

CONTENTS

CHAPTER 1 – COVERAGE

In General.....	1-1
Employers	1-2
<i>Table 1-1: Definition of Employer (if different from FUTA 20 weeks/\$1,500 rule)</i>	1-2
Agricultural Labor	1-2
<i>Table 1-2: Agricultural Labor Provisions (if different from FUTA 20 weeks/\$20,000 rule)</i>	1-3
Domestic Service	1-4
<i>Table 1-3: Domestic Service Provisions (if different from FUTA \$1,000 rule)</i>	1-4
Employer-Employee Relationship	1-4
<i>Table 1-4: Workers Considered Employees Unless</i>	1-5
Employment	1-7
Location of Employment	1-7
Localization of Work	1-7
Election of Coverage of Services Performed Outside the State	1-8
Coverage of Services Performed Outside the United States.....	1-8
Election of Coverage through Reciprocal Coverage Arrangement.....	1-8
Employment Specifically Excluded.....	1-8
<i>Table 1-5: Significant Miscellaneous Employment Exclusions</i>	1-9
Service for Relatives.....	1-10
Service by Students and Spouses of Students.....	1-10
<i>Table 1-6: Student Employment Excluded from Coverage</i>	1-10
Service by Patients for Hospitals.....	1-10
Service for Federal Instrumentalities	1-10
Maritime Workers.....	1-11
Voluntary Coverage of Excluded Employment.....	1-11
Self-Employment.....	1-11
Coverage of Officers of Corporations.....	1-11
<i>Table 1-7: Corporate Officers</i>	1-11
Coverage by Reason of a Federal Requirement.....	1-12
Nonprofit Organizations	1-13
<i>Table 1-8: Nonprofit Organizations: States Covering Organizations</i> <i>With 1 or More Employees</i>	1-13
Governmental Entities	1-14
<i>Table 1-9: State and Local Governments: Service Excluded from Coverage</i>	1-14
Indian Tribes	1-14
Unemployment Compensation for Federal Civilian Employees and for Ex-Servicemembers	1-14
Unemployment Compensation for Federal Employees (UCFE)	1-15
Unemployment Compensation for Ex-Servicemembers (UCX).....	1-15

CHAPTER 2 – FINANCING

The Federal Tax and the Federal Unemployment Trust Fund (UTF)	2-1
Amount of Tax	2-1
Use of Federal Revenues	2-1
The Unemployment Trust Fund (UTF).....	2-2
State Taxes and Other State Revenues.....	2-3
Employer Taxes	2-3
Employee Taxes.....	2-3
Interest and Penalty Funds	2-4
Taxable Wages.....	2-4
<i>Table 2-1: Taxable Wage Bases</i>	2-4

<i>Table 2-2: Computation of Flexible Taxable Wage Bases</i>	2-5
Experience Rating	2-6
Federal Requirements for Experience Rating	2-6
State Requirements for Experience Rating	2-7
Experience Rating Formulas	2-7
Reserve-Ratio Formula	2-7
<i>Table 2-3: Reserve-Ratio Formula States</i>	2-8
Benefit-Ratio Formula	2-8
<i>Table 2-4: Benefit-Ratio Formula States</i>	2-8
Benefit-Wage-Ratio Formula.....	2-9
<i>Table 2-5: Benefit-Wage-Ratio Formula States</i>	2-9
Payroll Variation Plan.....	2-9
Charging Methods.....	2-10
Charging Most Recent or Principal Employer	2-10
<i>Table 2-6: States That Charge Most Recent or Principal Employer</i>	2-10
Charging Base-Period Employers in Inverse Chronological Order	2-10
<i>Table 2-7: States That Charge Base-Period Employers in Inverse Chronological Order</i> ..	2-11
Charging in Proportion to Base-Period Wages	2-11
<i>Table 2-8: States That Charge in Proportion to Base-Period Wages</i>	2-11
Non-Charging of Benefits	2-12
<i>Table 2-9: Benefits Excluded from Charging</i>	2-12
Taxes Payable to Unemployment Fund	2-17
Rates and Rate Schedules	2-17
Minimum and Maximum Rates	2-17
<i>Table 2-10: Fund Requirements and Range of Rates</i>	2-17
Limitation on Rate Increases	2-19
Adjustments	2-19
<i>Table 2-11: Surcharges, Surtaxes, and Adjustments</i>	2-20
Computation, Fund Trigger, and Effective Dates, and New Employers.....	2-21
<i>Table 2-12: Computation, Fund Trigger, Effective Dates, and New Employers</i>	2-21
Rate Reduction Through Voluntary Contributions	2-23
<i>Table 2-13: States Permitting Rate Reduction Through Voluntary Contributions</i>	2-24
Transfer of Employers' Experience	2-25
<i>Table 2-14: Transfer of Experience for Employer Rates</i>	2-26
Additional Taxes	2-28
Loan and Interest Repayment Taxes.....	2-29
<i>Table 2-15: States with Loan and Interest Repayment Taxes</i>	2-29
Reserve Taxes	2-30
<i>Table 2-16: States with Reserve Taxes: Principal Used for UI Purposes,</i> <i>Interest Used for UI or Non-UI Purposes</i>	2-30
Taxes for UI Administration or Non-UI Purposes.....	2-31
<i>Table 2-17: States with Taxes for UI Administration or Non-UI Purposes</i>	2-31
Special Provisions for Financing Benefits Paid to Employees of Nonprofit Organizations, State and Local Governments, and Indian Tribes	2-33
The Reimbursement Option.....	2-33
Special Provisions for State and Local Governments.....	2-34
<i>Table 2-18: Financing Provisions for Governmental Entities</i>	2-34
Bonding Requirements.....	2-36
<i>Table 2-19: States That Require Bond or Deposit of Employers Electing Reimbursing</i>	2-36

