

MINUTES OF THE MEETING
LABOR AND EMPLOYMENT COMMITTEE
MONTANA STATE SENATE

March 21, 1985

The twenty-third meeting of the Labor and Employment Committee was called to order at 1:05 p.m. on March 21, 1985, by Chairman J. D. Lynch in Room 413/415 of the State Capitol.

ROLL CALL: All members were present.

FURTHER CONSIDERATION OF HOUSE BILL 853:

John MacMaster explained the amendments to House Bill 853. (Exhibit No. 1)

The Statement of Intent was offered. (Exhibit No. 2)

Senator Blaylock moved the Statement of Intent and the amendments. On a voice vote, with Senator Keating voting no and all others voting yes, the motion carried.

Senator Blaylock made a motion to reconsider House Bill 853. On a voice vote, with Senator Keating voting no and all others voting yes, the motion carried.

Senator Blaylock made a motion to attach the Statement of Intent and the amendments. On a voice vote, with Senator Keating voting no and all others voting yes, the motion carried.

Senator Blaylock made a motion that House Bill 853 Be Concurred In As Amended. On a voice vote, with senators Aklestad, Keating and Thayer voting no and senators Blaylock, Haffey, Lynch, Manning and Towe voting yes, House Bill 853 was CONCURRED IN AS AMENDED WITH THE STATEMENT OF INTENT ATTACHED.

CONSIDERATION OF HOUSE BILL 284:

Chairman Lynch called on Representative Hal Harper, sponsor of House Bill 284. House Bill 284 is a product of the Employment Security Advisory Council. This bill is a result of the compromise that the committee reached. Section 1 of the first page provides for a surtax to pay off the principle on the federal loans. Section 2 deals with the taxable wage base, the most important part of this issue. Sections 3 and 4 change the experience rating by which an employer is rated. Section 5 replaces the existing rate classed for each eligible employer. Section 6 provides for a waiting week for transitional claims. Section 7 changes

the weekly benefit amount from 50% to 49% of each claimant's average weekly wage. Section 8, one of the most controversial parts of the bill, is the "good personal cause" section and provides that an employee will only be eligible for unemployment benefits if he has left his work with good cause attributable to his employment.

PROPOSERS OF HOUSE BILL 284:

Dave Wanzenried, Commissioner of Department of Labor and Employment, rose in support of House Bill 284 and submitted testimony.

(Exhibit No. 3)

George Allen, representing Montana Retail Association, submitted written testimony in support of House Bill 284.

(Exhibit No. 4)

Jim Hughes, representing Mountain Bell, stated this bill is a good package.

Dave Goss, representing Billings area Chamber of Commerce, said the chamber is in support of this bill. He said of the approximately 23,000 employers in Montana, about 17,000, or 74%, are non-retail employers. Of these non-retail employers about 14,000, or 85%, are eligible employers, which means about 60% of all employers in Montana are eligible non-retail employers; about 10,000, or 45%, are non-retail service employers and of these about 8,400, or 81%, are eligible employers. The 74% of non-retail employers also employ 70% of the workers in the state.

Dave Bishop, representing Montana Homebuilders Association and the National Federation of Independent Business, rose in support of House Bill 284.

Irvin Dellinger, representing Montana Building Material Dealers Association, rose in support of House Bill 284.

Robert Pratt, Executive Director of Montana Restaurants Association, rose in support of House Bill 284.

Jim Murry, Executive Secretary of Montana AFL-CIO, said AFL-CIO supports House Bill 284 with some reservations; mainly, Senate Bill 81.

Forrest Boles, President, Montana Chamber of Commerce, stated there is no linkage between Senate Bill 81 and House Bill 284. He encouraged the committee's support of this bill.

OPPONENTS OF HOUSE BILL 284:

Anne Brodsky, representing Women's Lobbyist Fund, rose in opposition to House Bill 284 and submitted testimony. (Exhibit No. 5)

QUESTIONS FROM THE COMMITTEE:

Senator Manning asked Mr. Wanzenried if he is able to calculate what the "good cause" provision is worth. Dave Wanzenried referred Senator Manning to the last page of the handout he had distributed, line 6, the saving to the trust fund. If that provision is enacted, it means two and a half million dollars for each of those two fiscal years.

Senator Haffey asked Mr. Wanzenried, at two and a half million dollars a year, does that mean people who become unemployed for "good personal cause" in Montana would receive two and a half million dollars in unemployment benefits a year. Dave Wanzenried replied that is correct. He said the largest number of "good personal cause" cases are "quit to follow."

Senator Haffey asked for an example of one other good personal cause. Mr. Wanzenried answered that other job prospects is the second most common reason. Senator Haffey asked whether "quit to follow" means that a spouse, male or female, quits his or her job and follows the spouse who is relocated to another job. Mr. Wanzenried answered that your spouse may be transferred to San Francisco, and rather than split the family up, you would quit your job to move with her, and while you are unemployed you would be eligible to draw benefits.

Senator Haffey asked how long a person would be eligible. Mr. Wanzenried replied if you are working full time at the time you quit, you would be entitled to 26 weeks. The amount of your benefits would depend on how much you drew during the base period, in this case about \$171.00 per week.

Senator Towe asked Mr. Wanzenried, in regard to Exhibit No. 6, if this is voluntary leaving for all reasons or does it just apply to those that have been granted "good cause" status. He asked how many cases there are of people from "quit to follow" as opposed to the entire number affected by section 8. Dave Wanzenried answered on Exhibit No. 6, A through W is all the possible combinations of factors that might lead into voluntary leaving that would qualify a person to receive benefits. The second sheet with that is the indication of the number of claims that were awarded and

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the total number of applications; in some cases some people were disqualified.

Senator Towe asked for an approximation of what the "quit to follow" provision would cost the State of Montana. Mr. Wanzenried answered 13.7% of the total savings per year.

Senator Towe asked Mr. Wanzenried, in reference to the chart which is the last page of the handout (Exhibit No. 3), with this bill can we rely on the figures on line 12, dealing with solvency? Mr. Wanzenried replied yes.

Senator Towe added that at the end of fiscal year 1986, based on a good economy, we will have the 21.3 million dollars, fund balance. Mr. Wanzenried replied that date is correct.

Senator Towe added, at 5.3 million dollars, fund balance, if it is a poor economy. Mr. Wanzenried replied yes.

Representative Harper closed on House Bill 284. He urged that this committee in some way pass this bill as a package.

The hearing was closed on House Bill 284.

ADJOURNMENT: The committee, having no further business, adjourned at the hour of 2:55 p.m.


Committee Chairman

ROLL CALL

Labor and Employment COMMITTEE

48th LEGISLATIVE SESSION -- 1985

Date 3/21/85

DATE
SEAT

NAME	PRESENT	ABSENT	EXCUSED
Senator Aklestad	X		
Senator Blaylock	X		
Senator Haffey	X		
Senator Keating	X		
Senator Manning	X		
Senator Thayer	X		
Sentor Towe	X		
Chairman Lynch	X		

Each day attach to minutes.

DATE 3/21

COMMITTEE ON Labor + Employment

VISITORS' REGISTER

NAME	REPRESENTING	BILL #	Check One	
			Support	Oppose
JH Balas	Montana Chamber	HB 284	X	
BG Hardahl	Mont Motor Carriers Assn	HB 284	X	
DAVID BISHOP	MONTANA HOME BUILDERS ASSOC. NATIONAL FEDERATION OF HO. BLDG	HB 284	X	
George Selan	mt. Retail Assn	HB 284	X	
Jim Dellinger	mt Bldg Mtl Assoc	HB 284	X	
Bob Durken	MT TAVERN ASSN	"	X	
Poland O Pratt	mt Restaurant Assoc	HB 284	X	
Phil STROPE	MT OPTOMETRISTS MONT TINKERS ASS	HB 284	X	
Anne Brodsky	WLF			section 8 X
NIM WATERS	MOUNTAIN BELL	HB 284	X	
Jim Murray	Mont. State AFL-CIO	HB 284	X	
Don Allen	mt. Wood Product Assn.	HB 284	✓	
Dave Goss	Billings Chamber of Commerce	HB 284	✓	inmend

Amendment to HB 853, third reading, blue copy.

