

**REPORT OF THE JOINT SUBCOMMITTEE**  
**STUDYING THE VIRGINIA UNEMPLOYMENT**  
**TRUST FUND**  
**TO**  
**THE GOVERNOR**  
**AND**  
**THE GENERAL ASSEMBLY OF VIRGINIA**



**SENATE DOCUMENT NO. 18**

**COMMONWEALTH OF VIRGINIA**  
**RICHMOND**  
**1981**

## **MEMBERS OF THE JOINT SUBCOMMITTEE**

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**Elmon T. Gray, Chairman**  
**Joseph A. Johnson, Vice-Chairman**  
**Elliot S. Schewel**  
**Nathan H. Miller**  
**Lewis P. Fickett, Jr.**  
**Franklin P. Hall**  
**Clifton A. Woodrum**  
**Raymond R. Robrecht**  
**Peter K. Babalas**  
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**Senate of Virginia**

**Report of the Joint Subcommittee  
Studying the Virginia Unemployment Trust Fund  
To  
The Governor and the General Assembly of Virginia  
December, 1980**

**INTRODUCTION**

As was true in many other states, Virginia's Unemployment Trust Fund was severely impacted by the 1975 recession. In 1974 Virginia had over \$245 million in its Fund. This exceeded 2% of the total wages paid in 1974, a healthy condition by almost any standard. In both actual and comparative terms, the benefits Virginia paid out increased immensely, from \$17 million in 1973, to \$32 million in 1974, to \$147 million in 1975. In addition, benefit payments continued at nearly \$100 million per year from 1976 to 1979 and have since risen to nearly \$170 million.

On the other hand, contribution payments have not increased nearly enough to match these increased benefit payments, and the Fund balance has not been returned to its previous sound position of the early seventies. Fund insolvency by the end of March, 1981, has been perceived as a real possibility.

The Joint Subcommittee Studying the Virginia Unemployment Trust Fund was established pursuant to Senate Joint Resolution No. 133 of the 1977 General Assembly.

**SENATE JOINT RESOLUTION NO. 133**

Requesting the Senate Committee on Commerce and Labor and the House Committee on Labor and Commerce to study and report on matters relating to the funding requirements and the administrative needs of the Virginia Unemployment Compensation Act.

WHEREAS, financial and administrative problems have developed from the high and extended rate of unemployment in the Commonwealth resulting from several years of economic recession; and

WHEREAS, this has resulted in the rapid depletion of the Unemployment Trust Fund and increased administrative burdens for the system; and

WHEREAS, the 94th Congress has mandated an increase in the supporting taxable payroll base from \$4,200 to \$6,000; and

WHEREAS, the increased cost burden will require equitable distribution among employers through a revised schedule of funding for their experience and for the replenishment of the Trust Fund; and

WHEREAS, a number of administrative needs will require examination to effect fundamental improvements in the system; now, therefore, be it

RESOLVED by the Senate of Virginia, the House of Delegates concurring, That a Joint Subcommittee of the Senate Committee on Commerce and Labor and the House Committee on Labor and Commerce is hereby requested to make a study of future funding needs and administrative requirements for the system, and after due and careful consideration, prepare and present its findings and conclusions, with recommendations for such legislative changes, if any, which it may deem proper and desirable, to the Governor and the General Assembly not later than November one, nineteen hundred seventy-seven. All agencies of the State shall assist in this study.

Senate Joint Resolution No. 20 and House Joint Resolution No. 104 of 1978, and Senate Joint Resolution No. 117 of 1979 continued the work of the subcommittee. The study was further continued by Senate Joint Resolution No. 47 of 1980.

**SENATE JOINT RESOLUTION NO. 47**

**Offered January 28, 1980**

**Continuing the Joint Subcommittee of the Senate Commerce and Labor Committee and the House of Delegates Labor and Commerce Committee Studying the Funding Requirements and the Administrative Needs of the Virginia Unemployment Compensation Act.**

**WHEREAS, financial and administrative problems have developed from the high and extended rate of unemployment in the Commonwealth resulting from several years of economic recession; and**

**WHEREAS, this has resulted in the rapid depletion of the Unemployment Trust Fund and increased administrative burdens for the system; and**

**WHEREAS, Senate Joint Resolution No. 133 of the nineteen hundred seventy-seven General Assembly requested the joint subcommittee of the Senate Commerce and Labor Committee and the House of Delegates Labor and Commerce Committee Studying the Funding Requirements and the Administrative Needs of the Virginia Unemployment Compensation Act to study and present its findings and conclusions regarding the Trust Fund; and**

**WHEREAS, Senate Joint Resolution No. 20 and House Joint Resolution No. 104 of the nineteen hundred seventy-eight General Assembly continued the work of the joint subcommittee; and**

**WHEREAS, Senate Joint Resolution No. 117 of the nineteen hundred seventy-nine General Assembly also continued the work of the joint subcommittee; and**

**WHEREAS, although the joint subcommittee has worked diligently and made significant progress in its study, additional work remains to be done; and**

**WHEREAS, the balance in the Unemployment Trust Fund continues to be significantly less than the legal minimum solvency amount; and**

**WHEREAS, additional changes may need to be made to the Virginia Employment Commission's tax table; now, therefore, be it**

**RESOLVED by the Senate, the House of Delegates concurring, That the joint subcommittee of the Senate Commerce and Labor Committee and the House of Delegates Labor and Commerce Committee Studying the Funding Requirements and the Administrative Needs of the Virginia Unemployment Compensation Act is hereby continued. The joint subcommittee is requested to continue studying any aspects of the funding requirements and the administrative needs of the Virginia Unemployment Compensation Act which the joint subcommittee determines are in need of being addressed. Additionally, if the joint subcommittee determines that it would be beneficial to utilize the services of appropriate experts and consultants in its study, the joint subcommittee is requested to so utilize the services of those experts and consultants.**

**The joint subcommittee shall consist of eight members, three of whom shall be members of the Senate Commerce and Labor Committee and five of whom shall be members of the House of Delegates Labor and Commerce Committee. Those members of the Senate Commerce and Labor Committee and the House Labor and Commerce Committee who served on the joint subcommittee during nineteen hundred seventy-nine shall continue to so serve. If a vacancy on the joint subcommittee occurs for any reason, a successor shall be appointed by the appropriate person pursuant to the method of appointment specified in Senate Joint Resolution No. 133 of the nineteen hundred seventy-seven General Assembly.**

**The joint subcommittee is requested to complete its study by November one, nineteen hundred eighty, and to introduce any legislation it deems appropriate. All agencies of the Commonwealth shall assist in this study.**

**Senator Elmon T. Gray of Waverly served as Chairman of the subcommittee. Senators Elliot S. Schewel of Lynchburg and Nathan H. Miller of Harrisonburg also served on the subcommittee.**



Senators Peter K. Babalas of Norfolk and Clive L. DuVal, 2d., of Arlington were appointed ex-officio members of the study group.

Delegate Joseph A. Johnson of Abingdon served as Vice-Chairman of the subcommittee. Other members of the House of Delegates who served on the study group were Lewis P. Fickett, Jr., of Fredericksburg; Franklin P. Hall of Richmond; Clifton A. Woodrum of Roanoke; and Raymond R. Robrecht of Salem.

Senator William E. Fears of Accomac, Chairman of the Senate Committee on Commerce and Labor, and Delegate Robert E. Washington of Norfolk, Chairman of the House Committee on Labor and Commerce, also took an active interest in the study and attended numerous subcommittee meetings.

Early in 1980, the subcommittee and the Commonwealth's Secretary of Administration and Finance, Mr. Charles B. Walker, agreed that Mr. Walker's office should hire a consultant to conduct a comprehensive study of the Virginia Unemployment Compensation Act. It was further agreed that the consultant would report his findings, conclusions and recommendations to the subcommittee and work with the study group during its deliberations.

Dr. James T. Lindley, an economics professor for Old Dominion University, was subsequently named study director. Dr. Lindley began his comprehensive study immediately after being notified of his appointment.

C. William Cramme', III, and Hugh P. Fisher, III, of the Division of Legislative Services also served as legal and research staff for the subcommittee. Robert F. Douff of the Senate Clerk's Office provided administrative and clerical services for the study group.

#### **WORK OF THE SUBCOMMITTEE**

During 1980 the subcommittee held meetings in Richmond on April 29, May 30, July 14, August 19, September 23, October 16, November 14 and December 5. Additionally, on June 23 the subcommittee met with officials of the North Carolina Employment Security Commission in Raleigh.

The April 29 meeting was organizational in nature. The subcommittee re-elected Senator Gray to serve as Chairman and elected Delegate Johnson to serve as Vice-Chairman. During the meeting Mr. Charles B. Walker, the Commonwealth's Secretary of Administration and Finance, advised the study group that his office was in the process of selecting a study director. He stated that of the original list of applicants, only two names were being considered for the position.

Senator Gray and Mr. Walker agreed that it would be appropriate for the joint subcommittee to provide input in the selection process. Therefore, Senator Gray appointed a subcommittee of the joint subcommittee to work with Mr. Walker's office regarding the selection of an appropriate consultant.

Also, during the April 29 meeting the subcommittee learned that the balance in the Unemployment Trust Fund as of April 25 was approximately \$74 million. The subcommittee noted that that balance was substantially below the Commonwealth's statutory minimum solvency level, which was approximately \$275 million.

The next subcommittee meeting was held on May 30. At the beginning of the meeting Senator Gray announced that Dr. James T. Lindley had been appointed to serve as study director. During the meeting a representative of the Virginia Employment Commission informed the subcommittee that the balance in the Unemployment Trust Fund as of May 23 was \$103 million. That representative also pointed out that because of the national recession, the Trust Fund balance would decrease significantly over the course of the year.

