

REVENUE: No revenue impact
FISCAL: Fiscal statement issued

Action: Do Pass
Vote: 4 - 2 - 1
Yeas: Edwards C., Holvey, Rosenbaum, Schaufler
Nays: Berger, Esquivel
Exc.: Smith P.
Prepared By: Theresa Van Winkle, Administrator
Meeting Dates: 4/4, 4/23

WHAT THE MEASURE DOES: Modifies the conditions under which an individual may be eligible for unemployment insurance benefits when they become unemployed due to a lockout resulting from a labor dispute.

ISSUES DISCUSSED:

- Components of the National Labor Relations Act
- Examples of current labor negotiations
- Definition and application of lockouts
- Balance between labor and management in contract negotiations
- Frequency of multi-employer negotiations
- What occurs when multi-employer bargaining takes place

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: Currently, an individual who finds themselves unemployed due to a lockout at their place of work cannot receive unemployment insurance (UI). HB 3339 removes the additional qualifications of a lockout that would disqualify the individual from applying for UI benefits, such as the lockout not being a result of a labor dispute between a “multiemployer bargaining unit” and an employer other than the employer that last employed the individual; that the recognized or certified bargaining agent has announced to the employer that individuals who are involved in the labor dispute are ready, willing, and able to work pending the negotiation of a new contract; and if the employer hires employees who are unable to work due to the lockout.

HB 3339 allows an individual to apply for UI benefits if the Director of the Employment Department has been satisfactorily shown that the individual is unemployed due to a lockout; not participating in or financing or having a direct interest in the labor dispute which caused the individual’s unemployment; or does not belong to a grade or class of workers which are participating or financing or have direct interest in the dispute. The measure does not change current statute which prohibits employees who choose to strike from receiving unemployment insurance benefits.