1. Page 1, line 23.

Following: "provision"

Insert: ", in language approved by the commissioner of labor and industry,"

2. On Tue. 19 March, this bill was amended to add to section 1 of the bill the following subsection:

"(3) The commissioner of labor and industry shall enforce this section and investigate complaints of its violation."

This amendment 2 will add the following to the end of that subsection (3):

"and may adopt rules to implement this section:"

49th Legislature

LC 1355

STATEMENT OF INTENT

HOUSE BILL NO. 853

A statement of intent is required for this bill because section 1 grants rulemaking authority to the commissioner of labor and industry.

The rules should, at a minimum:

(1) provide the most practical method or methods for quantifying the requirement that at least 50% of the work on a project must be performed by Montana residents so that the quantification method or methods can be applied to contracts and projects to ensure that the requirement is complied with;

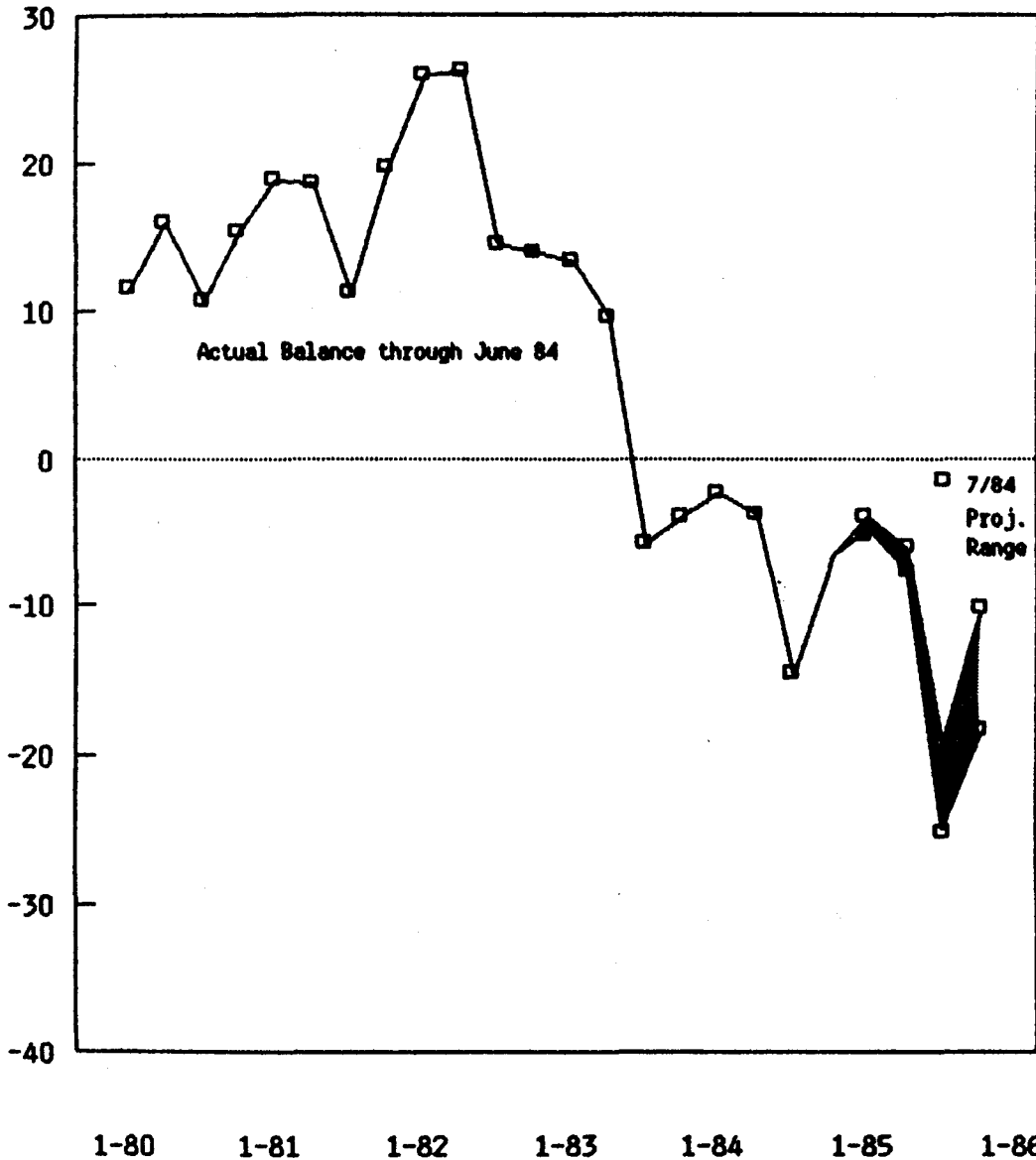
(2) include a procedure by which the commissioner will determine whether or not 50% of the work by a contractor can be performed by Montana residents, and if it cannot, what percent can be so performed; and

(3) include procedures for investigating complaints and enforcing section 1.

UI Trust Fund Balance

WANZENRIED

Trust Fund Balance in Millions of Dollars



PROJECTED TRUST FUND BALANCE
 (Actual through June 84)

JUNE, 83	(\$ 4.0M)	Projection with Poor Economy
JULY, 83	(\$ 1.6M)	
AUGUST, 83	\$ 0.9M	
September, 83	(\$ 2.3M)	
OCTOBER, 83	(\$ 0.6M)	
NOVEMBER, 83	\$ 0.6M	
DECEMBER, 83	(\$ 3.7M)	
JANUARY, 84	(\$ 6.8M)	
FEBRUARY, 84	(\$ 9.3M)	
MARCH, 84	(\$14.6M)	
April, 84	(\$12.1M)	
MAY, 84	(\$ 4.4M)	
JUNE, 84	(\$ 6.7M)	
JULY, 84	(\$ 4.3M)	
AUGUST, 84	(\$ 0.5M)	
SEPTEMBER, 84	(\$ 4.0M)	(\$ 4.8M)
OCTOBER, 84	(\$ 2.5M)	(\$ 3.5M)
NOVEMBER, 84	\$ 0.1M	(\$ 1.2M)
DECEMBER, 84	(\$ 5.9M)	(\$ 7.7M)
JANUARY, 85	(\$ 8.6M)	(\$10.8M)
FEBRUARY, 85	(\$11.4M)	(\$15.3M)
MARCH, 85	(\$19.0M)	(\$24.9M)
APRIL, 85	(\$13.6M)	(\$21.0M)
MAY, 85	(\$ 6.0M)	(\$13.7M)
June, 85	(\$10.6M)	(\$18.8M)

State Fiscal Year Qtrs.

Updated Projection July 1984

TRUST FUND STATUS
(In Millions of Dollars)

	<u>ACTUAL</u>	<u>ESTIMATED*</u>		
	<u>SFY 84</u>	<u>SFY 85</u>	<u>SFY 86</u>	<u>SFY 87</u>
Beginning Balance	(4.0)	(6.7)	(10.7)	(15.5)
Contributions	57.2	59.0	62.2	65.1
Benefits	59.9	63.0	67.0	73.0
Ending Balance	(6.7)	(10.7)	(15.5)	(23.4)
<hr/>				
Minimum Annual Shortfall	2.7	4.0	4.8	7.9
Add for Variables	---	8.0	8.0	8.0
Maximum Annual Shortfall	---	12.0	12.8	15.9

Average Annual Shortfall '85 - '87:

 Minimum = 5.6

 Maximum = 13.6

*Based on 8/84 projections

Revised 8/84

MAJOR PROVISIONS OF HOUSE BILL 284, AS AMENDED

TAX TABLE RATIOS - TRUST FUND BALANCE

Under current law, the tax table ratio at Schedule V requires a trust fund balance of \$33.6 million (based on 1983 total wages). The median schedule is Schedule X.

House Bill 284 proposes to increase the ratio at Schedule V to require a balance of \$49.3 million. The median schedule is Schedule VII, which requires a fund balance of \$27.55 million for calendar year 1985.

TAX TABLE RATE CLASSES

Under current law, the tax table contains 7 rate classes for "eligible employers" and 6 rate classes for "deficit employers".

House Bill 284 proposes to increase the rate classes to 10 in each category.