During the meeting the study group also heard testimony from Dr. Lindley in which he identified the specific topics that would be scrutinized in the course of his study. The subcommittee members requested that, in addition to his list of topics, Dr. Lindley study several subjects which were of concern to them. Dr. Lindley readily agreed to analyze those additional topics.

On June 23 the subcommittee met with officials of the North Carolina Employment Security Commission in Raleigh. During the meeting the study group was briefed on various aspects of the North Carolina unemployment insurance system and the various aspects of the Virginia and North Carolina systems were compared and analyzed. All of the subcommittee members who made the trip to Raleigh agreed that it was a very informative meeting.

During the subcommittee's July 14 meeting, Dr. Lindley made a presentation regarding the issues of Trust Fund adequacy standards, quitting employment for good cause and the definition of "suitable work." Responding to Dr. Lindley's presentation, representatives of the Virginia Manufacturers Association and the State AFL-CIO made comments regarding their views on those issues. Also, the subcommittee discussed with Dr. Lindley which topics would be discussed during the next meeting.

On August 19 the subcommittee heard a presentation by Dr. Lindley regarding the Commonwealth's present benefit table, possible changes to that table, and benefit eligibility requirements. Additionally, the study group received a written proposal from the Virginia Retail Merchants Association for funding the unemployment compensation program. Moreover, the subcommittee heard presentations by two representatives of the American Retail Federation Task Force. The testimony delivered by those representatives concerned the issues of benefit eligibility requirements and type of experience rating system.

During the September 23 meeting, Dr. Lindley made a presentation concerning the following topics: pool costs, industry differences between benefits and contributions, experience rating, the waiting week, extended benefits and employee contributions. In addition, Dr. Lindley presented a paper which listed the key issues facing the subcommittee and the alternatives available to the study group in addressing the issues. A copy of that paper is attached as Appendix I of this report.

During the meeting the subcommittee also heard testimony from representatives of the Virginia Manufacturers Association and the State AFL-CIO.

During the subcommittee's October 16 meeting, Dr. Lindley advised the study group of his personal recommendation regarding each issue under scrutiny. In addition, the subcommittee heard a presentation concerning the new employer tax by a representative of the State Division of Industrial Development.

Also, the study group heard testimony from a representative of the Virginia Manufacturers Association and received, in writing, the recommendations of the State AFL-CIO regarding the issues being considered by the subcommittee.

The November 14 meeting began with an announcement by the Chairman, Senator Gray, that by the end of October, the balance in the Trust Fund had dropped to \$74.7 million. Therefore, he said, pursuant to Chapter 480 of the 1980 Acts of Assembly, the Governor has decided to trigger in a 100% surtax on all existing tax rates. Senator Gray further stated that the Trust Fund balance is expected to approach zero by the end of March, 1981.

During the meeting the subcommittee received another packet of information from Dr. Lindley and once again heard testimony from a representative of the State Division of Industrial Development. Several subcommittee members discussed with Dr. Lindley the feasibility of mandating that State government and the Commonwealth's localities pay a pool cost rate and a fund building tax in addition to what they pay out for benefits.

The subcommittee also heard testimony from a AFL-CIO representative regarding that organization's opinion of each of Dr. Lindley's recommendations. In addition, the Executive Director of the Virginia Home Builders Association stated that his organization supports the package of proposals recommended by Dr. Lindley; and the President of the Virginia Manufacturers Association, in a prepared statement, advised the subcommittee of his organization's recommendations. Furthermore, a representative of the Virginia Retail Merchants Association read a prepared statement which addressed the recommendations made by Dr. Lindley.

Finally, during the November 14 hearing, the subcommittee made decisions regarding the relatively non-controversial issues which required action. The study group agreed that action concerning the more controversial issues would be delayed until the next meeting.

On December 5 the subcommittee discussed in detail the various alternatives available for each of the more controversial issues which required action. After analyzing the consequences of implementing each alternative, the study group voted on its recommendations.

## **SUBCOMMITTEE RECOMMENDATIONS**

### **TRUST FUND AND SYSTEM**

#### **I. Type of Experience Rating System**

**RECOMMENDATION: TO CHANGE FROM THE PRESENT BENEFIT - WAGE RATIO SYSTEM TO A BENEFIT RATIO SYSTEM.**

#### **II. Trust Fund Requirements**

**RECOMMENDATION: TO REQUIRE A FUND ADEQUACY STANDARD OF 1.5 TIMES THE HIGHEST THREE YEAR AVERAGE OF A RATIO OF BENEFITS TO TOTAL WAGES AS A PERCENTAGE OF THE TOTAL WAGES OF THE YEAR IN QUESTION.**

#### **III. Period to Achieve Fund Adequacy**

**RECOMMENDATION: TO DEVELOP A TAX SYSTEM THAT CAN ACHIEVE ADEQUACY IN FIVE YEARS.**

### **CONTRIBUTIONS**

#### **IV. Pool Costs**

**RECOMMENDATION: TO CALCULATE POOL COSTS ON AN ANNUAL BASIS, DIVIDE THEM BY THE TAXABLE WAGES FOR THAT YEAR AND ADD THAT PERCENTAGE TO THE EXPERIENCE RATING RATE. AFTER THE TRUST FUND IS FIFTY PERCENT ADEQUATE, INTEREST EARNED WILL BE DEDUCTED FROM POOL COSTS.**

#### **V. Experience Rating**

**RECOMMENDATION: TO UTILIZE A BENEFIT RATIO TAX TABLE WITH A FUND ADEQUACY FACTOR INCORPORATED TO RESPOND TO AN INADEQUATE FUND BALANCE.**

#### **VI. Experience Rating Period**

**RECOMMENDATION: THAT THE PRESENT 36 MONTH PERIOD FOR EXPERIENCE RATING BE EXTENDED TO 48 MONTHS.**

#### **VII. Trust Fund Building**

**RECOMMENDATION: UTILIZE A MULTIPLICATIVE FUND ADEQUACY CHARGE FROM 0 to 50 PERCENT FOR EMPLOYERS WITH UNEMPLOYMENT EXPERIENCE, PLUS AN ADDITIVE FUND BUILDING CHARGE FOR ALL EMPLOYERS OF .3 PERCENT UNTIL**

THE FUND IS 50 PERCENT ADEQUATE.

VIII. Minimum Tax Rate

RECOMMENDATION: A MINIMUM TAX RATE OF .1 PERCENT TO WHICH WOULD BE ADDED POOL COSTS AND FUND BUILDING CHARGES.

IX. Maximum Tax Rate

RECOMMENDATION: A MAXIMUM TAX RATE OF 6.2 PERCENT TO WHICH WOULD BE ADDED POOL COSTS AND FUND BUILDING CHARGES.

X. New Employer Rates

RECOMMENDATION: A TAX RATE OF 2.5 PERCENT FOR A THREE YEAR PERIOD TO WHICH WOULD BE ADDED POOL COSTS AND A FUND BUILDING TAX, WITH THE RATE TO BE EXPERIENCE RATED UPWARDS AFTER ONE YEAR IF EXPERIENCE WARRANTS IT.

XI. Tax Base

RECOMMENDATION: RETAIN THE PRESENT TAX BASE OF \$6,000.

XII. Rates By Industry

RECOMMENDATION: TO CONTINUE THE PRESENT PRACTICE OF EXPERIENCE RATING EMPLOYERS AND NOT SET RATES BY INDUSTRY.

XIII. Employee Contributions

RECOMMENDATION: TO CONTINUE THE PRESENT PRACTICE OF EMPLOYERS PAYING 100 PERCENT OF THE TAX.

XIV. Extended Benefits

RECOMMENDATION: TO CONTINUE THE PRESENT PRACTICE OF EXPERIENCE RATING EXTENDED BENEFITS.

**BENEFITS**

XV. Benefit Eligibility Requirements

RECOMMENDATION: TO UTILIZE A BENEFIT TABLE THAT BASES BENEFITS ON AN AVERAGE WEEKLY WAGE CALCULATED BY DIVIDING THE TWO HIGHEST QUARTERS' WAGES BY 25.

XVI. Wage Replacement Ratios

RECOMMENDATION: REPLACE 52 PERCENT OF THE GROSS AVERAGE WEEKLY WAGE UP TO THE MAXIMUM BENEFIT AMOUNT.

XVII. Minimum Benefits

**RECOMMENDATION: PAY A MINIMUM BENEFIT OF \$44 PER WEEK.**

**XVIII. Maximum Benefits**

**RECOMMENDATION: PAY A MAXIMUM BENEFIT OF \$138 PER WEEK.**

**XIX. Waiting Week**

**RECOMMENDATION: DO NOT PAY THE WAITING WEEK.**

**XX. Information Capabilities**

**RECOMMENDATION: REQUIRE THE VIRGINIA EMPLOYMENT COMMISSION TO REPORT ON A YEARLY BASIS TO EMPLOYERS, THE DOLLAR AMOUNT OF BENEFITS CHARGED TO THEM AND THE CONTRIBUTIONS PAID FROM 1981 FORWARD.**

Senate Bill No. 679 of 1981, which constitutes Appendix II of this report, would put into law the subcommittee's recommendations regarding the following topics:

- (1) the change from a benefit-wage ratio system to a benefit ratio system;
- (2) Trust Fund adequacy requirements;
- (3) pool cost charges;
- (4) experience rating and the recommended tax table;
- (5) the extension of the experience rating period from 36 to 48 months;
- (6) the .3 percent Fund building tax;
- (7) the .1 percent minimum tax rate;
- (8) the 6.2 percent maximum tax rate; and
- (9) the 2.5 percent new employer rate.

