

**LEGISLATIVE SERVICES AGENCY
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS**

301 State House
(317) 232-9855

FISCAL IMPACT STATEMENT

LS 6974
BILL NUMBER: SB 245

DATE PREPARED: Dec 21, 1998
BILL AMENDED:

SUBJECT: Unemployment compensation.

FISCAL ANALYST: Susan Preble
PHONE NUMBER: 232-9867

FUNDS AFFECTED: **GENERAL**
 X DEDICATED
 FEDERAL

IMPACT: State

Summary of Legislation: This bill provides that a person who has voluntarily left employment without good cause or was discharged for just cause is ineligible to receive benefits until the person has earned remuneration equal to or exceeding the weekly benefit amount of the person's claim for four weeks. (Current law provides for eight weeks.) It provides that a person who has left one job for a higher paying job is not automatically disqualified from receiving unemployment insurance benefits if the person is separated from employment in the second job without just cause. (Current law provides that a person is automatically disqualified unless the person has been employed at the second job for at least ten weeks.)

It provides that an employee who is discharged for violation of an attendance policy is not considered to have been discharged for just cause if the employee can show good cause for the absences or tardiness. It also provides that "good cause" includes: (1) compelling family obligations of the individual; (2) sexual harassment of the individual in connection with the individual's employment; and (3) financial inability of the individual to maintain two separate places of residence.

Effective Date: July 1, 1999.

Explanation of State Expenditures: The provisions of this bill may create a minimal increase in expenditures from the Unemployment Insurance Benefit Fund, the extent of which is indeterminable and dependent on the number of individuals who meet the above criteria. The current balance of the Unemployment Insurance Benefit Fund, as of December 4, 1998 was \$1.4 B.

Explanation of State Revenues:

Explanation of Local Expenditures:

Explanation of Local Revenues:

State Agencies Affected: Department of Workforce Development

Local Agencies Affected:

Information Sources: Reginald Wagner, Division of Employment and Training Services, Department of Workforce Development, (317) 232-7678.