EXPERIENCE RATING PERIOD

Current law specifies a 3 year experience rating period.

House Bill 284 proposes to change the experience rating period to be continuous beginning 10-1-85.

SURTAX

House Bill 284 proposes a surtax to pay off outstanding federal loans. The tax would be set by the Department of Labor and Industry based on need to repay loans, but would be limited to a maximum of .3% of total wages. The authority to impose the surtax, to be paid in total by employers, will remain in effect until June 30, 1987.

TAXABLE WAGE BASE (TWB)

Under current law, the TWB is 75% of the average annual wage with a maximum increase of \$200 per year. The TWB for 1985 is \$8,600.

House Bill 284 proposes to increase the TWB to 80% of the average annual wage. The TWB for 1985 would be \$11,800.

AVERAGE TAX RATE (ATR)

House Bill 284 proposes to increase the ATR at each schedule by .2%.

MAXIMUM TAX RATE FOR DEFICIT EMPLOYERS

Under current law the maximum tax rate for deficit employers is 4.4%.

House Bill 284 proposes to increase the maximum tax rate to 6.5%.

NOTE: Under federal law, states must have a maximum tax rate of at least 5.4%. Failure of the Legislature to amend current law to establish a maximum tax rate of at least 5.4% will put the state out of conformity with federal law and result in the loss of the state's employers' FUTA tax credit (estimated \$77.5 million) for calendar year 1985, loss of administrative funds to operate the unemployment insurance program (\$16 million) and a discontinuation of the unemployment system until conforming legislation is enacted by the legislature.

DISQUALIFICATION - QUIT WITH GOOD CAUSE

State law currently provides benefits for employees who quit their job with good personal cause.

House Bill 284 requires that the cause of separation from employment be attributed to the claimant's employment in order to qualify for benefits.

MAXIMUM WEEKLY BENEFIT AMOUNT

Under current law the maximum weekly benefit amount may not exceed 60% of the state's average weekly wage. The amount is calculated each July 1. Under current law the estimated maximum for SFY'86 would be \$178 and for SFY'87 \$190.

House Bill 284 imposes a "freeze" on the maximum for the period between July 1, 1985 and December 31, 1986. This change would freeze the maximum at \$171 per week during the period.

WAITING WEEK BETWEEN TRANSITIONAL YEARS

Currently, state law does not require a waiting week between transitional years.

House Bill 284 requires a waiting week between transitional years. During any year in which "extended benefits" trigger on for the normal 13 week period, the estimated savings to the trust fund is \$.5 million.

WEEKLY BENEFIT AMOUNT

Current state law provides for benefits equal to 50% of the claimant's average weekly wage during his/her base period (with a minimum and maximum provision).

House Bill 284 reduces the weekly benefit amount to 49%.

TRUST FUND WORKSHEET

(IN MILLIONS OF DOLLARS)

LINE NO.	ITEM	REFERENCE DOCUMENT	OPTION SELECTED	SFY '85	SFY '86	SFY '87
1.	BEGINNING BALANCE	IV		-6.7	-4.6	21.3
2.	CONTRIBUTIONS-CURRENT LAW	IV		+59.0	+62.2	+65.1
	INCREASE TAXABLE WAGE BASE	III-A	80%	+4.5	+12.1	+13.1
	INCREASE AVERAGE TAX RATE	III-C	.29% ^①	+1.6	+4.2	+4.4
	BENEFITS-CURRENT LAW	IV		-63.0	-67.0	-73.0
	DISQUALIFICATION-QUIT WITH GOOD CAUSE	III-J	YES	0	+2.5	+2.5
	FREEZE OR REDUCE MAXIMUM BENEFITS	III-K	FREEZE AT FY85 MAX. 7/85 THRU 12/86	0	+2.1	+1.5
	ELIMINATE 15% PROVISION FOR MIN. BENEFITS	III-L	NO	0	+	+
9.	REQUIRE WAITING WEEK-TRANSITIONAL CLAIMS	III-M	YES	0	0	0
10.	REDUCE WEEKLY BENEFIT AMOUNT	III-P	49%	0	+1.3	+1.5
11.	ADD SURTAX ON EMPLOYERS AND/OR EMPLOYEES	III-N	TO COVER LOANS	+	+8.5	+
	① INCLUDES PROVISION TO INCREASE DEFICIT EMPLOYERS TO 6.5% MAX.					
12.	ENDING BALANCE (must be calculated)	BASED ON GOOD ECONOMY		-4.6	21.3	36.
		BASED ON POOR ECONOMY (Deduct \$8M Per Year)		-12.6	5.3	12.4
13.	CURRENT LAW ESTIMATED BALANCE	BASED ON GOOD ECONOMY		-10.7	-15.5	-23.4
		BASED ON POOR ECONOMY (Deduct \$8M Per Year)		-18.7	-31.5	-47.4

January 21, 1985

HOUSE BILL 284

AN ACT MAKING THE UNEMPLOYMENT TRUST FUND SOLVENT

Section 1. This section authorizes a surtax to pay off principal on loans from the federal government. The rate of the surtax may not exceed .3%. This surtax will enable the Department of Labor and Industry to pay off all monies owed the federal government by January 1986. The authority for the surtax expires on June 30, 1987.

Section 2. Section 2 changes the taxable wage base from 75% to 80% of the annual wage and eliminates the \$200 per year ceiling on tax increases.

Sections 3 and 4. An employer's "experience factor" determines the rate at which unemployment insurance taxes will be paid. The factor is computed based on benefits drawn from and contributions paid into the employer's account. Currently, only figures for the last three years are used to calculate the experience factor. Sections 3 and 4 make benefit charges and contributions payments accumulative in the experience factor calculation throughout the life of the business. This will cause the rates to drop for stable employers that have had a small amount of benefits charged against their accounts.

Section 5. Section 5 modifies the unemployment insurance tax rate structure. It provides for 10 rate classes replacing the 7 existing rate classes. Rate classes for deficit employers would be increased from 6 to 10 classes. The maximum average tax rate is increased from 3.0% to 3.2%. See Attachment 1. (The Job Service assessment (39-51-404(4)) of .1% is in addition to the actual tax paid.) The reserve ratio has been changed to require a greater balance before triggering to a lower rate schedule.

Section 6. Section 6 requires a claimant with a transitional claim (claim spanning two benefit years) to wait a week between benefit years. Benefits would not be paid during the waiting week. See Attachment 2. Montana is the only state in the country which does not provide for a waiting week between benefit years.

Section 7. Section 7 reduces the maximum of an individual's weekly benefit amount from 50% to 49% of his/her average weekly wage. This change would reduce benefit expenditures by approximately \$1.3 million in fiscal year 1986. In addition, the maximum weekly benefit amount is proposed to be frozen at the 1984 level through January 3, 1987.

Section 8. An employee may currently receive unemployment insurance benefits if he/she can show "good personal cause" for leaving his/her employment. Section 8 would require a claimant to demonstrate that the cause of separation from employment is attributable to employment in order to qualify for benefits. This change would reduce benefit expenditures by approximately \$2.5 million in fiscal year 1986.

Section 9. This section permits the department to make rules for this act like it does for other laws it implements.

Section 10. This section puts this act in the law which applies to the rest of unemployment insurance.

Section 11. This section would make the temporary surtax and the new contribution rate schedules effective this calendar year.

Section 12. Because the year for determining benefit rates begins July 1 of every year, this section makes the benefit changes proposed by this act effective July 1, 1985. This section also provides for the termination of the surtax on June 30, 1987 and makes the tax sections effective upon passage.