Senate Bill No. 811, which constitutes Appendix III of this report, would put into law the subcommittee's recommendations regarding the following topics:

- (1) benefit eligibility requirements;
- (2) the 52 percent wage replacement ratio;
- (3) the \$44 minimum benefit amount; and
- (4) the \$138 maximum benefit amount.

Senate Bill No. 586, attached as Appendix IV of this report, relates to the recommendation not to pay the waiting week. Senate Bill No. 680, which relates to the Virginia Employment Commission's information capabilities, is attached as Appendix V.

**DISCUSSION REGARDING THOSE ISSUES STUDIED  
BY THE SUBCOMMITTEE**

**Type of Experience Rating System**

Experience rating systems are designed to recover from employers the unemployment claims charged against them. The two types of systems considered by the subcommittee, benefit ratio and reserve ratio, both have disadvantages, some of which can be ameliorated by tailoring tax schedules to the experience rating system.

Study has shown that a benefit ratio or benefit-wage ratio (the systems are very similar and will be considered as the same for analysis here) more closely relates the employer's unemployment experience and his tax rate than a reserve ratio system. This means more employer response to his unemployment charges. Moreover, Fund building and replacement under a benefit ratio system are usually the responsibility of those who use the system, while in a reserve ratio system, it is the responsibility of those employers who do not use the system.

On the other hand, a reserve ratio system is more likely to recover charges for claims from individual employers; and the system collects money in advance, at least from some employers. Unfortunately, the precollection is usually from the best employers. Benefit ratio systems traditionally have short periods of accounting for charges and this factor, combined with low maximum rates, can lead to under collection of total charges over the business cycle. During the period of 1974 to 1979, the legal maximum rates of 2.7 and 3.2 percent in Virginia allowed some nonseasonal employers to repay only half of the total benefits charged. After 1979 these employers were returned to the minimum rate and the difference was taken from the Trust Fund. Although an extended period of accounting for charges would have helped, a maximum rate such as the present 6.3 percent would have recovered most of the money in three years .

Changing to a reserve ratio system in Virginia would involve considerable time and a change in data collection and processing. Changing from Virginia's present benefit-wage ratio system to a benefit ratio system would not require nearly the effort and could be done immediately.

### Trust Fund Requirements

Various Fund adequacy standards have been suggested as a measure for determining the size of the Trust Fund. Dollar amounts, which are presently used in the Commonwealth, are often suggested; but most reject these as unrealistic in an inflationary world. The best standard is usually regarded as a relative standard in which the size of the potential liability and the wages are the ingredients used for calculation. There is general agreement to accept the Federal concept of the 1.5 rule. The 1.5 rule is based on the premise that a system should be able to pay 18 months (1.5 of 1 year) of benefits based on the payment of benefits in the worst recession or recessions of the past 25 years. Some support the higher standard of the worst continuous 12 month period. The adequacy standard adopted would be used to trigger a surcharge or a movement to a different tax table when the Fund became too low.

It should be pointed out that none of the Fund adequacy standards guarantees solvency unless the Fund is so large that it keeps excessive amounts of capital idle. What a Fund adequacy standard does is to provide a target which has a high probability of being sufficient. There must be a balance between adequacy and the lost interest on employers' funds held in the Trust Fund.

### Period to Achieve Fund Adequacy

With the prospect of starting from a very low balance in the Virginia Unemployment Trust Fund by the end of 1980, the time frame in which to return the Trust Fund to solvency becomes important. Because the Fund balance could be close to zero, the recovery must be over a reasonable time period in order to avoid burdensome rates. Yet at the same time, a recovery period that is too long would result in an inadequate Fund balance when the economy was undergoing another recession. It would require approximately \$100 million per year, over and above benefits, for a period of five years to achieve Fund adequacy under a 1.5 rule with the single worst 12 months and \$85 million per year with the average of the worst three 12 month periods. This would mean roughly a doubling of the present average tax rate. Extending the period beyond five years would greatly increase the risk of facing an economic downturn without an adequate Fund. Shortening the period would increase the contributions required per year by about 30 percent, indicating an increase in revenue of \$130 million rather than \$100 million.

### Pool Costs

In all systems, some of the costs cannot be charged to a particular employer and, thus, cannot be experience rated. As a result, these costs are spread across the employer community. These costs range from 20 percent to over 50 percent of the total costs, depending on the state. Pool costs occur in three ways:

- (1) Noncharges - noncharges occur when the last thirty day employer criteria is not met, but the claimant is eligible to draw. Other miscellaneous noncharges can also occur. (\$6 million, 6% in 1979)
- (2) Employers who go out of business and whose employees are eligible to draw benefits. (\$7 million, 7% in 1979)
- (3) Employers who exceed the maximum tax rate and whose charges are greater than the taxes they pay. (\$6 million, 6% in 1979)

Various methods exist for charging pool costs. One school of thought is that pool costs should be a percentage of experience rating charges, because it is these employers who cause the unemployment. However, that is only the case in number (1), not in (2) or (3). Experience is somewhat dependent upon the type of business and there is no indication that there is any relationship between experience and the propensity to go out of business. When considering the third case, it should be kept in mind that the maximum tax rate is a social and political decision to subsidize a particular group; and there is no reason for subsidies not to be borne by the community as a whole.

Therefore, only one of the three parts of pool costs would be a percentage; the remainder would be a general charge to all employers. Ideally, pool costs would be charged by percentage of experience rating taxes for noncharges and a percentage of taxable wages for the costs of going out of business and the costs of those exceeding the maximum tax rate; but this would involve a more complicated calculation. Since noncharges are not a large percentage of total pool costs, charging all pool costs by a percentage of taxable wages does not greatly distort the impact of pool charges.

### Experience Rating

The justification for experience rating is to encourage employers to be other than neutral regarding the system. For instance, a flat tax rate results in employers not considering the impact of their lay-offs; because the lay-offs do not affect the tax rate. With a flat rate, there is no incentive for an individual employer to challenge any claims, because it does not affect his rate. Persons who are fired for cause or who quit could draw claims which have an impact on the system, but which have little impact on the individual employer.

In essence, experience rating gives a market type feed-back to employers which results in an incentive for an employer to minimize use of the system and, thus, to minimize the dollars needed to operate the system. Therefore, the more employers that are experience rated, the lower the average tax rate.

Employers who are not truly experience rated are new employers and employers exceeding the maximum tax rate. Since new employers can expect to be experience rated, the experience rating incentives are still applicable. The incentives would be of even greater impact if new employers were experience rated upward as soon as possible, such as after one year. A low maximum tax rate results in many employers being no longer affected by the experience rating incentives; because no matter what the experience, they will not pay a higher rate. The social decision to subsidize these employers by effectively removing them from experience rating results in more claims being chargeable to these employers than if the maximum rate was higher. The higher the maximum tax rate, the more effective the experience rating system a state can have.

### Experience Rating Period

The period over which to spread the benefit charges impacts both the Fund and the individual employer. The shorter the time period, the more quickly the employer is impacted by the tax increase; and the payback for a recession would be immediate. A long period, such as the Commonwealth's present three years, or a four year period, spreads the impact on an employer and allows him to recover from the effects of a recession before he is required to completely repay.

The impact on the Fund is the opposite. If the impact on employers is spread over a longer period, the Fund is not rebuilt as quickly. This would imply a larger Fund when the period is extended.

For any maximum tax rate, however, the longer the period, the more likely the system is to recover charges.

### Trust Fund Building

Trust Funds can be built and maintained either by incorporating a building factor into the experience rating system or by applying an additive or multiplicative factor on top of experience rating. The system is more complete if the Fund building is incorporated into the experience rating table. Additional taxes can be applied if the Trust Fund falls below an adequate amount.

### Minimum Tax Rate

Minimum tax rates vary immensely from state to state. Few states have as low a rate as Virginia. Minimum rates can be thought of in two ways: (1) the minimum experience rating rate, and (2) the minimum rate overall.

If pool costs are calculated and charged separately, it is logical that the minimum experience rating rate should be zero or slightly above zero if Fund building is included in the experience rating tax formulas. If Fund building is separate, then the experience rating rate for no claims would be zero and the minimum overall rate for an employer would be the pool costs rate plus the Fund building rate. The pool cost rate would depend on the percentage pool costs were of total costs and the manner in which it is decided to distribute them. The fund building rate would depend upon the solvency of the Fund, the time period to build it up, and the distribution criteria used.

### Maximum Tax Rate

All systems have established maximum tax rates for employers. The rationale behind this is the recognition that the nature of some industries is seasonal, and some are more affected by cyclical declines than others. The broad industry categories of Construction and Agricultural, Forestry and Fishing are charged with more in claims than they pay in contributions in Virginia and in most other states. That benefits exceed contributions is caused almost entirely by the provision of a maximum rate. If there were no maximum rate, these industries would pay their own way. In every industry, however, there are employers whose benefit charges exceed their contributions because of the imposition of a maximum tax rate. This explicit subsidy must be paid by the employer community.

As long as there is a maximum rate, this problem exists; and the only considerations are how large the subsidy will be and the distribution of the cost of the subsidy. The size of the subsidy varies from state to state, but 10 percent of the total costs of benefits is often suggested as a reasonable figure. That is, the excess of charges over contributions for employers at the top rate should be no more than 10 percent of the total benefits paid. Virginia, with its low top rates during 1974 - 1978, had a much higher percentage of total charges in that category.

### New Employer Rates

One of the major problems for all unemployment insurance systems is the entry and exit of employers. Employers that leave the system leave a legacy of claims and usually have not paid in sufficient amounts to cover that cost. Indeed, unless a state employs a reserve ratio system, it is likely that those in charge of the unemployment insurance program would not know if the employer had paid in sufficient amounts or not.