CHAPTER 3 – MONETARY ENTITLEMENT

In General.....	3-1
Base Period and Benefit Year	3-2
Benefit Years	3-2

<i>Table 3-1: When Benefit Year Begins – Other than a Week a First Claim is Filed</i>	3-2
Base Periods.....	3-2
Alternative Base Periods (ABP)	3-2
Extended Base Periods (EBP)	3-2
<i>Table 3-2: States with Alternative and Extended Base Periods</i>	3-2
Qualifying Wages or Employment.....	3-4
Multiple of High-Quarter Wages	3-5
Multiple of Weekly Benefit Amount	3-5
Flat Qualifying Amount	3-5
Weeks/Hours of Employment.....	3-5
<i>Table 3-3: Base Period Wage and Employment Requirements for Benefits</i>	3-5
Qualifying for a Second Benefit Year.....	3-7
<i>Table 3-4: Wages Needed to Establish New Benefit Year</i> <i>(Amount Times WBA Unless Indicated)</i>	3-8
Weekly Benefit Amount	3-9
Methods of Computing Weekly Benefits.....	3-9
High-Quarter Method	3-9
Multi-Quarter Method	3-10
Annual-Wage Method	3-10
Weekly-Wage Formula.....	3-10
<i>Table 3-5: Weekly Benefit Amounts</i>	3-10
Automatic Adjustments to Weekly Benefit Amounts.....	3-13
<i>Table 3-6: States with Automatic Adjustment to Benefit Amounts</i>	3-13
Waiting Period	3-15
<i>Table 3-7: State Initial Waiting Periods</i>	3-15
Benefits for Partial Unemployment.....	3-17
<i>Table 3-8: Partial Unemployment and Earnings Disregarded When Determining</i> <i>Weekly Benefit</i>	3-18
Dependents' Allowances.....	3-20
Definition of Dependent	3-20
<i>Table 3-9: Definition of Dependent</i>	3-20
Amount of Weekly Dependents' Allowances.....	3-21
<i>Table 3-10: Amount of Weekly Dependents' Allowances</i>	3-22
Duration of Benefits.....	3-22
<i>Table 3-11: Maximum Benefit Entitlement</i>	3-23
<i>Table 3-12: Duration of Benefits</i>	3-26
Seasonal Employment and Benefits.....	3-27
<i>Table 3-13: Seasonal Wage Credits Available Only During Season</i>	3-28
<i>Table 3-14: Other Seasonal Provisions</i>	3-28
Deductions and Withholding from Benefits.....	3-28
Overpayments	3-28
Child Support.....	3-28
Overissuances of Food Stamps	3-29
<i>Table 3-15: States with Authority to Deduct Food Stamp Overissuances</i>	3-29
Income Tax	3-29
<i>Table 3-16: Withholding State and Local Income Tax at Claimant Option</i>	3-29
Healthcare Coverage.....	3-29

