



General Assembly

February Session, 2008

Raised Bill No. 5482

LCO No. 810

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Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

**AN ACT CONCERNING UNEMPLOYMENT COMPENSATION
ELIGIBILITY FOR NEW HIRES DURING EVALUATION PERIODS.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Subdivision (1) of subsection (c) of section 31-225a of the
2 2008 supplement to the general statutes is repealed and the following
3 is substituted in lieu thereof (*Effective October 1, 2008*):

4 (c) (1) (A) Any week for which the employer has compensated the
5 claimant in the form of wages in lieu of notice, dismissal payments or
6 any similar payment for loss of wages shall be considered a week of
7 employment for the purpose of determining employer chargeability.
8 (B) No benefits shall be charged to any employer [who paid wages of
9 five hundred dollars or less to the claimant in his base period] for the
10 first twenty working days of a claimant's employment. (C) No
11 dependency allowance paid to a claimant shall be charged to any
12 employer. (D) In the event of a natural disaster declared by the
13 President of the United States, no benefits paid on the basis of total or
14 partial unemployment which is the result of physical damage to a
15 place of employment caused by severe weather conditions including,
16 but not limited to, hurricanes, snow storms, ice storms or flooding, or

17 fire except where caused by the employer, shall be charged to any
18 employer. (E) If the administrator finds that (i) an individual's most
19 recent separation from a base period employer occurred under
20 conditions which would result in disqualification by reason of
21 subdivision (2), (6) or (9) of subsection (a) of section 31-236 of the 2008
22 supplement to the general statutes, or (ii) an individual was
23 discharged for violating an employer's drug testing policy, provided
24 the policy has been adopted and applied consistent with sections 31-
25 51t to 31-51aa, inclusive, section 14-261b of the 2008 supplement to the
26 general statutes and any applicable federal law, no benefits paid
27 thereafter to such individual with respect to any week of
28 unemployment which is based upon wages paid by such employer
29 with respect to employment prior to such separation shall be charged
30 to such employer's account, provided such employer shall have filed a
31 notice with the administrator within the time allowed for appeal in
32 section 31-241. (F) No base period employer's account shall be charged
33 with respect to benefits paid to a claimant if such employer continues
34 to employ such claimant at the time the employer's account would
35 otherwise have been charged to the same extent that he employed him
36 during the individual's base period, provided the employer shall
37 notify the administrator within the time allowed for appeal in section
38 31-241. (G) If a claimant has failed to accept suitable employment
39 under the provisions of subdivision (1) of subsection (a) of section 31-
40 236 of the 2008 supplement to the general statutes and the
41 disqualification has been imposed, the account of the employer who
42 makes an offer of employment to a claimant who was a former
43 employee shall not be charged with any benefit payments made to
44 such claimant after such initial offer of reemployment until such time
45 as such claimant resumes employment with such employer, provided
46 such employer shall make application therefor in a form acceptable to
47 the administrator. The administrator shall notify such employer
48 whether or not his application is granted. Any decision of the
49 administrator denying suspension of charges as herein provided may
50 be appealed within the time allowed for appeal in section 31-241. (H)

51 Fifty per cent of benefits paid to a claimant under the federal-state
52 extended duration unemployment benefits program established by the
53 federal Employment Security Act shall be charged to the experience
54 accounts of the claimant's base period employers in the same manner
55 as the regular benefits paid for such benefit year. (I) No base period
56 employer's account shall be charged with respect to benefits paid to a
57 claimant who voluntarily left suitable work with such employer (i) to
58 care for a seriously ill spouse, parent or child, or (ii) due to the
59 discontinuance of the transportation used by the claimant to get to and
60 from work, as provided in subparagraphs (A)(ii) and (A)(iii) of
61 subdivision (2) of subsection (a) of section 31-236 of the 2008
62 supplement to the general statutes.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2008	31-225a(c)(1)

Statement of Purpose:

To encourage the hiring of probationary employees by lessening the exposure for employers during a new employee's training and evaluation period.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]