Because new employers have a greater propensity to fail than established employers, the probability of a new employer covering his costs is less than that of an established employer. The claims chargeable to new employers have the same seasonal and cyclical nature as those for established employers, while having as an additional characteristic the propensity to fail. For instance, retail and wholesale trades have relatively low experience due to seasonal and cyclical changes but have much higher experiences if one looks at the incidence of business failure. As is



the case with existing employers, there can exist cross-industry subsidies with the additional possible subsidy of new employers by existing employers.

The first inclination in solving the problem is to charge a new employer rate that covers all the costs for new employers. A political and social hurdle exists, however, in that a rate sufficient to do this could well conflict with a goal of industrial development. Since taxes are a concern for prospective Virginia employers, high new employer rates could put the Commonwealth at a competitive disadvantage.

It is tempting to charge new employers the average industry rate in an attempt to recover those charges. For the construction industry, this could come close to recovering new employer charges since construction does not have an above average business failure rate. The retail and wholesale industries do have an above average failure rate, and the industry average tax rate would be too low.

Moreover, it is inconsistent to attempt to eliminate cross-industry subsidies for new employers when no attempt is made to eliminate such subsidies for existing employers. Setting a new employer rate by the industry average rate attempts to eliminate cross-industry subsidies, but it does not address the uniqueness of new employers.

Another way of looking at new employers, at least under a reserve ratio system, is to attempt to precollect a reasonable amount from them in anticipation of an individual employer going out of business. For a reserve ratio system, a 3 percent tax rate would collect in three years 75 percent of the amount necessary to have a minimum rate, if the reserve percentage required were 12 percent. In addition, if new employers were rated at a higher rate after one year when experience warranted such action, it would provide for a greater leveling of the difference between new employers and others. Since 60% of the employers that do go out of business do so in the first three years, a period of three years to apply the new employer rate is not unreasonable.

#### Tax Base

One of the least understood aspects of an unemployment insurance system is the role of the tax base. In the implementation of the system, all wages of covered employees were taxed. On the Federal level, a tax base of \$3,000 was established in 1940. This was raised to \$4,200 in 1972 and \$6,000 in 1978. Most states, including Virginia, set their tax base at the Federal level. Since FUTA tax rates are flat taxes applied against the base, an increase in the base results in an increase in the FUTA tax payments. In state systems with experience rating, increases in the tax base do not necessarily lead to increased tax payments.

For those employers who are experience rated, the goal is to recover the charges for claims that are the employer's responsibility. To collect that amount per year, a higher tax base would mean a lower tax rate in the Virginia system.

It is important to distinguish between the rationale behind setting the FUTA tax base and the base for a state with experience rating. Although the tax base increase may have no effect on experience rated employers, it has an important relationship to new employers and those that are up against the top rate. The relationship is that between potential liability based on the qualifying wages of employees and the tax base on which employers pay taxes. For instance, if the benefit table has qualifying wages of \$9,516 (Virginia's) for the maximum benefit for maximum duration, each employee of the employers in question has a potential liability for benefit wages of \$9,516. However, the present tax base is \$6,000. A tax base equal to the highest qualifying wages for benefits results in a system more likely to be able to adjust to cyclical and seasonal drains than a tax system with a tax base below the highest qualifying wages.

#### Rates by Industry

One proposal which is politically attractive, but with little economic basis, is tax rates by industry, whether for new or existing employers. Although the industries of construction and agriculture, and forestry and fishing are industries with benefits exceeding contributions, 40 percent of employers in construction and 60 percent in agriculture, forestry, and fishing are at the minimum tax rate. Only 25 percent of employers in construction and 11 percent in agriculture, forestry, and fishing are at the top rate; and these are the employers causing the industries to be negative in

terms of contributions to benefits.

This negative situation is caused by the desire to have a socially acceptable maximum rate. Charging rates by industry would force a construction company with good experience to pay a disproportionate amount of the subsidy for a construction company that is up against the top rate. Deficit industries in terms of benefits exceeding contributions are caused by a desire to subsidize employers whose claims would otherwise lead to rates that would exceed the maximum. If there is a general desire to have subsidies, they should be financed by the total employer community and not by others within a particular industry.

### Employee Contributions

Currently, three states, Alabama, Alaska, and New Jersey, levy an unemployment tax on covered workers; and during the 1940s other states also taxed workers. (California, Indiana, Kentucky, Louisiana, Massachusetts, New Hampshire, and Rhode Island). The argument for imposing taxes directly on covered workers relates to the fact that workers are the primary beneficiaries of the payment system; and it seems reasonable to some that workers also be required to make some direct contribution to the system. The arguments for excluding workers from any financing of unemployment compensation are as follows:

- (1) Worker contributions could lead to a stronger labor voice in influencing legislative decisions, especially benefit amounts.
- (2) If workers contributed to the program, there might be a tendency to relax disqualification rulings, considering the fact that each employee being reviewed for disqualification would have directly contributed to the program.
- (3) Many argue that the incidence of the tax is largely shifted forward to employees already, through lower wages, and/or reduced employment. Thus, it is argued, employees are already bearing at least part of the tax.
- (4) Explicitly taxing employees could undermine the concept of employer responsibility for stabilizing the work force, thus undercutting the intent of experience rating.

Worker taxes can be used as a short term emergency measure to help rebuild a state's Unemployment Reserve Fund. In 1976, for example, Alaska raised \$12 million through a .7 percent employee tax; Alabama raised \$20 million through a .5 percent tax; and New Jersey raised \$68 million through a .5 percent tax. It is estimated that if Virginia had levied a .5 percent employee tax in 1979, it would have raised an additional \$45 million. Thus, during times of Fund inadequacy, the employee tax serves as a means of rebuilding the Fund, with the chief beneficiaries of the program, the employees, sharing in the responsibility.

### Extended Benefits

Because unemployment in a recession can exceed the maximum weeks allowed in most state systems, the Federal government devised an extended benefit program which extends benefits for one-half of the state duration, up to 39 weeks. One-half of the expense is paid by the Federal government and one-half by the state. There is both a state and a national trigger level of unemployment which brings extended benefits into effect, but Virginia's trigger is high relative to the national trigger; and extended benefits in Virginia occur because of the national trigger. The concept behind extended benefits is national economic stabilization and not temporary replacement of lost wages. It is for this reason that the Federal government finances one-half of the cost, and some parties believe that it should be totally financed by the Federal government.

Because the concept behind extended benefits is national stabilization and not temporary replacement of wages, consideration should be given to the financing of these benefits at the state level. Two options exist: (1) make extended benefits part of pool costs, or (2) charge the employers who were responsible for the original benefits. Presently, Virginia charges those employers responsible for the original benefits.

Extended benefits for Virginia are estimated to be approximately \$8 million for 1980 and could be close to that for 1981. If \$8 million are assigned to pool costs, it would raise the tax rate by a

.09 percentage point. If extended benefits are charged to those employers responsible for the original benefits, an employer paying a 3.6 percent rate would be forced to pay a 4.4 percent rate. The more impacted that an employer is by the recession, the greater the negative effect of extended benefits.

### Benefit Eligibility Requirements

Unemployment insurance programs were established to assist those persons temporarily unemployed through no fault of their own. As such, the implication was that persons assisted should have a strong attachment to the labor force. Original benefit tables were in dollar terms; and given the prevailing wages, required considerable labor force attachment. With expanded coverage and inflationary trends, dollar values are not as accurate a measure of attachment to the work force as in the past. Thus, the system has unintentionally been expanded to include persons receiving payments who would not have been paid in the past. Concurrently, maximum benefits have been raised without increasing the minimum, resulting in more persons becoming eligible to draw benefits.

Benefit eligibility requirements must be adjusted either automatically or through legislation to keep pace with inflation and increased wages. Failure to do so erodes eligibility standards over time. Two methods of increasing attachment to the work force would be an hours measurement and utilizing more than one quarter's earnings in calculating weekly wage. Both methods would require claimants to display greater amounts of work effort than the present Virginia system.

### Wage Replacement Ratios

Most benefit tables replace a constant proportion of gross weekly wages up to a maximum benefit amount. In Virginia, this has traditionally been 52 percent of the gross weekly wage. The National Commission on Unemployment Compensation recommends a replacement ratio of 50 percent. Concern has been expressed that increasing state and Federal taxes due to progressive taxation has increased the net wage replacement ratio to levels inconsistent with employment incentive. Federal studies, one by the General Accounting Office, have found this and have suggested taxing unemployment benefits as wages. The same thing could be accomplished by creating a benefit table which replaced a fixed percentage of net wages for a typical claimant.

### Minimum Benefits

Minimum benefits are high in Virginia relative to other states. This has the effect of raising Virginia's rate of average benefit to average weekly wage above that of most states. What is not readily apparent is that minimum benefits are automatically tied to the minimum eligibility requirements and wage requirement ratio. In most states benefits are a constant percentage of gross weekly wages up to a maximum; and the more stringent the eligibility requirements, the higher the minimum benefit payments. Given any particular benefit table, the system with the highest minimum benefits pays out the least amount of total benefits. If Virginia required 800 hours of work to qualify for benefits, even at minimum wage, the minimum benefit would be \$55.00. It is important that a system not allow the minimum benefit amount to remain low, even when maximum benefits are increased. If the minimum benefit amount is not increased when the maximum amount is increased, then the number of persons eligible for benefits, as well as total benefit payments, increases greatly.