CHAPTER 4 – EXTENSIONS AND SPECIAL PROGRAMS

In General.....	4-1
Federal-State Extended Benefits (EB)	4-1
Triggers for EB.....	4-1
<i>Table 4-1: States with Optional Triggers for EB</i>	4-2
Financing of EB.....	4-2

Special Qualifying Requirements	4-3
<i>Table 4-2: EB Monetary Requirement Used in States Where</i>	
<i>Regular UI Minimum Qualifying Formula Does Not Satisfy 20-week Requirement.....</i>	4-3
Reductions in Amount of EB.....	4-4
<i>Table 4-3: States Reducing EB Payable Pursuant to a Sequester Order</i>	4-4
Special Federal Extension Programs.....	4-4
<i>Table 4-4: Special Federal Extension Programs Enacted by Congress.....</i>	4-5
State Additional Benefits (AB)	4-5
<i>Table 4-5: States with Additional Benefits (AB) Programs</i>	4-5
Trade Readjustment Allowances (TRA).....	4-8
Certification Process	4-8
Qualifying Requirements	4-8
Duration	4-8
Subsistence and Transportation Allowances.....	4-8
Relocation Allowances	4-8
Job Search Allowances	4-8
Disaster Unemployment Assistance (DUA)	4-9
Eligibility	4-9
Disaster Assistance Period.....	4-9
Weekly Assistance Amount.....	4-9
Deductions	4-9
Short-Time Compensation (Worksharing).....	4-9
<i>Table 4-6: States with Worksharing Programs</i>	4-10
Self-Employment Assistance (SEA) Program	4-11
<i>Table 4-7: States with SEA Programs</i>	4-12

CHAPTER 5 – NONMONETARY ELIGIBILITY

In General.....	5-1
Separations From Employment.....	5-1
Voluntarily Leaving Work.....	5-1
Good Cause for Voluntarily Leaving	5-1
<i>Table 5-1: Voluntarily Leaving – Must be Connected to Work.....</i>	5-2
Voluntarily Leaving – Good Personal Cause –	
<i>Table 5-2: Reasons Frequently Cited in State Law</i>	5-2
<i>Table 5-3: To Join the Armed Forces.....</i>	5-5
<i>Table 5-4: Domestic Violence.....</i>	5-5
<i>Table 5-5: To Perform Marital, Domestic, or Filial Obligation.....</i>	5-6
<i>Table 5-6: Quit to Marry or to Follow Spouse.....</i>	5-6
Other Good Cause Provisions.....	5-8
Good Cause – Relation to Other Laws.....	5-8
Good Cause and Labor Arrangements	5-8
Good Cause and Suitable Work.....	5-9
Good Cause and Jobs for Temporary Service Employers.....	5-10
<i>Table 5-7: States with Temporary Workers Provisions.....</i>	5-10
Period of Disqualification.....	5-10
Reduction of Benefit Rights	5-10
<i>Table 5-8: Voluntarily Leaving – Disqualification.....</i>	5-11
Discharge for Misconduct Connected with the Work.....	5-13
Illegal Drugs and Alcohol.....	5-14
<i>Table 5-9: States with Drug and/or Alcohol Provisions</i>	5-14
Period of Disqualification.....	5-15
<i>Table 5-10: Discharge for Misconduct – Disqualification.....</i>	5-15
Disqualification for Gross Misconduct.....	5-18
<i>Table 5-11: States with Gross Misconduct Provisions – Disqualification.....</i>	5-18