SCHEDULE OF CONTRIBUTION RATES*

Minimum Ratio of Fund to Total Wages Average Tax Rate	Sched. I	Sched. II	Sched. III	Sched. IV	Sched. V	Sched. VI	Sched. VII	Sched. VIII	Sched. IX	Sched. X
(.0150)	(.0145)	(.0140)	(.0130)	(.0120)	(.0110)	(.0095)	(.0075)	(.005)	(.....)	
1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	
CONTRIBUTION RATES FOR ELIGIBLE EMPLOYERS										
1	0.2%	0.3%	0.5%	0.7%	0.9%	1.1%	1.3%	1.5%	1.7%	1.9%
2	0.4	0.6	0.8	1.0	1.2	1.4	1.6	1.8	2.0	2.2
3	0.7	0.9	1.1	1.3	1.5	1.7	1.9	2.1	2.3	2.5
4	1.0	1.2	1.4	1.6	1.8	2.0	2.2	2.4	2.6	2.8
5	1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1
6	1.6	1.8	2.0	2.2	2.4	2.6	2.8	3.0	3.2	3.4
7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5	3.7

CONTRIBUTION RATES FOR UNRATED EMPLOYERS:

2.1%	2.3%	2.5%	2.7%	2.9%	3.1%	3.3%	3.5%	3.7%	3.9%
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Rate Class

CONTRIBUTION RATES FOR DEFICIT EMPLOYERS

1	2.2%	2.4%	2.6%	2.8%	3.0%	3.2%	3.4%	3.6%	3.8%	4.0%
2	2.4	2.6	2.8	3.0	3.2	3.4	3.6	3.8	4.0	4.2
3	2.6	2.8	3.0	3.2	3.4	3.6	3.8	4.0	4.2	4.4
4	2.8	3.0	3.2	3.4	3.6	3.8	4.0	4.2	4.4	4.4
5	3.0	3.2	3.4	3.6	3.8	4.0	4.2	4.4	4.4	4.4
6	3.2	3.4	3.6	3.8	4.0	4.2	4.4	4.4	4.4	4.4

* SB95 seeks to clarify that .1% of the above rates collected from employers is set aside for the Job Service Administrative Fund.

**SCHEDULE OF
UNEMPLOYMENT INSURANCE CONTRIBUTION RATES***

	SCHED. I	SCHED. II	SCHED. III	SCHED. IV	SCHED. V	SCHED. VI	SCHED. VII	SCHED. VIII	SCHED. IX	SCHED. X
Minimum Ratio Fund to Total	(.0270)	(.0260)	(.0245)	(.0225)	(.0200)	(.0170)	(.0135)	(.0095)	(.005)	(.....)
Average Tax Rate	1.4	1.6	1.8	2	2.2	2.4	2.6	2.8	3	3.2

CONTRIBUTION RATES FOR ELIGIBLE EMPLOYERS

Rate Class	0	.1	.3	.5	.7	.9	1.1	1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5
1		.1	.3	.5	.7	.9	1.1	1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5
2	.1	.3	.5	.7	.9	1.1	1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5	
3	.3	.5	.7	.9	1.1	1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5		
4	.5	.7	.9	1.1	1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5			
5	.7	.9	1.1	1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5				
6	.9	1.1	1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5					
7	1.1	1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5						
8	1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5							
9	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5								
10	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5									

Rates for Unrated Employers 2 2.2 2.4 2.6 2.8 3 3.2 3.4 3.6 3.8

CONTRIBUTION RATES FOR DEFICIT EMPLOYERS

Rate Class	3.2	3.4	3.6	3.8	4	4.2	4.4	4.6	4.8	5	5.2	5.4	5.6	5.8	6	6.2	6.4	6.4
1		3.4	3.6	3.8	4	4.2	4.4	4.6	4.8	5	5.2	5.4	5.6	5.8	6	6.2	6.4	6.4
2	3.4	3.6	3.8	4	4.2	4.4	4.6	4.8	5	5.2	5.4	5.6	5.8	6	6.2	6.4	6.4	6.4
3	3.6	3.8	4	4.2	4.4	4.6	4.8	5	5.2	5.4	5.6	5.8	6	6.2	6.4	6.4	6.4	6.4
4	3.8	4	4.2	4.4	4.6	4.8	5	5.2	5.4	5.6	5.8	6	6.2	6.4	6.4	6.4	6.4	6.4
5	4	4.2	4.4	4.6	4.8	5	5.2	5.4	5.6	5.8	6	6.2	6.4	6.4	6.4	6.4	6.4	6.4
6	4.2	4.4	4.6	4.8	5	5.2	5.4	5.6	5.8	6	6.2	6.4	6.4	6.4	6.4	6.4	6.4	6.4
7	4.4	4.6	4.8	5	5.2	5.4	5.6	5.8	6	6.2	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4
8	4.6	4.8	5	5.2	5.4	5.6	5.8	6	6.2	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4
9	4.8	5	5.2	5.4	5.6	5.8	6	6.2	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4
10	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4

*The schedule of contribution rates shown above does not include the .1% Job Service Administrative Fund Tax which is in addition to the above rates.

TRANSITIONAL CLAIMS

1984

Claimant files a claim effective 1-8-84.

<i>January</i>						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

The week ending 1-14-84 is claimant's waiting week.

Claimant receives benefits through March when he returns to work. He is laid off, reopens his claim effective 12-9-84, and continues to receive benefits through the week ending 1-5-85 when his benefit year expires.

<i>December</i>						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

1985

He files a new claim effective 1-6-85.

JANUARY						
S	M	T	W	T	F	S
	1	2	3	4	5	
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

This claim is termed a "transitional claim". The claimant is in a compensable status, that is, being paid benefits, at the end of his prior benefit year and may continue to receive benefits without interruption to serve a waiting week at the beginning of his second benefit year.

Should he be required to serve a waiting week at the beginning of his second benefit year, the week ending 1-12-85 would become his waiting week. This requirement would not reduce the maximum number of weeks to which he is entitled in the new benefit year, but would only delay the receipt of benefits for one week as was the case in his 1984 benefit year.

PRESENT SCHEDULE
 UNEMPLOYMENT INSURANCE CONTRIBUTION RATES

AS OF JANUARY 1, 1980

	SCHED. I	SCHED. II	SCHED. III	SCHED. IV	SCHED. V	SCHED. VI	SCHED. VII	SCHED. VIII	SCHED. IX	SCHED. X
Minimum Ratio Fund to Total Wages (.0150) (.0145) (.0140) (.0130) (.0120) (.0110) (.0095) (.0075) (.005) (.....)										
Average Tax Rate	1.2	1.4	1.6	1.8	2	2.2	2.4	2.6	2.8	3
Rate Class	CONTRIBUTION RATES FOR ELIGIBLE EMPLOYERS									
1	.1	.2	.4	.6	.8	1	1.2	1.4	1.6	1.8
2	.3	.5	.7	.9	1.1	1.3	1.5	1.7	1.9	2.1
3	.6	.8	1	1.2	1.4	1.6	1.8	2	2.2	2.4
4	.9	1.1	1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7
5	1.2	1.4	1.6	1.8	2	2.2	2.4	2.6	2.8	3
6	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3
7	1.8	2	2.2	2.4	2.6	2.8	3	3.2	3.4	3.6
Rates for Unrated Employers	2	2.2	2.4	2.6	2.8	3	3.2	3.4	3.6	3.8
	CONTRIBUTION RATES FOR DEFICIT EMPLOYERS									
1	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5	3.7	3.9
2	2.3	2.5	2.7	2.9	3.1	3.3	3.5	3.7	3.9	4.1
3	2.5	2.7	2.9	3.1	3.3	3.5	3.7	3.9	4.1	4.3
4	2.7	2.9	3.1	3.3	3.5	3.7	3.9	4.1	4.3	4.3
5	2.9	3.1	3.3	3.5	3.7	3.9	4.1	4.3	4.3	4.3
6	3.1	3.3	3.5	3.7	3.9	4.1	4.3	4.3	4.3	4.3