### Maximum Benefits

Maximum benefits in Virginia since 1974 have been approximately 55 percent of the average weekly wage. The National Commission on Unemployment Compensation has recommended that the Federal government require that maximum benefits be not less than two-thirds of the average total weekly wages in covered employment in the preceding year. The recommended schedule is: 1982 - 55 percent; 1984 - 60 percent; and 1986 - 66 2/3 percent. Although an emotional issue, maximum benefits have much less impact on the system than many other issues.

If maximum benefits in Virginia for 1981 were set at 55 percent of the State's average weekly wage, then the maximum for that year would be approximately \$140. Many states automatically raise the maximum benefit amount as average weekly wages increase. This tends to maintain the same relationships in the system. If an hourly eligibility requirement was in effect, the bottom of the table would adjust concurrently, particularly as minimum wage levels increase.

## Waiting Week

Presently there appears to be a national trend to require an uncompensated waiting week in every state. 41 states require a waiting week, including Virginia. Nine of those states, including Virginia, eventually pay the waiting week if unemployment continues long enough. In Virginia this occurs on the fifth week. The National Commission on Unemployment Compensation opposes this trend.

From the viewpoint of work incentive, Virginia presently has the worst procedure; because the Commonwealth pays a benefit recipient double benefits on the fifth week of unemployment. If payment of the waiting week is to be made, it may be best to make it immediately, to avoid the incentive to remain unemployed for the fifth week and draw double benefits.

Not paying the waiting week reduces the amount of compensation drawn if unemployment does not exceed the maximum weeks available to draw. It does not affect the amount drawn for those exhausting benefits. Not paying the waiting week would have reduced total benefits by approximately \$4 million in 1979. Paying the waiting week immediately would add something less than one week to the average weekly duration and would have amounted to approximately \$5 million more in total benefits in 1979.

## Good Cause and Suitable Work

The following two issues have been of great concern to employers: (1) the situation in which a person attempts to draw benefits when he has either quit his job or the unemployment is not directly attributable to the employer; and (2) the situation in which a claimant for benefits refuses to accept a job that is not in keeping with his previous work experience. Provisions which safeguard employees' rights to draw benefits dictate an enforceable standard which defines the conditions under which an employee may leave a job and still draw benefits, and the kinds of jobs he could be forced to accept.

Reference has been made to amending Virginia's law to include the words "good cause attributable to the employer." Investigation of the law of certain other states, particularly North Carolina, which has the above phrase in its Code, shows that there is little, if any, difference regarding the outcome of similar cases in North Carolina and Virginia which hinge on this issue. Those decided in favor of the claimant in Virginia would have been decided the same way in North Carolina. National organizations which have had experience with many state unemployment insurance systems indicate that Virginia is rather conservative in its decisions and interpretations. It does not appear that adding language to the present law would affect benefit payouts.

## Information Capabilities

The present system in Virginia is not capable of easily producing employer information regarding benefits paid and taxes contributed. In order for employers to properly evaluate their use of the unemployment insurance system, it is important that they have this information.

## CONCLUSION

The subcommittee expresses its appreciation to all parties who participated in its study. In particular, the study group would like to acknowledge the significant contributions made by Dr. Lindley.

The subcommittee believes the adoption of its recommendations will lead to a significantly more solvent Unemployment Trust Fund and will strengthen the Commonwealth's entire unemployment insurance system. The subcommittee would point out that its recommendations have been offered only after thoroughly studying all of the available alternatives, and the study group urges the adoption of those recommendations by the General Assembly.

Respectfully submitted,

Elmon T. Gray, Chairman  
Joseph A. Johnson, Vice-Chairman

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## Appendix I

### ALTERNATIVES

#### TRUST FUND AND SYSTEM

##### I. Type of Experience Rating System

Objective: To have an equitable system in collecting contributions and paying benefits with the major responsibility for the fiscal soundness of the system placed on the users of the system.

- Alternatives:
1. Remain with present system with no modifications.
  2. Keep the present system but modify it so that it is efficient in collecting and equitable in its taxing.
  3. Change to a reserve ratio system at a designated point in time in the future and require the Virginia Employment Commission to begin implementing the required internal changes as soon as possible.
  4. Change to benefit ratio system.

##### II. Trust Fund Requirements

Objective: To build and maintain a Trust Fund which will prevent borrowing from the Federal Government during economic downturns.

- Alternatives:
1. A dollar amount for Fund adequacy as is presently the case in Virginia.
  2. A 1.5 times a three year average of the worst experience rule tied to a trigger to raise taxes; for 1980, \$300 million.
  3. A 1.5 times the worst 12 month period tied to a trigger to raise taxes; for 1980, \$400 million.

##### III. Period To Achieve Fund Adequacy

Objective: To extend the period for return to adequacy as far as possible consistent with preparing for the next business cycle.

- Alternatives:
1. Three year recovery period with 1.5 rule for average of three worst 12 months experience. Increased cost per year, \$120 million.
  2. Three year recovery period with 1.5 rule for single worst 12 months experience. Increased cost per year, \$155 million.
  3. Five year recovery period with 1.5 rule for average of three worst 12 months experience. Increased cost per year, \$85 million.
  4. Five year recovery period with 1.5 rule for single worst 12 months experience. Increased cost per year, \$110 million.
  5. Eight year recovery period with 1.5 rule for average of three worst 12 month experience. Increased cost per year, \$65 million.

## CONTRIBUTIONS

### IV. Pool Costs

Objective: To spread those costs of the system which cannot be charged to a particular employer over all employers.

- Alternatives:
1. Allow the present system to remain where experience rated employers between rates of 1.55 percent and 6.43 percent pay most of the pool costs.
  2. Separate out pool costs and charge them as a percentage of experience rating charges. This will not change the charging from what it is now.
  3. Separate out pool costs and allocate them on the basis of taxable wages calculated yearly.
  4. Separate out pool costs for noncharges and allocate them by percentage of experience rating charges and separate out the remaining pool costs and charge them on the basis of taxable wages.

### V. Experience Rating

Objective: To provide the greatest possible incentive for individual employers to keep charges low and to make the Trust Fund building and maintenance the responsibility of those who use the system.

- Alternatives:
1. Utilize an experience rating system which has a small range of rates with a low maximum and low minimum, a low flat tax system without recovery ability.
  2. Utilize an experience rating system which has a small range of rates with a high maximum and a high minimum, a high flat tax system with high recovery ability, but little incentive.
  3. Utilize an experience rating system with a wide range of rates with low minimum and high maximum, a variable tax which allows recovery and provides incentives.

#### VI. Experience Rating Period

Objective: To spread costs to employers over as long a period as possible to reduce impact of cycles and to collect from employers those amounts paid out in claims.

- Alternatives:
1. Leave the period at three years.
  2. Extend the period to more than three years such as four or five years.
  3. Reduce the period to less than three years.

#### VII. Trust Fund Building

Objective: To promote the rapid building and constant maintenance of the Trust Fund.

- Alternatives:
1. Multiplicative charges against experience rated employers based on the Fund adequacy (for example, a 60% adequate Fund would result in a 40% increase in tax rates for employers with unemployment experience).
  2. An additive Fund building tax placed on all employers triggered by Fund adequacy.
  3. Combinations of alternative 1 and alternative 2.

#### VIII. Minimum Tax Rate

Objective: To have a minimum rate low enough to encourage few layoffs, but which collects sufficient amounts to cover an employer's share of the common costs of the system.



- Alternatives:
1. Leave minimum rates below pool costs as is Virginia's present case and leave 25 percent of the taxable wages paying a fraction of the systems costs.
  2. Set minimum rate to cover pool costs and, if desired, Fund building costs.
  3. Set minimum rate much higher than pool costs as a pure revenue gathering measure and to provide for the subsidy of those at a low top rate.
  4. A minimum amount plus pool costs and Fund building costs.

#### IX. Maximum Tax Rate

Objective: To collect from each employer their cyclical impact on the system while recovering from seasonal employers an amount such that benefits charged to maximum rate employers minus contributions of maximum rate employers do not exceed 15 percent to 20 percent of total benefits.

- Alternatives:
1. Charge a low maximum rate which will result in a large subsidy to top rate employers.
  2. Set a maximum rate which will capture over the accounting period a percentage of charges for benefits (80% to 85%) and subsidizes the top rate for the remaining 15 percent to 20 percent (6.0% to 6.5%).
  3. Set a flexible maximum which calculates the rate based on the criteria in 2.

#### X. New Employer Rates

Objective: To recover as much of the 7 percent to 8 percent of taxable wages paid in benefits to new employers who have gone out of business plus collect the experience rating charges as quickly as possible.

- Alternatives:
1. Charge new employers by an industry average - from .27 percent to 2.57 percent.
  2. Charge a rate which is the average for all new employers - no subsidy - 5 percent to 8 percent.
  3. Charge a rate which will bring a percentage of the taxable base per year into the employer's account so that by the end of three years a high percentage of the necessary reserve or of the pre-collection is made.

4. Charge the maximum rate for new employers.
5. Charge a rate comparable to surrounding states - 2 percent to 3 percent.
6. Charge any of the above rates for 1 year.
7. Charge any of the above rates for 3 years with experience rating upwards after 1 year if experience warrants it.

#### XI. Tax Base

Objective: To have a tax base which corresponds to the potential liability of the system so that taxes are paid on all wages that are part of the wage base for benefits.

- Alternatives:
1. Adjust tax base only when it is adjusted by the Federal Government; Virginia's present situation.
  2. Set up a flexible wage base which changes based on the condition of the Fund.
  3. Make the wage base the same amount as the highest qualifying wages for benefits.

#### XII. Rates By Industry

Objective: To prevent inter-industry subsidies and to collect from each industry the industry cost.

