wage-ratio formula	2-6
04--Payroll variation plan	2-7
225 Transfer of Employers' Experience	2-7
230 Differences in Charging Methods	2-8
01--Charging most recent employers	2-9
02--Charging base-period employers in inverse chronological order	2-9
03--Charges in proportion to base-period wages	2-10
235 Noncharging of Benefits	2-10
240 Requirements for Reduced Rates	2-11
01--Prerequisites for any reduced rates	2-11
02--Requirements for reduced rates for individual employers	2-12
245 Rates and Rate Schedules	2-12
01--Fund requirements for rates and rate schedules	2-12
02--Rate reduction through voluntary contributions	2-12
03--Computation dates and effective dates	2-13
04--Minimum rates	2-13
05--Maximum rates	2-13
06--Limitation on rate increases	2-13
250 Special Provisions for Financing Benefits Paid to Employees of Nonprofit Organizations and State and Local Governments	2-13
01--Nonprofit organizations	2-13
02--State and local governments	2-14

TAXATION TABLES

NUMBER	PAGE
200 Summary of experience-rating provisions	2-23
201 Computation of flexible taxable wage bases	2-25
202 Computation date, effective date, period of time to qualify for experience-rating and reduced rates for new employers	2-27
203 Years of benefits, contributions, and payrolls used in computing rates of employers with at least 3 years of experience, by type of experience-rating formula	2-29

(Continued)

CONTENTS

TAXATION TABLES (CONTINUED)

NUMBER.		PAGE
204	Transfer of experience for employer rates	2-31
205	Employers charged and benefits excluded from charging States which charge benefits or benefit derivatives	2-33
206	Fund requirements for most and least favorable schedules and range of rates for those schedules	2-39
207	Fund requirements for any reduction from standard rate	2-43
208	Bond or deposit required of employers electing reimbursement	2-45
209	Financing provisions for governmental entities	2-49

SECTION		PAGE
300	BENEFITS	3-2
305	Base Period and Benefit year	3-2
	01--Types of benefit years	3-2
	02--Types of base periods	3-2
	03--Lag between base period and benefit year	3-3
310	Qualifying Wages or Employment	3-3
	01--Multiple of the weekly benefit or high-quarter wages	3-3
	02--Flat qualifying amount	3-4
	03--Weeks of employment	3-5
	04--Requalifying requirements	3-5
315	Waiting Period	3-5
320	Weekly Benefit Amount	3-6
	01--Formulas for computing weekly benefits	3-7
	02--Flexible maximum weekly benefits	3-8
	03--Flexible minimum weekly benefits	3-8
325	Benefits for Partial Unemployment	3-9
330	Dependents Allowances	3-10
	01--Definition of dependent	3-10
	02--Amount of weekly dependents allowances	3-10
	03--Dependents allowances for partially unemployed workers	3-11
	04--Relation of dependents allowances and duration	3-11
335	Duration of Benefits	3-12
	01--Formulas for variable duration	3-12
	02--Minimum weeks of benefits	3-13
	03--Maximum weeks of benefits	3-13
	04--Other limits on duration	3-13
	05--Maximum potential benefits in a benefit year	3-13
	06--Federal-State extended benefits	3-13
	07--State programs for extended duration	3-14
340	Seasonal Employment and Benefits	3-15
345	Interstate Benefit Arrangements	3-17
	01--Interstate benefit payment plan	3-18
	02--Wage combining arrangement	3-18

BENEFIT TABLES

NUMBER		PAGE
300	Base period and benefit year	3-23
301	Wage and employment requirements for benefits	3-27
302	Additional qualifying requirements in successive benefit years	3-31
303	Waiting-period requirements	3-33

(Continued)

CONTENTS

BENEFIT TABLES (CONTINUED)

NUMBER		PAGE
304	Weekly benefits for total unemployment	3-35
305	Flexible maximum provisions	3-39
306	Weekly benefits for partial unemployment	3-41
307	Dependents included under provisions for dependents allowances	3-43
308	Allowances for dependents	3-44
309	Duration of benefits in a benefit year	3-45

SECTION		PAGE
400	ELIGIBILITY	4-1
405	Ability to Work	4-1
410	Availability for Work	4-1
415	Actively Seeking Work	4-3
420	Availability During Training	4-3
425	Disqualification From Benefits	4-4
430	Disqualification for Voluntarily Leaving Work	4-5
	01--Good cause for voluntary leaving	4-5
	02--Period of disqualification	4-7
	03--Reduction of benefit rights	4-7
	04--Relation to availability provisions	4-7
435	Discharge for Misconduct Connected with the Work	4-7
	01--Period of disqualification	4-8
	02--Disqualification for gross misconduct	4-8
440	Disqualification for a Refusal of Suitable Work	4-9
	01--Criteria for suitable work	4-9
	02--Period of disqualification	4-10
445	Labor Disputes	4-10
	01--Definition of labor dispute	4-10
	02--Location of the dispute	4-10
	03--Period of disqualification	4-11
	04--Exclusion of individual workers	4-11
450	Disqualification of Special Groups	4-12
	01--Individuals with marital obligations	4-12
	02--Students	4-12
	03--School personnel	4-13
	04--Professional athletes	4-13
	05--Aliens	4-13
455	Disqualification for Fraudulent Misrepresentation To Obtain Benefits	4-14
	01--Recovery provisions	4-14
	02--Criminal penalties	4-15
	03--Disqualification for misrepresentation	4-15
460	Disqualifying Income	4-16
	01--Wages in lieu of notice and dismissal payments	4-17
	02--Workmen's compensation payments	4-17
	03--Retirement payments	4-17
	04--Supplemental unemployment payments	4-18
	05--Relationship with other statutory provisions	4-19