HB 284, As Amended

FEB. 5, 1985

SCHEDULE OF
 UNEMPLOYMENT INSURANCE CONTRIBUTION RATES

	SCHED. I	SCHED. II	SCHED. III	SCHED. IV	SCHED. V	SCHED. VI	SCHED. VII	SCHED. VIII	SCHED. IX	SCHED. X
Minimum Ratio Fund to Total (.0260) (.0245) (.0225) (.0200) (.0170) (.0135) (.0095) (.0075) (.005) (.....)										
Average Tax Rate	1.4	1.6	1.8	2	2.2	2.4	2.6	2.8	3	3.2
Rate Class	CONTRIBUTION RATES FOR ELIGIBLE EMPLOYERS									
1	0	.1	.3	.5	.7	.9	1.1	1.3	1.5	1.7
2	.1	.3	.5	.7	.9	1.1	1.3	1.5	1.7	1.9
3	.3	.5	.7	.9	1.1	1.3	1.5	1.7	1.9	2.1
4	.5	.7	.9	1.1	1.3	1.5	1.7	1.9	2.1	2.3
5	.7	.9	1.1	1.3	1.5	1.7	1.9	2.1	2.3	2.5
6	.9	1.1	1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7
7	1.1	1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9
8	1.3	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1
9	1.5	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3
10	1.7	1.9	2.1	2.3	2.5	2.7	2.9	3.1	3.3	3.5
Rates for Unrated Employers	2	2.2	2.4	2.6	2.8	3	3.2	3.4	3.6	3.8
	CONTRIBUTION RATES FOR DEFICIT EMPLOYERS									
1	3.2	3.4	3.6	3.8	4	4.2	4.4	4.6	4.8	5
2	3.4	3.6	3.8	4	4.2	4.4	4.6	4.8	5	5.2
3	3.6	3.8	4	4.2	4.4	4.6	4.8	5	5.2	5.4
4	3.8	4	4.2	4.4	4.6	4.8	5	5.2	5.4	5.6
5	4	4.2	4.4	4.6	4.8	5	5.2	5.4	5.6	5.8
6	4.2	4.4	4.6	4.8	5	5.2	5.4	5.6	5.8	6
7	4.4	4.6	4.8	5	5.2	5.4	5.6	5.8	6	6.2
8	4.6	4.8	5	5.2	5.4	5.6	5.8	6	6.2	6.4
9	4.8	5	5.2	5.4	5.6	5.8	6	6.2	6.4	6.4
10	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4	6.4

TRUST FUND MINIMUM BALANCE
 REQUIRED TO BE IN SCHEDULE
 (IN MILLIONS):
 PRESENT LAW:

FOR CY 85	\$ 43.50	\$ 42.05	\$ 40.60	\$ 37.70	\$ 34.80	\$ 31.90	\$ 27.55	\$ 21.75	\$ 14.50 (.....)
FOR CY 86	\$ 49.50	\$ 47.85	\$ 46.20	\$ 42.90	\$ 39.60	\$ 36.30	\$ 31.35	\$ 24.75	\$ 16.50 (.....)
FOR CY 87	\$ 54.00	\$ 52.20	\$ 50.40	\$ 46.80	\$ 43.20	\$ 39.60	\$ 34.20	\$ 27.00	\$ 18.00 (.....)

HB 284 AS AMENDED
 REQUIRING \$301, IN MEDIAN
 SCHEDULE VII:

FOR CY 85	\$ 75.40	\$ 71.05	\$ 65.25	\$ 58.00	\$ 49.30	\$ 39.15	\$ 27.55	\$ 21.75	\$ 14.50 (....)
FOR CY 86	\$ 85.80	\$ 80.85	\$ 74.25	\$ 66.00	\$ 56.10	\$ 44.55	\$ 31.35	\$ 24.75	\$ 16.50 (....)
FOR CY 87	\$ 93.60	\$ 88.20	\$ 81.00	\$ 72.00	\$ 61.20	\$ 48.60	\$ 34.20	\$ 27.00	\$ 18.00 (....)



Significant Provisions of State Unemployment Insurance Laws, January 6, 1985

PREPARED FOR READY REFERENCE, CONSULT THE STATE LAW AND STATE EMPLOYMENT SECURITY AGENCY FOR AUTHORITATIVE INFORMATION

State	BENEFITS								COVERAGE Size of firm (1 worker in specified time and/or size of payroll) ¹⁵	TAXES 1985 Taxable wage base	
	Qualifying wage or employment (number X wba or as indicated) ¹	Waiting week ²	Computation of wba (fraction of hqw or as indicated) $\frac{1}{3}$ / ³	Wba for total unemployment ⁴		Earnings disregarded ⁵	Duration in 52-week period				
				Min.	Max.		Proportion of base-period wages ⁶	Benefit for total unemployment ⁷			
								Min. ⁸	Max.		
Ala.	1-1/2 x hqw; not less than \$774.01	0	1/24	\$22	\$120	\$15	1/3	11+	26	20 wks.	\$ 8,000
Alaska	\$1,000; wages in 2 qtrs.	1	3.8-0.95% of annual wages, + \$24 per dep. up to \$72	38-62	188-260	3/4 wages over \$50	Weighted schedule of bpw in relation to hqw	7 ¹⁶	7 ²⁶	Any time	21,800
Ariz.	1-1/2 x hqw; \$1,000 in HQ.	1	1/25	40	115	\$15	1/3	12+	26	20 wks	7,000
Ark.	35 x wba; wages in 2 qtrs.	1	1/52 of 2 highest qtrs up to 66-2/3% of State aww ¹⁷	40	154	2/5	1/3	12	26	10 days	7,500
Calif.	8 wks. employment at \$20 & BP wages of \$900 or total BP wages of \$1,200	1	1/24-1/33	30	166	Lesser of \$25 and 25% of wages	1/2	7 ¹²⁺	7 ²⁶	Over \$100 in any qtr.	7,000
Colo.	40	1	60% of 1/26 of claimant's 2 highest qtrs up to 50% of State aww	25	206	1/4 wba	1/3	7+-13	26	13 wks or \$500 in CQ	8,000
Conn.	40	0	1/26, up to 60% of State aww + \$10 per dep. up to 1/2 wba or 5 deps.	15-22	180-230	2/3 wages	Uniform	7 ²⁶	7 ²⁶	20 wks.	7,100
Del.	36	0	1/78 of 3 highest qtrs of BP, up to 66-2/3% of State aww ^{13,17}	20	165	Greater of \$10 or 30% of wba	1/2	18	26	20 wks.	8,000
D.C.	1-1/2 x hqw; not less than \$900; \$300 in 1 qtr.	1	1/23 + \$5 per dep. up to \$20 ¹⁷	26	206 ⁴	1/5 wages	1/2	17	26	Any time	8,000
Fla.	20 wks. employment at average of \$20 or more	1	1/2 claimant's aww	10	150	\$5	1/2 wks. employment	10	26	20 wks.	7,000

State	BENEFITS									COVERAGE Size of firm (1 worker in specified time and/or size of payroll) ¹⁵	TAXES 1985 Taxable wage base
	Qualifying wage or employment (number X wba or as indicated) ¹	Waiting week ²	Computation of wba (fraction of hqw or as indicated) 1/3/	Wba for total unem-employment ⁴		Earnings disregarded ⁵	Duration in 52-week period				
				Min.	Max.		Proportion of base-period wages ⁶	Benefit weeks for total un-employment ⁷			
								Min. ⁸	Max.		
Ga.	1-1/2 x hqw	1 ²	1/25	\$27	\$125	\$8	1/4	4	26	20 wks	\$ 7,000
Hawaii	30; 14 wks employment	1	1/25 up to 66-2/3% of State aww	5	194	\$2	Uniform	726	726	Any time	15,100
Idaho	1-1/2 x hqw; not less than \$1,144.01 in 1 qtr.; wages in 2 qtrs.	1	1/26 up to 60% of State aww	45	173	1/2 wba	Weighted schedule of bpw in relation to hqw	10	26	20 wks. or \$300 in any quarter	15,000
Ill.	\$1,600; \$440 outside HQ	1	48% of claimant aww in 2 highest qtrs. up to 48% of State aww ¹²	51	161-209	1/2 wba	Uniform	26	26	20 wks.	8,500
Ind.	1-1/4 x hqw; not less than \$1,500; \$900 in last 2 qtrs.	1	4.3% of high qtr. wage credits ³	40	84-141	Greater of \$3 or 20% of wba from other than BP employer	1/4	9+	26	20 wks.	7,000
Iowa	1-1/4 x hqw; 3.5 of State aww in HQ; 1.75% of State aww outside HQ	0	3/12/	22-27	143-176	1/4 wba	1/3	11+	26	20 wks.	11,200
Kans.	30; wages in 2 qtrs.	1	4.25% of hqw up to 60% of State aww	43	175	\$8	1/3	10	26	20 wks.	8,000
Ky.	1-1/2 x hqw; 8 x wba in last 2 qtrs; \$750 in 1 qtr. and \$750 in other qtrs.	0	1.185% of BP wages up to 55% of State aww	22	140	1/5 wages	1/3	15	26	20 wks.	8,000
La.	1-1/2 x hqw	1	1/20-1/25 ^{13,17}	10	205	Lesser of 1/2 wba or \$50	2/5	12	26	20 wks.	7,000
Maine	2 x annual aww in each of 2 qtrs. & 6 x annual aww in BP	1	1/22 up to 52% of State aww +\$5 per dep. to 1/2 wba	22-27	139-208	\$10	1/3	7+-22	26	20 wks.	7,000

