

Submitter: D Torres  
On Behalf Of:  
Committee: Senate Committee On Labor and Business  
Measure, Appointment or Topic: HB3024  
Chair & Committee Members,

I oppose HB 3024.

This proposed change weakens an important safeguard that helps maintain the integrity of the system and discourages misconduct in the workplace.

The current rule strikes a reasonable balance between second chances and accountability. Under current law, a worker who is disqualified for cause—such as insubordination, repeated absenteeism, or workplace misconduct—must earn at least four times their weekly benefit amount before regaining full eligibility. This requirement acts as a simple and fair demonstration of a return to the workforce and a commitment to improved conduct. Eliminating this condition sends the wrong message: that workers dismissed for cause can immediately access full benefits without demonstrating renewed work effort or reliability.

Removing this consequence undermines employer confidence in the unemployment system. Employers fund the UI system through payroll taxes and deserve assurance that the system will not provide full benefits to individuals who were justifiably terminated for workplace misconduct. If the system no longer differentiates between layoffs and terminations for cause, it could erode trust among employers and potentially lead to higher UI tax burdens on businesses trying to do the right thing.

This change could create an unintended incentive structure. If individuals know they can be terminated for cause and still qualify for full benefits without any re-employment requirement, it reduces the deterrent for workplace misconduct. This undermines workforce discipline and accountability and puts additional strain on an already stretched UI trust fund.

This change risks increased costs to the system and taxpayers. By allowing full benefit eligibility without requiring a return to work or demonstration of requalification, the bill could increase the overall cost burden on the unemployment insurance system—funds that are intended to support workers who are unemployed through no fault of their own.

Maintaining the existing requirement to requalify after termination for cause is a modest but important standard that promotes fairness, responsibility, and the long-

term sustainability of the unemployment insurance program. I STRONGLY URGE  
YOU TO NOT PASS this bill.