- Alternatives:
1. Set some rates by industry and put subsidy costs on the good experience employers in the industry. This would result in an increase in rates for minimum rate employers in all but one industry over what a general subsidy of maximum rate employers would cost.
  2. Continue to set rates on individual experience rating.

#### XIII. Employee Contributions

Objective: To collect a portion of costs of the system from the persons who draw benefits.

- Alternatives:
1. Retain present system of having 100 percent of the tax paid by employers.
  2. Impose a permanent employee tax.
  3. Consider an employee tax of .5 percent as a short

term Fund building measure. A tax could be imposed on all covered workers, and be removed when the Fund achieved some percent of adequacy as measured by the Fund adequacy standard adopted.

#### XIV. Extended Benefit Charges

Objective: To charge extended benefits in a manner most consistent with objectives of having extended benefits.

- Alternatives:
1. Charge employers for extended benefits in the same manner as regular benefits, Virginia's present position.
  2. Charge extended benefits to pool costs.

### BENEFITS

#### XV. Benefit Eligibility Requirements

Objective: To set eligibility requirements so that the original concept of attachment to the work force is met equally by all claimants.

- Alternatives:
1. Increase dollar amounts required for high quarter and base earnings.
  2. Require weeks worked measurement as a minimum requirement.
  3. Require hours worked measurement as a minimum requirement.
  4. Require duration to be a function of weeks worked or hours worked.
  5. Retain the benefit table as it now exists and allow increasingly expanded coverage.
  6. Require benefits to be determined on the basis of two high quarter earnings.

#### XVI. Wage Replacement Ratios

Objective: To replace a sufficient portion of lost wages, but maintain work incentive.

- Alternatives:
1. Maintain 52 percent of gross wage replacement.

2. Lower or raise the gross wage replacement ratio.
3. Make the replacement ratio a percentage of net wages for a single person.
4. Make the wage replacement ratio a percentage of net wages for a married person.
5. Make the wage replacement ratio a percentage of net wages for a married person with children.

#### XVII. Minimum Benefits

Objective: To set the minimum level of replacement consistent with the general wage level in the state.

- Alternatives:
1. Leave minimum benefits at a permanent low dollar amount and thus expand coverage.
  2. Raise the minimum whenever the maximum is raised and in the same proportion.

#### XVIII. Maximum Benefits

Objective: To keep benefit amounts in a constant position relative to the general wage level in the state.

- Alternatives:
1. Leave maximum benefits as they are.
  2. Raise maximum benefits to the relative level of the previous years - 52-55 percent of the state average weekly wage.
  3. Follow the recommendation of the National Commission on Unemployment Compensation of: 1982 - 55 percent; 1984 - 60 percent; and 1986 - 66 2/3 percent of the average weekly wage.

#### XIX. Waiting Week

Objective: To replace lost wages consistent with maintaining work incentives.

- Alternatives:
1. Leave the existing system in place.
  2. Do not pay a waiting week at all.
  3. Eliminate the waiting week provision.

XX. Good Cause and Suitable Work

Objective: To have statutes which provide for efficient and equitable procedures for determining eligibility for claimants.

- Alternatives:
1. Leave statutes as they are.
  2. Change wording to include attributable to the employer.

XXI. Information Capabilities

Objective: To provide adequate information to employers so that they are aware of their fiscal relationship to the system.

- Alternatives:
1. Leave the system as it presently exists.
  2. Increase amounts of information available to employers regarding benefits charged and contributions paid in.

Appendix II**SENATE BILL NO. 679**

Offered January 15, 1981

*A BILL to amend and reenact §§ 60.1-75, 60.1-79, 60.1-80, 60.1-81, 60.1-82 and 60.1-91 of the Code of Virginia, to amend the Code of Virginia by adding sections numbered 60.1-84.1, 60.1-84.2 and 60.1-85.1, and to repeal §§ 60.1-83, 60.1-84, 60.1-85, and 60.1-86 of the Code of Virginia, all of which provide for employer's contributions to the Unemployment Compensation System.*

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Patrons—Gray, E. T., Miller, Schewel, and DuVal

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Referred to the Committee on Commerce and Labor

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Be it enacted by the General Assembly of Virginia:

1. That §§ 60.1-75, 60.1-79, 60.1-80, 60.1-81, 60.1-82, and 60.1-91 of the Code of Virginia are amended and reenacted and that the Code of Virginia is amended by adding sections numbered 60.1-84.1, 60.1-84.2, and 60.1-85.1 as follows:

§ 60.1-75. Amount of taxes; increase of rate.—Each employer shall pay taxes equal to the following percentages of wages payable by him with respect to employment:

(1) [Repealed.]

(2) Except as otherwise provided in article 2 of this chapter, ~~four and five-tenths six and two-tenths~~ per centum with respect to employment during the calendar year. Wages payable beyond the last pay period in December shall be considered as wages earned and payable in the first pay period of the succeeding year, and included in reports required for the first reporting period of such year.

(3) If the Federal Unemployment Tax Act is at any time amended to permit a higher maximum rate of credit against the federal tax now levied under § 3301 of the Internal Revenue Code, or that may hereafter be levied under any subsequent amendment, or amendments thereto, than is now permitted under § 3302 of the Internal Revenue Code, to an employer with respect to any State unemployment compensation law whose standard contribution rate on payroll under such law is more than two and seven-tenths per centum, in that event the standard contribution rate as to all employers under this title shall, by Commission rule promulgated under § 60.1-35, be increased from two and seven-tenths per centum on wages to that percentage on wages which corresponds to the higher maximum rate of credit thus permitted against the federal unemployment tax; and such increase shall become effective on the same date as such higher maximum rate of credit becomes permissible under such federal amendment.

(4) If the Federal Unemployment Tax Act is at any time amended so as to increase the rate of excise tax each employer shall pay with respect to having individuals in his employ, the Commission may by rules promulgated under § 60.1-35, increase the rate of contributions under this title to the rate which corresponds to the highest maximum rate of credit permitted against such higher federal unemployment excise tax; and such increase shall become effective on the same date as such higher rate of federal unemployment excise tax becomes effective.

§ 60.1-79. General provisions.—For each calendar year commencing after December

1 thirty-first, nineteen hundred ~~sixty eighty-one~~ , the contribution rate of each employer,  
2 whose experience rating account has been chargeable with ~~benefit wages~~ *benefits*  
3 throughout the most recent twelve completed calendar month period ending on the thirtieth  
4 day of June of the calendar year immediately preceding the calendar year for which a  
5 contribution rate is being determined, shall be computed as hereinafter provided; except  
6 that the contribution rate of each employer newly subject to this act after July one,  
7 nineteen hundred ~~eighty eighty-one~~ , including any nonprofit organization which has elected  
8 to become liable for payments in lieu of contributions under the provisions of § 60.1-89 (1)  
9 and thereafter terminates such election, shall be *two and five-tenths percent until for three*  
10 *years except that at such time as it is eligible for computation as hereinabove hereinafter*  
11 *provided , the contribution rate shall become the computed rate if the computed rate*  
12 *exceeds two and five-tenths percent* . The Commission shall notify each such employer of  
13 his contribution rate for such calendar year not later than the thirty-first day of December  
14 immediately preceding such year, but the failure of any such employer to receive such  
15 notice shall not relieve him from liability for such contribution.

16 § 60.1-80. Individual benefit charges.—(a) Effective with claims filed on or after July  
17 first, nineteen hundred ~~seventy nine eighty-one~~ , an individual's "benefit ~~wages~~ *charges*"  
18 shall be computed in the following manner:

19 (1) For each week benefits are received a claimant's "benefit ~~wages~~ *charges*" shall be  
20 equal to his ~~qualifying earnings multiplied by the fraction equal to one divided by the~~  
21 ~~number of weeks of the claimant's potential duration of benefits received for such week~~ .

22 (2) For each week extended benefits, pursuant to § 60.1-51.1, are received, a claimant's  
23 "benefit ~~wages~~ *charges*" shall be equal to one half ~~the amount his "benefit wages" would~~  
24 ~~have been if computed pursuant to subparagraph (1) above his benefits received for such~~  
25 ~~week~~ ; provided, that effective with claims filed for weeks of unemployment beginning  
26 after December thirty-one, nineteen hundred seventy-eight, a claimant's "benefit ~~wages~~  
27 *charges*" for extended benefits attributable to service in the employ of a governmental  
28 entity referred to in § 60.1-14 (b) [1] shall be computed pursuant to subparagraph (1)  
29 above.

30 (3) For each week partial benefits are received the claimant's "benefit ~~wages~~ *charges*"  
31 shall be computed, in the case of regular benefits as in subparagraph (1) above, or in the  
32 case of extended benefits as in subparagraph (2) above ; provided, however, that the  
33 ~~numerator in the fraction used to multiply the qualifying earnings shall be the ratio of~~  
34 ~~partial benefits over the claimant's weekly benefit amount rounded to the nearest one~~  
35 ~~hundredth~~ .

36 ~~(4) For the purposes of benefit wage computations, qualifying earnings shall be the~~  
37 ~~claimant's wages during his base period paid by employers covered by this act, but in no~~  
38 ~~event shall his qualifying earning for computation purposes exceed the total amount of~~  
39 ~~wages used to compute the maximum benefit entitlement as shown in the benefit table.~~

40 (b) The employing unit from whom such individual was separated, resulting in the  
41 current period of unemployment, shall be the most recent employing unit for whom such  
42 individual has performed services for remuneration during thirty days, whether or not such  
43 days are consecutive. If such individual's unemployment is caused by separation from an  
44 employer, such individual's "benefit ~~wages~~ *charges*" for such period of unemployment shall

1 be ~~treated~~ for the purposes of this article as though they have been paid by *deemed the*  
 2 *responsibility of* the last thirty-day employer prior to such period of unemployment.