State	BENEFITS									COVERAGE Size of firm (1 worker in specified time and/or size of payroll) ¹⁵	TAXES 1985 Taxable wage base
	Qualifying wage or employment (number X wba or as indicated) ¹	Waiting week ²	Computation of wba (fraction of hqw or as indicated) $\frac{1}{3}$ /	Wba for total unemployment ⁴		Earnings disregarded ⁵	Duration in 52-week period				
				Min.	Max.		Proportion of base-period wages ⁶	Benefit weeks for total unemployment ⁷			
								Min. ⁸	Max.		
Md.	1-1/2 x hqw; \$576.01 in 1 qtr; wages in 2 qtrs.	0	1/24 + \$3 per dep. up to \$12	25-28	4175	\$35	Uniform	26	26	Any time	\$ 7,000
Mass.	30; not less than \$1,200	1	1/21-1/26 up to 57.5% of State aww, + \$6 per dep. up to 1/2 wba ³	14-21	196-294	40% not less than \$10 nor more than \$30	36%	9+-30	30	13 wks.	7,000
Mich.	20 wks. employment at 30 x State min. hourly wage ¹⁰	0	65% of claimant's after tax earnings (ATE) up to a maximum of 58% of State aww. ¹⁷	54	197	Up to 1/2 wba ⁵	3/4 wks. employment	15	26	20 wks. or \$1,000 in CY	9,000
Minn.	15 wks. employment at 30% of State aww	9 ¹	$\frac{12}{}$	52	198	\$25	7/10 wks. employment	11	26	20 wks.	10,300
Miss.	40; \$780 in 1 qtr. wages in 2 qtrs.	1	1/26	30	115	\$5	1/3	13+	26	20 wks.	7,000
Mo.	1-1/2 x hqw; \$300 in 1 qtr; wages in 2 qtrs.	9 ¹	4.5%	14	120	\$10	1/3	10	26	20 wks.	8,000
Mont.	20 wks. employment at \$50 or more	1	1/2 claimant's aww up to 60% of State aww	42	171	1/2 wages in excess of 1/4 wba	Weighted schedule of bpw in relation to hqw	8	26	Over \$500 in current or preceding year	8,600
Neb.	\$600; \$200 in each of 2 qtrs.	1	1/17-1/24	12	120	1/2 wba	1/3	17	26	20 wks.	7,000
Nev.	1-1/2 x hqw	0	1/25, up to 50% of State aww	16	162	1/4 wages	1/3	12+	26	\$225 in any qtr.	11,100
N.H.	\$1,700; \$890 in each of 2 qtrs.	0	1.8-1.2% of annual wages	26	141	1/5 wba	Uniform	26	26	20 wks.	7,000
N.J.	20 wks. employment at 15% of aww; or 12 x aww	9 ¹	60% of claimant's aww + d.a. up to 56-2/3% of State aww	20	4203	Greater of \$5 or 1/5 wba	3/4 wks. employment	15	26	\$1,000 in any year	10,100

State	BENEFITS									COVERAGE Size of firm (1 worker in specified time and/or size of payroll) ¹⁵	TAXES 1985 Taxable wage base
	Qualifying wage or employment (number X wba or as indicated) ¹	Waiting week ²	Computation of wba (fraction of hqw or as indicated) $\frac{1}{3}$ / ³	Wba for total unemployment ⁴		Earnings disregarded ⁵	Duration in 52-week period		Benefit weeks for total unemployment ⁷		
				Min.	Max.		Proportion of base-period wages ⁶	Min. ⁸			
N.Mex	1-1/4 x hqw	1	1/26; not less than 10% nor more than 50% of State aww	\$30	\$150	1/5 wba	3/5	19	26	20 wks. or \$450 in any qtr.	\$10,000
N.Y.	20 wks. employment at minimum average of \$80 or more 10	11 ¹	67-50% of claimant's aww	40	180	$\frac{11}{1}$	Uniform	26	26	\$300 in any qtr.	7,000
N.C.	1-1/2 x hqw not less than 6 x State aww	1	1/52 of 2 highest qtrs up to 66-2/3% of State aww ¹²	15	167	10% aww in 2 highest qtrs.	Weighted schedule of bpw in relation to hqw	13-26	26	20 wks.	8,700
N.Dak	1-1/2 x hqw	1	1/52 of the 2 highest qtrs; up to 65% of the State aww	60	185	1/2 wba	Weighted schedule of bpw in relation to hqw	12	26	20 wks.	10,700
Ohio	20 wks. employment at 37 x min. hourly wage	9 ¹	1/2 claimant's aww + d.a. of \$1-\$86 based on claimant's aww and number of dep. ^{3,16,17}	10	147-233	1/5 wba	20 x wba; wba for each credit wk. in excess of 20	20	26	20 wks.	8,000
Okla.	1-1/2 x hqw; not less than \$3,000 in BP; \$7,000	1	1/25 up to 66-2/3% of State aww $\frac{18}{1}$	16	197 $\frac{18}{1}$	\$7	50% of taxable wage	20+ ¹⁴	26 ¹⁴	20 wks.	7,000
Oreg.	18 wks; not less than \$1,000 in BP	1	1.25% of bpw up to 64% of State aww	47	204	1/3 wba	1/3	7+ ⁷	26 ⁷	18 wks. or \$225 in any qtr.	13,000
Pa.	37 + - 40; \$800 in HQ and \$1,320 in BP; at least 20% of bpw outside HQ	1	1/23-1/25 up to 66-2/3% of State aww + \$5 for 1 dep; \$3 for 2d	\$35-40	224-232 $\frac{18}{1}$	Greater of \$6 or 40% wba	At least 16 credit wks. for min., 18 for max.	16	26	Any time	8,000
P.R.	40 x wba not less than \$280; \$75 in 1 qtr.; wages in 2 qtrs.	1	1/11-1/26; up to 50% of State aww	7	95	wba	Uniform	7 ²⁰	7 ²⁰	Any time	All Wages

State	BENEFITS									COVERAGE Size of firm (1 worker in specified time and/or size of payroll) ¹⁵	TAXES 1985 Taxable wage base
	Qualifying wage or employment (number X wba or as indicated) ¹	Waiting week ²	Computation of wba (fraction of hqw or as indicated) $\frac{1}{3}/$	Wba for total unemployment ⁴		Earnings disregarded ⁵	Duration in 52-week period				
				Min.	Max.		Proportion of base-period wages ⁶	Benefit weeks for total unemployment ⁷			
								Min. ⁸	Max.		
R.I.	20 wks. employment at \$67 or more; or \$4,020	1	55% of claimant's aww up to 60% of State aww, + \$5 per dep. up to \$20	37-42	\$174-194	\$5	3/5 wks. employment	12	26	Any time	\$10,600
S.C.	1-1/2 x hqw; not less than \$900; \$540 in 1 qtr.	1	1/26 up to 66-2/3% of State aww	21	125	1/4 wba	1/3	14	26	20 wks.	7,000
S.Dak.	\$728 in HQ; 30 x wba outside HQ	1	1/26 up to 62% of State aww ¹⁷	28	129	1/4 wages up to wba	1/3	18+	26	20 wks.	7,000
Tenn.	40; \$754.01 in highest 2 qtrs.	1	1/25-1/31 of average 2 highest qtrs	30	120	\$30	1/4	12	26	20 wks.	7,000
Tex.	1-1/2 x hqw not less than \$500 or 2/3 FICA tax base	9 ¹	1/25 ¹⁶	29	189	Greater of \$5 or 1/4 wba	27%	12+	26	20 wks.	7,000
Utah	1-1/2 x hqw; bpw of 8 x State aaw	1	1/26 up to 60% of State aww	46	186	3/10 wba	27%	10	26	\$140 in CQ in current or preceding CY	12,100
V.I.	26+-30; not less than \$99 in 1 qtr. and wages in 2 qtrs.	1	1/23-1/25 ¹³	15	130	1/4 wages in excess of \$5	Uniform	26	26	Any time	8,000
Vt.	20 wks. employment at \$35 or more	1	1/2 claimant's aww for highest 20 wks up to 60% of State aww ¹⁷	18	146	\$15 +\$3 for each dep. up to 5	Uniform	26	26	20 wks.	8,000
Va.	50; wages in 2 qtrs.	0	1/50 of the 2 highest qtrs.	54	150	\$25	1/3	12	26	20 wks.	7,000