Drug Testing as a Condition of Eligibility	5-20
Labor Disputes	5-20
Definition of Labor Dispute.....	5-20
Location of the Dispute	5-20
Period of Denial.....	5-21
Exclusion of Individual Workers.....	5-21
<i>Table 5-12: Labor Disputes - Period of Denial and Workers Excluded</i>	5-21
Nonseparations.....	5-24
Ability to Work.....	5-24
Availability for Work	5-24
<i>Table 5-13: States with Special Provisions for Illness or Disability</i>	5-25
Vacation.....	5-25
Locality.....	5-26
Availability During Training	5-26
Availability for Part-Time Work	5-26
<i>Table 5-14: States with Availability of Part-Time Workers Provisions</i> <i>States That Pay Benefits to Part-Time Workers Under Certain Conditions</i>	5-27
Actively Seeking Work	5-28
<i>Table 5-15: Work Search Requirements</i>	5-29
Refusal of Work.....	5-31
Criteria for Suitable Work.....	5-32
Distance.....	5-32
Personal/Family Reasons	5-32
Union/Collective Bargaining Issues.....	5-32
Drug Testing Issues.....	5-33
Duration of Unemployment	5-33
Period of Disqualification	5-34
<i>Table 5-16: Refusal of Suitable Work – Disqualification</i>	5-34
Special Groups	5-37
Students	5-37
<i>Table 5-17: Treatment of Students</i>	5-37
School Personnel	5-40
Professional Athletes	5-40
Aliens.....	5-40
Deductible Income	5-40
Wages in Lieu of Notice and Dismissal Payments	5-41
<i>Table 5-18: States with Wages in Lieu of Notice and Dismissal Payments Provisions</i>	5-41
Workers' Compensation Payments.....	5-42
<i>Table 5-19: States with Workers' Compensation Provisions</i>	5-43
Vacation Pay, Holiday Pay, and Back Pay	5-43
<i>Table 5-20: States with Holiday Pay, Back Pay and Vacation Pay Provisions</i>	5-43
Retirement Payments.....	5-45
<i>Table 5-21: Effect of Retirement Payments</i>	5-46
Effect of Social Security Payments	5-47
<i>Table 5-22: States That Reduce Weekly Benefit Amount Due to</i> <i>Receipt of Social Security Payments</i>	5-47
Supplemental Unemployment Payments	5-47
Relationship with Other Statutory Provisions	5-47

CHAPTER 6 – OVERPAYMENTS

In General	6-1
Nonfraud Provisions.....	6-1
Waivers	6-1
<i>Table 6-1: Waiver of Nonfraud Overpayments</i>	6-1

Recovery Provisions.....	6-2
<i>Table 6-2: Recovery of Nonfraud Overpayments</i>	6-3
Fraud Provisions.....	6-5
Recovery Provisions, Fines, and Criminal Penalties.....	6-5
<i>Table 6-3: Treatment of Fraud</i>	6-6
Disqualification for Misrepresentation.....	6-10
<i>Table 6-4: Disqualification for Fraudulent Misrepresentation</i>	6-11
Write-Off of Overpayments	6-13
<i>Table 6-5: Write-Off of Overpayments</i>	6-14

CHAPTER 7 – APPEALS

In General.....	7-1
<i>Table 7-1: States That Do Not Specify That Findings, Conclusions, or Orders of Hearing Officers are Not Binding in Any Other Proceeding</i>	7-1
First- and Second-Level Appeals	7-2
First-Level Appeals.....	7-2
Second-Level Appeals	7-2
Time Limits for Filing Appeals, and Appellate Entities	7-3
<i>Table 7-2: Time Limitations for Appeal, and Appellate Entities</i>	7-3
Judicial Review	7-5
<i>Table 7-3: Judicial Review</i>	7-5

CHAPTER 8 – TEMPORARY DISABILITY INSURANCE

In General.....	8-1
Definition of Disability	8-1
Exclusion from Disability Payments.....	8-2
Uninterrupted Period of Disability.....	8-2
<i>Table 8-1: Definition: Period of Disability</i>	8-2
Coverage	8-2
Financing.....	8-2
Type of Fund.....	8-3
Amount of Contributions	8-3
<i>Table 8-2: Amount of Contributions</i>	8-3
Financing Benefits for Disability During Unemployment.....	8-3
Administrative Costs.....	8-4
Benefit Provisions	8-4
<i>Table 8-3: Benefit Year and Base Period</i>	8-4
<i>Table 8-4: Qualifying Wages or Employment</i>	8-5
<i>Table 8-5: Weekly Benefit Amount and Duration of Benefits</i>	8-5
<i>Table 8-6: Waiting Period</i>	8-6
Partial Weeks of Disability	8-6
<i>Table 8-7: Partial Weeks of Disability</i>	8-6
Benefits Under Private Plans	8-7
Survivors' Benefits	8-7
Disqualification and Nonmonetary Eligibility Provisions	8-7
Eligibility Requirements in Addition to Wages.....	8-7
Relationship to Workers' Compensation	8-8
Effect of Other Types of Income on Eligibility	8-8
Administration.....	8-9

APPENDICES

Appendix I: Acronyms and State Abbreviations Used in this Document
Appendix II: UI Information Online