3 (c) No "benefit ~~wages charges~~" shall be deemed to have been paid by *the*  
 4 *responsibility of* an employer of an individual whose separation from the work of such  
 5 employer arose as a result of a violation of the law by such individual, which violation led  
 6 to confinement in any jail or prison, or by any employer of an individual who voluntarily  
 7 left employment in order to accept other employment, genuinely believing such  
 8 employment to be permanent.

9 No "benefit ~~wages charges~~" shall be deemed to have been paid by *the responsibility of*  
 10 an employer of an individual with respect to any weeks in which benefits are claimed and  
 11 received after such date as that individual refused to accept an offer of rehire by the  
 12 employer because such individual was in training with approval of the Commission pursuant  
 13 to § 60.1-52.1.

14 § 60.1-81. Employer's benefit charges.—Any employer's benefit ~~wages charges~~ for a given  
 15 calendar year shall be the total of the "benefit ~~wages charges~~" which, pursuant to the  
 16 provisions of § 60.1-80, are ~~wages~~ deemed to have been paid by *be the responsibility of*  
 17 such employer.

18 § 60.1-82. Benefit ratio.— A. The "benefit ~~wage~~ ratio" of each employer for a given  
 19 calendar year shall be the percentage , *rounded to the nearest one-tenth of a per centum,*  
 20 equal to the employer's benefit ~~wages charges~~ for the twelve consecutive calendar month  
 21 period ending on the thirtieth day of June immediately preceding that calendar year,  
 22 divided by the total of his payroll for the same period except that for an employer whose  
 23 account has been chargeable with benefit ~~wages charges~~ for ~~thirty-six~~ *forty-eight* or more  
 24 consecutive completed calendar months, the "benefit ~~wage~~ ratio" shall be the percentage ,  
 25 *rounded to the nearest one-tenth of a per centum,* equal to the employer's benefit ~~wages~~  
 26 ~~charges~~ for the most recent ~~thirty-six~~ *forty-eight* consecutive completed calendar month  
 27 period ending on the thirtieth day of June immediately preceding that calendar year,  
 28 divided by the total of his payrolls for the same period, and for an employer whose  
 29 account has been chargeable with benefit ~~wages charges~~ for ~~twenty-four~~ *thirty-six* but less  
 30 than ~~thirty-six~~ *forty-eight* consecutive completed calendar months the "benefit ~~wage~~ ratio"  
 31 shall be the percentage equal to the employer's benefit wages for the most recent  
 32 ~~twenty-four~~ *thirty-six* consecutive completed calendar month period ending on the thirtieth  
 33 day of June immediately preceding that calendar year divided by his payroll for the same  
 34 period , *and for an employer whose account has been chargeable with benefit charges for*  
 35 *twenty-four but less than thirty-six consecutive completed calendar months the "benefit*  
 36 *ratio" shall be the percentage, rounded to the nearest one-tenth of a per centum, equal to*  
 37 *the employer's benefit charges for the most recent twenty-four consecutive completed*  
 38 *calendar month period ending on the thirtieth day of June immediately preceding that*  
 39 *calendar year divided by his payroll for the same period. The term "payroll(s)" as used*  
 40 *herein means benefit charges for the most recent twenty-four consecutive completed*  
 41 *calendar month period ending on the thirtieth day of June immediately preceding that*  
 42 *calendar year divided by his payroll for the same period the taxable payroll on which*  
 43 contributions have been paid on or before July thirty-first immediately following such June  
 44 thirtieth.



1       *B. For the period commencing July one, nineteen hundred eighty-one, where benefit*  
2 *charges are not available for any or all of the periods used to determine an employer's*  
3 *benefit ratio, benefit wages divided by three shall be used in lieu of benefit charges for*  
4 *those periods benefit charges are not available, in combination with benefit charges, where*  
5 *available to determine an employer's benefit ratio.*

6       *§ 60.1-84.1. Experience rating contribution; table.—Subject to the provisions of §*  
7 *60.1-85.1, the experience rating contribution rate for each employer for the calendar year*  
8 *nineteen hundred eighty-two and subsequent years shall be the per centum in the column*  
9 *corresponding to the employer's benefit ratio except that if the employer's benefit ratio*  
10 *exceed six and two-tenths per centum, the column under six and two-tenths per centum*  
11 *shall be the appropriate column, and in the line corresponding to the fund balance factor*  
12 *for the year pursuant to § 60.1-85.1.*

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BENEFIT RATIOS IN PERCENTUM								
	.00	.10	.20	.30	.40	.50	.60	.70
FUND BALANCE FACTOR IN %	TAX RATE IN %	TAX RATE IN %	TAX RATE IN %	TAX RATE IN %	TAX RATE IN %	TAX RATE IN %	TAX RATE IN %	TAX RATE IN %
100	0.10	0.10	0.20	0.30	0.40	0.50	0.60	0.70
95	0.10	0.10	0.21	0.31	0.42	0.52	0.63	0.73
90	0.10	0.11	0.22	0.33	0.44	0.55	0.66	0.77
85	0.10	0.11	0.23	0.34	0.46	0.57	0.69	0.80
80	0.10	0.12	0.24	0.36	0.48	0.60	0.72	0.84
75	0.10	0.12	0.25	0.37	0.50	0.62	0.75	0.87
70	0.10	0.13	0.26	0.39	0.52	0.65	0.78	0.91
65	0.10	0.13	0.27	0.40	0.54	0.67	0.81	0.94
60	0.10	0.14	0.28	0.42	0.56	0.70	0.84	0.98
55	0.10	0.14	0.29	0.43	0.58	0.72	0.87	1.01
50	0.10	0.15	0.30	0.45	0.60	0.75	0.90	1.05







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BENEFIT RATIOS								
	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90
IN PERCENTUM								
FUND BALANCE	TAX RATE	TAX RATE	TAX RATE	TAX RATE	TAX RATE	TAX RATE	TAX RATE	TAX RATE
FACTOR	IN %	IN %	IN %	IN %	IN %	IN %	IN %	IN %
IN %								
100	3.20	3.30	3.40	3.50	3.60	3.70	3.80	3.90
95	3.36	3.46	3.57	3.67	3.78	3.88	3.99	4.09
90	3.52	3.63	3.74	3.85	3.96	4.07	4.18	4.29
85	3.68	3.79	3.91	4.02	4.14	4.25	4.37	4.48
80	3.84	3.96	4.08	4.20	4.32	4.44	4.56	4.68
75	4.00	4.12	4.25	4.37	4.50	4.62	4.75	4.87
70	4.16	4.29	4.42	4.55	4.68	4.81	4.94	5.07
65	4.32	4.45	4.59	4.72	4.86	4.99	5.13	5.26
60	4.48	4.62	4.76	4.90	5.04	5.18	5.32	5.46
55	4.64	4.78	4.93	5.07	5.22	5.36	5.51	5.65
50	4.80	4.95	5.10	5.25	5.40	5.55	5.70	5.85



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 32 33 34 35 36 37 38 39 40 41 42 43 44

BENEFIT RATIOS	4.80	4.90	5.00	5.10	5.20	5.30	5.40	5.50
IN PERCENTUM								
FUND BALANCE	TAX RATE	TAX RATE	TAX RATE	TAX RATE	TAX RATE	TAX RATE	TAX RATE	TAX RATE
FACTOR	IN %	IN %	IN %	IN %	IN %	IN %	IN %	IN %
IN %								
100	4.80	4.90	5.00	5.10	5.20	5.30	5.40	5.50
95	5.04	5.14	5.25	5.35	5.46	5.56	5.67	5.77
90	5.28	5.39	5.50	5.61	5.72	5.83	5.94	6.05
85	5.52	5.63	5.75	5.86	5.98	6.09	6.20	6.20
80	5.76	5.88	6.00	6.12	6.20	6.20	6.20	6.20
75	6.00	6.12	6.20	6.20	6.20	6.20	6.20	6.20
70	6.20	6.20	6.20	6.20	6.20	6.20	6.20	6.20
65	6.20	6.20	6.20	6.20	6.20	6.20	6.20	6.20
60	6.20	6.20	6.20	6.20	6.20	6.20	6.20	6.20
55	6.20	6.20	6.20	6.20	6.20	6.20	6.20	6.20
50	6.20	6.20	6.20	6.20	6.20	6.20	6.20	6.20





1     § 60.1-84.2. *Pool cost charges.*—A. *Effective January one, nineteen hundred eighty-two,*  
2 *and as of the first day of January of each succeeding calendar year, to all experience*  
3 *rating contribution rates established pursuant to § 60.1-84.1 and to all new employer rates*  
4 *established pursuant to § 60.1-79, shall be added the pool cost charges as determined in*  
5 *subsection B of this section.*

6     *B. The pool cost charge rate shall be determined as follows:*

7     1. *Pool costs for a given calendar year shall be those costs defined in paragraph 2 of*  
8 *this subsection for the twelve consecutive calendar months period ending on the thirtieth*  
9 *day of June immediately preceding that calendar year. The pool cost charge rate shall be*  
10 *pool costs divided by total wages for the hereinabove defined period.*

11     2. *Pool costs shall consist of benefit charges which cannot be assigned to an individual*  
12 *employer pursuant to §§ 60.1-12, 60.1-14, or subsection (c) of § 60.1-80, and cannot be*  
13 *charged to an individual employer due to his becoming an inactive account pursuant to*  
14 *§§ 60.1-12 or 60.1-99, and the difference between the benefit charges of all employers with*  
15 *a maximum experience rating contribution rate and the amount of the contributions*  
16 *resulting from applying the maximum experience rating contribution rate against the*  
17 *payrolls of the same employers. The term “payrolls” as used in this section shall mean the*  
18 *taxable payroll on which contributions have been paid on or before July thirty-one*  
19 *immediately following such June thirty.*