State	BENEFITS									COVERAGE Size of firm (1 worker in specified time and/or size of payroll) ¹⁵	TAXES 1985 Taxable wage base
	Qualifying wage or employment (number X wba or as indicated) ¹	Waiting week ²	Computation of wba (fraction of hqw or as indicated) <u>1/3/</u>	Wba for total unemployment ⁴		Earnings disregarded ⁵	Duration in 52-week period				
				Min.	Max.		Proportion of base-period wages ⁶	Benefit weeks for total unemployment ⁷			
								Min. ⁸	Max.		
Wash.	680 hours	1	1/25 of average of 2 highest qtrs. wages up to 55% of State aww ¹⁷	\$51	\$185	1/4 wages in excess of \$5	1/3	16+-30	30	Any time	\$10,000
W.Va.	\$1,150 and wages in 2 qtrs.	1	1.5-1.0% of annual wages up to 70% of State aww	18	225	\$25	Uniform	28	28	20 wks.	8,000
Wisc.	18 weeks employment at 30% of State aww	0	50% of claimant's aww up to 66-2/3% of State aww ¹⁷	37	196	67% wages over \$20 ⁵	8/10 wks. employment	1-14+	26	20 wks.	9,500
Wyo.	5% of State aaw in HQ and 8% of State aaw in BP	1	4% of hqw up to 55% of State aww <u>18/</u>	34	183	Greater of \$15 or 1/2 wba	3/10	12-26	26	\$500 in current or preceding CY	9,500

¹Weekly benefit amount abbreviated in columns and footnotes as wba; base period, BP; base-period wages, bpw; high quarter, HQ; high-quarter wages, hqw; average annual wage, aaw; average weekly wage, aww; benefit year, BY; calendar quarter, CQ; calendar year, CY; dependent, dep.; dependents allowances, da.; minimum, min.; maximum, max.; quarter, qtr.; week, wk.

²Unless otherwise noted, waiting period same for total or partial unemployment. In Ga. no waiting week if claimant unemployed not through own fault.

³When States use weighted high-quarter, annual-wage, or average weekly-wage formula, approximate fractions or percentages figured at midpoint of lowest and highest normal wage brackets. When da provided, fraction applies to basic wba. In States noted variable amounts above max. basic benefits limited to claimants with specified number of dep. and earnings in excess of amounts applicable to max. basic wba.. In Ind. da. paid only to claimants with earnings in excess of that needed to qualify for basic wba and who have 1-4 depts.. In Iowa, and Ohio claimants may be eligible for augmented amount at all benefit levels but benefit amounts above basic max. available only to claimants in dependency classes whose hqw or aww are higher than that required for max. basic benefit. In Mass. for claimant with aww in excess of \$66 wba computed at 1/52 of 2 highest quarters of earnings or 1/26 of highest quarter if claimant has no more than 2 quarters work.

⁴When 2 amounts given, higher includes da.. Higher for min. wba includes max. allowance for one dep.. In D.C., Md., and N.J., same max. with or without dep.

⁵In computing wba for partial unemployment, in States noted full wba paid if earnings are less than 1/2 wba; 1/2 wba if earnings are 1/2 wba but less than wba.

⁶States noted have weighted schedule with percent of benefits based on bottom of lowest and highest wage brackets.

⁷Benefits extended under State program when unemployment in State reaches specified levels; Alaska, Calif., by 50%; Conn. by 13 weeks. Oreg. (until June 29, 1985), by 25%. In Hawaii benefits extended by 13 weeks when a manmade or disaster causes damage to either the State as a whole or any of its counties and creates an unemployment problem involving a substantial number of persons and families. In P.R. benefits extended by 32 weeks in certain industries, occupations or establishments when special unemployment situation exists. Benefits also may be extended during periods of high unemployment by 50%, up to 13 weeks, under Federal-State Extended Compensation Program.

⁸For claimants with min. qualifying wages and min. wba. When two amounts shown, range of duration applies to claimants with min. qualifying wages in BP; longer duration applies with min. wba; shorter duration applies with max. possible concentration of wages in HQ; therefore highest wba possible for such BP earnings. Wisc. determines entitlement separately for each employer. Lower end of range applies to claimants with only 1 week of work at qualifying wage; upper end to claimants with 18 weeks or more of such wages.

⁹Waiting period compensable if claimant unemployed after 9 consecutive weeks, Mo.; when benefits are payable for third week following waiting period, N.J.; after benefits paid equaling 3 x wba, Tex.; after any 4 weeks in BY, Minn.; after 3d week of total unemployment, (for CY's 1984 and 1985 no benefits will be paid for the waiting week) Ohio.

¹⁰Or 15 weeks in last year and 40 weeks in last 2 years of aww of \$80 or more, N.Y.; 14 weeks of employment and BP wages equal to 20 x the State aww, Mich.

¹¹For N.Y., waiting period is 4 effective days accumulated in 1-4 weeks; partial benefits 1/4 wba for each 1 to 3 effective days. Effective days: fourth and each subsequent day of total unemployment in week for which not more than \$180 is paid.

¹²To 55% State aww if claimant has nonworking spouse; 62.4% if he has dep. child, Ill.; 1/19-1/23 up to 65% of State aww for claimants with dep., Iowa; 60% of first \$85, 40% of next \$85, 50% of balance of individual's aww; max. set at 66-2/3%, Minn. 60% of aww if fund ratio is less than 5.5%; however, the max. wba may not be less than the max. in effect for the previous year, N.C.

¹³Up to 66-2/3% of State aww, La.; up to 50% of State aww, V.I.; 63% until July 1985, Del.

¹⁴Duration can be as low as 10 wks. for individuals with only one BP ER, Okl.

¹⁵\$1,500 in any CQ in current or preceding CY unless otherwise specified.

¹⁶Max. amount adjusted annually: by same percentage increase as occurs in State aww (Ohio) by \$7 for each \$10 increase in average weekly wage of manufacturing production workers (Texas).

¹⁷Beginning July 1, 1985, the max. will be computed at 60 percent of the 1984 State aww; beginning January 1, 1986, 66-2/3 percent of the 1984 State aww and beginning July 1, 1986, 66-2/3 percent of the State aww for the preceding CY, Ark. The min. and max. wba's are frozen indefinitely, La. and Wisc. The max. wba is frozen until July 1985, Del., and Wash.; until January 1986, D.C. and Ohio; until June 1986, Vt.; until January 1987, Mich.; and indefinitely, S.Dak.

¹⁸The wba may be reduced by 5% depending on the solvency of the fund, Pa.; wba's over \$90 will be reduced to 85% of the computed amount when revenues in the fund are inadequate to pay benefits, Wyo.; the greater of \$197 or 60%, 57.5%, 55%, 52.5% or 50% of State aww of the second preceding CY depending on the condition of the fund, Okl.

Exhibit No. 4
March 21, 1985
HB 284
Executive Office
P.O. Box 440
34 West Sixth
Helena, MT 59624
Phone (406) 442-3388



TESTIMONY
HB 284

Mr. Chairman and Members of the Committee:

For the record, my name is George Allen and I am a lobbyist for the Montana Retail Association. I am here with strong support of HB 284.

As you know our present trust fund balance is in trouble, and the present law that we have is very unfair and inequitable and inadequate. I'd like to call your attention to the attached document in which you can see the unfairness of the present contribution schedule.

During the past several months the Governor's Advisory Council on Unemployment Insurance has had many meetings, spent hundreds of hours, and some of us have traveled thousands of miles across the state holding meetings, getting in-put on Unemployment Insurance.