(Continued)

CONTENTS

ELIGIBILITY TABLES

NUMBER		PAGE
400	Ability to work, availability for work, and seeking work requirements . .	4-23
401	Disqualification for voluntary leaving, good cause, and disqualification imposed	4-27
402	Disqualification for discharge for misconduct	4-31
403	Disqualification for discharge for gross misconduct	4-35
404	Refusal of suitable work	4-37
405	Disqualification for unemployment caused by labor dispute	4-41
406	Disqualification provisions for marital obligations	4-44
407	Special provisions for students and school employees	4-45
408	Penalties for fraudulent misrepresentation: Fine or imprisonment or both in amounts and periods specified	4-47
409	Disqualification for fraudulent misrepresentation to obtain benefits . .	4-49
410	Effect of disqualifying income on weekly benefit amount	4-53

SECTION		PAGE
500	ADMINISTRATIVE ORGANIZATION	5-1
505	Place of the Employment Security Agency in the State Government	5-1
	01--Independent board or commission	5-1
	02--Independent departments of State government	5-2
	03--In State department of labor or other agency	5-2
	04--Merit selection of employees	5-2
510	Advisory Councils	5-2
	01--Purpose of advisory councils	5-3
	02--Representation on councils	5-3
	03--Special councils	5-3
515	Appeal Authorities	5-4
	01--First appeals stage	5-4
	02--Second appeals stage	5-5
	03--Judicial review	5-6

ADMINISTRATION TABLES

NUMBER		PAGE
500	Organization of State employment security agencies:	
	A. Independent commission or board	5-11
	B. Independent department of State government	5-13
	C. In State department of labor or State workmen's compensation agency . . .	5-14
501	State and local advisory councils	5-17
502	Appeals authorities and time limitation for review:	
	A. Administrative appeals	5-19
	B. Judicial review	5-23

(Continued)

CONTENTS

SECTION	PAGE
600 TEMPORARY DISABILITY INSURANCE COORDINATED WITH UNEMPLOYMENT INSURANCE	6-1
605 Definition of Disability	6-1
01--Types of disability excluded	6-2
02--Uninterrupted period of disability	6-2
610 Coverage	6-2
615 Financing	6-3
01--Type of fund	6-3
02--Amount of contributions	6-3
03--Financing benefits for disability during unemployment	6-4
04--Administrative costs	6-4
620 Benefit Provisions	6-5
01--Benefit year and base period	6-5
02--Qualifying wages or employment	6-5
03--Weekly benefit amount and duration of benefits	6-6
04--Waiting period	6-7
05--Part weeks of disability	6-7
06--Benefits under private plans	6-7
07--Survivors benefits	6-8
625 Disqualifications and Nonmonetary Eligibility Provisions	6-8
01--Eligibility requirements in addition to wages	6-8
02--Relationship to workmen's compensation	6-8
03--Effect of other types of income on eligibility	6-9
630 Administration	6-10

DISABILITY TABLES

NUMBER	PAGE
600 Significant provisions of temporary disability insurance laws	6-12

SECTION	PAGE
700 UNEMPLOYMENT INSURANCE BASED ON SERVICE FOR THE UNITED STATES	7-1
705 Unemployment Compensation for Federal Civilian Employees and for Ex-Servicemen	7-1
01--Unemployment compensation for Federal civilian employees	7-1
02--Unemployment compensation for ex-servicemen	7-1

SECTION	PAGE
800 FEDERAL TRAINING ALLOWANCES AND READJUSTMENT PROGRAMS	8-1
805 Trade Readjustment Allowances (TRA)	8-1
01--Certification process	8-1
02--Qualifying requirements	8-1
03--Duration	8-2
04--Subsistence and transportation allowances	8-2
05--Relocation allowances	8-2
06--Job search allowances	8-2

(Continued)

CONTENTS

READJUSTMENT (CONTINUED)

SECTION	PAGE
810 Work Incentive Program (WIN)	8-2
815 Disaster Unemployment Assistance (DUA)	8-3
01--Eligibility	8-3
02--Disaster assistance period	8-3
03--Weekly assistance amount	8-3
04--Deductions	8-3

Abbreviations used in the tables:

AWW--average weekly wage
 BP--base period
 BPW--base-period wages
 BY--benefit year
 consec.--consecutive
 CQ--calendar quarter
 CY--calendar year
 dep.--dependent
 DA--dependents allowance
 DI--disability insurance
 emplmt.--employment
 ER--employer
 FUTA--Federal Unemployment Tax Act
 HQ--high quarter
 HQW--high-quarter wages
 min.--minimum
 max.--maximum
 PT--part-time
 sched.--schedule
 UI--unemployment insurance
 WBA--weekly benefit amount
 W--week
 wk.--week
 WF--week of filing
 WW--waiting week
 yr.--year

	PAGE
INDEX	x-1