

HB 3120 -1 STAFF MEASURE SUMMARY

House Committee On Business and Labor

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Meeting Dates: 4/8

WHAT THE MEASURE DOES:

Allows individual to receive unemployment insurance benefits if individual or member of individual's immediate family was or could be a victim of crime of intimidation and the individual leaves work or fails to apply for work in order to protect self or immediate family member from crime of intimidation that individual reasonably believes will occur as a result of continued employment or acceptance of work. Declares emergency, effective on passage.

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

-1 Provides meaning of intimidation to be conduct that, determined by the Employment Department Director, more likely than not constitutes first degree or second degree intimidation or similar conduct defined by the Director by rule. Clarifies applicability clause.

BACKGROUND:

Generally speaking, when an individual leaves employment for good cause or is laid off, the individual can file a claim to receive unemployment insurance benefits. The individual must seek and be willing to accept suitable employment. There are exceptions, including if the individual or a member of the individual's immediate family is, or could become, a victim of domestic violence, stalking, or sexual assault, and the individual leaves work or fails to apply for, or accept, suitable work in order to protect themselves or an immediate family member from domestic violence, stalking, or sexual assault that the individual reasonably believes will occur as a result of continued employment or acceptance of work.

House Bill 3120 extends the exception to disqualification to an individual or a member of their immediate family who is, or could become, a victim of intimidation and the individual reasonably believes that intimidation will occur as a result of continued employment or acceptance of work.