HB 284 is the result of the unanimous recommendation from the advisory council. This recommendation went to the Governor, and came back with his blessings.

HB 284 is the result of a lot of compromises from big businesses, small businesses, labor, and from the legislators who served on the committee.

I guess you could dissect any portion of HB 284 and make a pretty good argument either for or against that particular issue. But when you look at the total package it's a delicately balanced compromise. One that we strongly recommend that it be passed as a package.

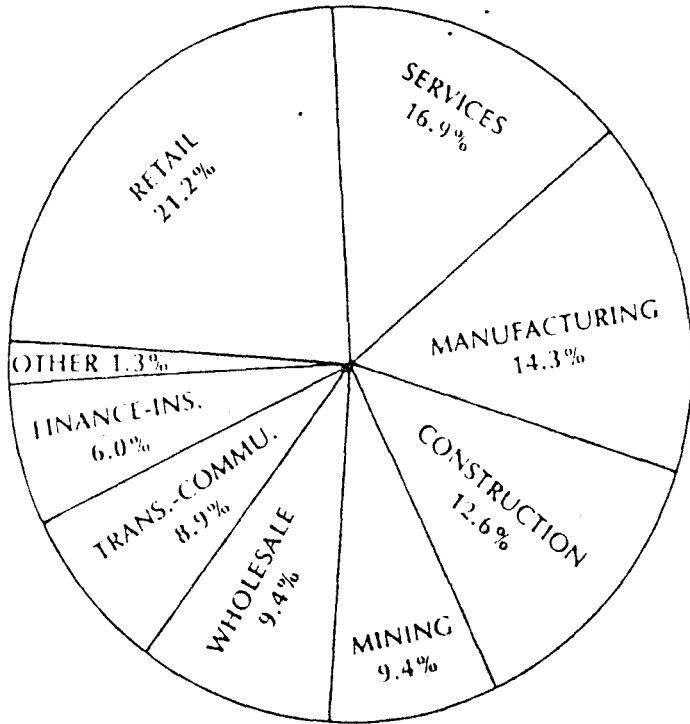
Respectfully,

George Allen
Executive Vice President
Montana Retail Association

UNEMPLOYMENT INSURANCE

APRIL 1979 – MARCH 1982

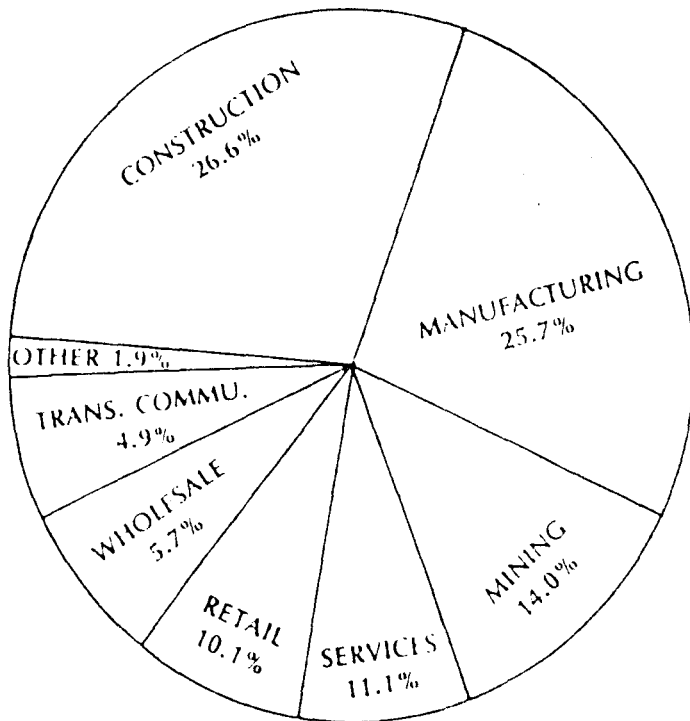
PERCENT BY INDUSTRY



Analysis of Contributions

Apr. '79-Mar. '82

Manufacturing	14.3%
Construction	12.6%
Mining	9.4%
	<u>36.3%</u>



Analysis of Benefits Paid

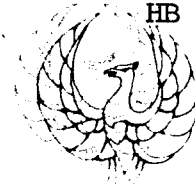
Apr. '79-Mar. '82

Construction	26.6%
Manufacturing	25.7%
Mining	14.0%
	<u>66.3%</u>

FIGURES SUPPLIED BY THE STATE OF MONTANA, DEPT. OF LABOR & INDUSTRY.
REPRINTED FROM REPORT PREPARED BY MONTANA RETAIL ASSOCIATION.

WOMEN'S LOBBYIST FUND

Box 1099
Helena, MT 59624
449-7917



March 21, 1985

Mr. Chairman and Members of the Senate Labor and Employment Relations Committee:

My name is Anne Brodsky and I am here today to speak on behalf of the Women's Lobbyist Fund (WLF) in opposition to HB 284. Our opposition to the bill is based on our opposition to one section, that is, section 8 of the bill, which adversely affects women. We realize that many groups have worked hard at reaching a compromise on this bill, and we respect the hard work that required. However, the WLF was not a party to the compromise, and, in order to express our views on section 8, we can do so meaningfully only by opposing the bill.

Section 8 disqualifies for benefits a person who has left work for good cause not attributable to his or her employment. Most benefits received under the present law that are not attributable to the individual's employment are received under a "quit to follow" circumstance. For calendar year 1984, 1268 individuals who qualified for u.i. benefits qualified under the category of "quit to follow." I point out that the fiscal note for this section of the bill estimates that the number of individuals who will no longer qualify for u.i. benefits will be 1440 in FY 86 and 1350 in FY 87. Clearly, most of these will be individuals who "quit to follow." Although I do not have any hard and fast statistics on the breakdown by men and women, it is widely known that "quit to follow" situations are most often ones in which a woman quits to follow her spouse if he is relocated.

The ability to collect unemployment insurance in quit to follow circumstances is important for a number of reasons. In Montana, in 1980, women on average earned 50.5¢ for every dollar earned by men. Unfortunately, economic realities most often favor the husband's occupation and income in family relocation decisions. An alternative to a quit to follow choice is to divide the family, i.e., one spouse moves and the other does not follow. Section 8 of the bill might provide such an incentive.

Working wives are the major reason why many families can stay above the poverty line. In husband-wife families in 1979, 14.8% were poor when the wife did not work outside the home; 3.8% were poor when she was in the labor force.*

Women in the workforce should not be penalized by having to bear such a large burden in the goal of eliminating the deficit in the unemployment insurance trust fund. We understand that everyone must sacrifice a little in reaching a fair compromise. However, section 8 of the bill places the brunt carried by workers on primarily women workers.

For these reasons, the WLF urges you to strike section 8 of the bill.

*These statistics are from the Women's Bureau of the U.S. Department of Labor.

2 -- VOLUNTARY LEAVING

- A. Personal Health
- B. Job Dissatisfaction
- C. Move to Another Area or Return Home
- D. Not Enough Money or Hours
- E. Disagreement with Supervisor
- F. Working Conditions
- G. Other Job Prospects
- H. Pregnancy (After Childbirth)
- I. Attend School
- J. Illness or Death of Relative
- K. Not Reporting for Work
- L. Distance or No Transportation
- M. To Take Time Off
- N. Family Problems
- O. Disagreement with Workers
- P. To Stay Home
- Q. Child Care Problems
- R. Other
- S. Leaving in Anticipation of Discharge
- T. Job for Which Hired Not Available
- U. Change in Condition of Hire
- V. Quit to Follow
- W. Quit to Marry

1-28-85

Count of Voluntary Quits for C.Y. 1984 by NDA and DISQ.

Issue (C2)	NDA	DISQ	TOTAL
A	1002	391	1393
B	25	970	995
C	92	728	820
D	349	412	761
E	10	291	301
F	152	635	787
G	526	165	691
H	20	42	62
I	87	164	251
J	72	73	145
K	1	2	3
L	63	133	196
M	2	20	22
N	14	36	50
O	3	46	49
P	2	52	54
Q	11	38	49
R	484	1010	1494
S	22	20	42
T	112	1	113
U	129	12	141
V	1268	78	1346
W	9	3	12
			9137