HB 3120 A   STAFF MEASURE SUMMARY

Carrier: Sen. Golden

Senate Committee On Workforce

Action Date:	05/02/19
Action:	Do pass the A-Eng bill.
Vote:	5-0-0-0
Yeas:	5 - Golden, Hansell, Knopp, Monnes Anderson, Taylor
Fiscal:	Fiscal impact issued
Revenue:	Revenue impact issued
Prepared By:	Ellen Osoinach, LPRO Analyst
Meeting Dates:	4/30, 5/2

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:
- Importance of unemployment insurance for crime victims generally
- Compensability of endangered individual's work absence due to hate crimes

EFFECT OF AMENDMENT:

No amendment.

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 cases where 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-A extends the exception to include, and thus allows unemployment insurance benefits for, cases where an individual or a member of their immediate family could become a victim of intimidation and the individual reasonably believes intimidation will occur if they continue to work.