20     3. *When the fund balance factor for the year in question is greater than fifty per*  
21 *centum, interest earned on the balance which shall stand to the credit of the account of*  
22 *the Commonwealth of Virginia in the unemployment trust fund in the treasury of the*  
23 *United States shall be subtracted from pool costs, except that in no instance shall pool*  
24 *costs be less than zero.*

25     § 60.1-85.1. *Fund balance factor.*—A. *As of July one, nineteen hundred eighty-one, and*  
26 *as of the first day of July of each succeeding calendar year, a fund balance factor shall be*  
27 *determined as follows:*

28     1. *The balance which shall stand to the credit of the account of the Ccmonwealth of*  
29 *Virginia in the unemployment trust fund in the treasury of the United States, including*  
30 *amounts withdrawn therefrom but not expended, shall be compared with the “adequate*  
31 *balance” as determined in subsection B of this section, and the resulting per centum shall*  
32 *be termed the “fund balance factor,” except that if the per centum determined is less*  
33 *than fifty per centum, the fund balance factor shall be fifty per centum.*

34     B. *As of July one, nineteen hundred eighty-one, and as of the first day of July of each*  
35 *succeeding calendar year, the Commission shall determine the “adequate balance” for the*  
36 *trust fund as follows:*

37     1. *For the twenty-five year period ending the first day of July of the year of*  
38 *determination, the highest ratios of benefits divided by total wages of three separate*  
39 *consecutive four-quarter periods shall be averaged and multiplied by 1.5 to determine the*  
40 *fund adequacy multiplier. The fund adequacy multiplier shall be multiplied by the total*  
41 *wages for the year in question to determine the “adequate fund balance” for that year.*

42     C. *As of December thirty-one, nineteen hundred eighty-one, a fund building rate of*  
43 *three-tenths per centum will be added to all experience rating rates established pursuant*  
44 *to § 60.1-84.1 and to all new employer rates established pursuant to § 60.1-79, except that*

1 such rate shall not be applied if the fund balance factor determined pursuant to  
2 subsection B of this act exceeds fifty per centum.

3 § 60.1-91. Where employer's contributions are delinquent.—Notwithstanding any other  
4 provisions of this chapter, if on July thirty-first of any year the contributions or any  
5 portion thereof ~~and~~ or the interest ~~and~~ or penalty due thereon for any previous quarter  
6 is delinquent and unpaid and has been delinquent and unpaid for a period of ninety days  
7 or more, the Commission may thereafter issue a notice of delinquency demanding payment,  
8 and if the amount due is not paid within thirty days after such notice is mailed to the  
9 delinquent employer at his last known address, such delinquent employer's rate for the  
10 calendar year immediately following the calendar year in which such notice is sent shall  
11 not be computed under the provisions of this article, and such employer's contribution rate  
12 for such calendar year shall be ~~four and five tenths~~ *six and two-tenths* per centum.

13 2. That §§ 60.1-83, 60.1-84, and 60.1-86 of the Code of Virginia are repealed, and that  
14 effective January one, nineteen hundred eighty-two, § 60.1-85 of the Code of Virginia is  
15 repealed.

16 3. That whenever in the Acts of Assembly of Virginia or in the Code of Virginia reference  
17 is made to § 60.1-84 it shall be taken to mean § 60.1-84.1, and that effective January one,  
18 nineteen hundred eighty-two, whenever in the Acts of Assembly of Virginia or the Code of  
19 Virginia reference is made to § 60.1-85 it shall be taken to mean § 60.1-85.1.

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Clerk of the Senate	Clerk of the House of Delegates

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**SENATE BILL NO. 811**

**Offered January 19, 1981**

*A BILL to amend and reenact § 60.1-47 of the Code of Virginia, providing unemployment compensation benefit amounts.*

\_\_\_\_\_  
**Patrons—Gray, E. T., Miller, Schewel, and DuVal**

\_\_\_\_\_  
**Referred to the Committee on Commerce and Labor**

**Be it enacted by the General Assembly of Virginia:**

**1. That § 60.1-47 of the Code of Virginia is amended and reenacted as follows:**

**§ 60.1-47. Weekly benefit amount.—**With respect to all claims filed on or after July ~~first~~ *first fifth*, nineteen hundred ~~seventy-nine~~ *eighty-one*, an eligible individual's weekly "benefit amount" shall be the amount appearing in Column B in the "Benefit Table" in this section on the line on which in Column A of such table, there appears the total wages for insured work earned by such individual in ~~that quarter~~ *the two quarters* of his base period in which such total wages were highest.

With respect to all claims filed prior to July ~~first~~ *first fifth*, nineteen hundred ~~seventy-nine~~ *eighty-one*, an eligible individual's weekly "benefit amount" shall be computed under the provisions of this section in force on the date such claim was filed.

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BENEFIT TABLE DIVISION C DURATION OF BENEFITS

Col. A	Col. B	12 WEEKS	13 WEEKS	14 WEEKS	15 WEEKS	16 WEEKS	17 WEEKS	18 WEEKS	19 WEEKS	20 WEEKS	21 WEEKS	22 WEEKS	23 WEEKS	24 WEEKS	25 WEEKS	26 WEEKS
2115.00 2163.00	44	2115.00 2266.00	2266.01 2417.00	2417.01 2568.00	2568.01 2719.00	2719.01 2870.00	2870.01 3021.00	3021.01 3172.00	3172.01 3324.00	3324.01 3475.00	3475.01 3626.00	3626.01 3777.00	3777.01 3928.00	3928.01 4079.00	4079.01 4230.00	4230.01 & OVER
2163.01 2212.00	45	2163.01 2318.00	2318.01 2472.00	2472.01 2627.00	2627.01 2781.00	2781.01 2936.00	2936.01 3090.00	3090.01 3245.00	3245.01 3399.00	3399.01 3554.00	3554.01 3708.00	3708.01 3863.00	3863.01 4017.00	4017.01 4172.00	4172.01 4326.00	4326.01 & OVER
2212.01 2260.00	46	2212.01 2370.00	2370.01 2528.00	2528.01 2686.00	2686.01 2844.00	2844.01 3002.00	3002.01 3160.00	3160.01 3318.00	3318.01 3476.00	3476.01 3634.00	3634.01 3792.00	3792.01 3950.00	3950.01 4108.00	4108.01 4266.00	4266.01 4424.00	4424.01 & OVER
2260.01 2308.00	47	2260.01 2421.00	2421.01 2583.00	2583.01 2744.00	2744.01 2906.00	2906.01 3067.00	3067.01 3229.00	3229.01 3390.00	3390.01 3551.00	3551.01 3713.00	3713.01 3874.00	3874.01 4036.00	4036.01 4197.00	4197.01 4359.00	4359.01 4520.00	4520.01 & OVER
2308.01 2356.00	48	2308.01 2473.00	2473.01 2638.00	2638.01 2803.00	2803.01 2967.00	2967.01 3132.00	3132.01 3297.00	3297.01 3462.00	3462.01 3627.00	3627.01 3792.00	3792.01 3957.00	3957.01 4121.00	4121.01 4286.00	4286.01 4451.00	4451.01 4616.00	4616.01 & OVER
2356.01 2404.00	49	2356.01 2524.00	2524.01 2693.00	2693.01 2861.00	2861.01 3029.00	3029.01 3197.00	3197.01 3366.00	3366.01 3534.00	3534.01 3702.00	3702.01 3871.00	3871.01 4039.00	4039.01 4207.00	4207.01 4375.00	4375.01 4544.00	4544.01 4712.00	4712.01 & OVER
2404.01 2452.00	50	2404.01 2576.00	2576.01 2747.00	2747.01 2919.00	2919.01 3091.00	3091.01 3263.00	3263.01 3434.00	3434.01 3606.00	3606.01 3778.00	3778.01 3949.00	3949.01 4121.00	4121.01 4293.00	4293.01 4465.00	4465.01 4636.00	4636.01 4808.00	4808.01 & OVER
2452.01 2500.00	51	2452.01 2627.00	2627.01 2802.00	2802.01 2977.00	2977.01 3153.00	3153.01 3328.00	3328.01 3503.00	3503.01 3678.00	3678.01 3853.00	3853.01 4028.00	4028.01 4203.00	4203.01 4379.00	4379.01 4554.00	4554.01 4729.00	4729.01 4904.00	4904.01 & OVER
2500.01 2548.00	52	2500.01 2679.00	2679.01 2857.00	2857.01 3036.00	3036.01 3214.00	3214.01 3393.00	3393.01 3571.00	3571.01 3750.00	3750.01 3929.00	3929.01 4107.00	4107.01 4286.00	4286.01 4464.00	4464.01 4643.00	4643.01 4821.00	4821.01 5000.00	5000.01 & OVER
2548.01 2596.00	53	2548.01 2730.00	2730.01 2912.00	2912.01 3094.00	3094.01 3276.00	3276.01 3458.00	3458.01 3640.00	3640.01 3822.00	3822.01 4004.00	4004.01 4186.00	4186.01 4368.00	4368.01 4550.00	4550.01 4732.00	4732.01 4914.00	4914.01 5096.00	5096.01 & OVER
2596.01 2644.00	54	2596.01 2781.00	2781.01 2967.00	2967.01 3152.00	3152.01 3338.00	3338.01 3523.00	3523.01 3709.00	3709.01 3894.00	3894.01 4079.00	4079.01 4265.00	4265.01 4450.00	4450.01 4636.00	4636.01 4821.00	4821.01 5007.00	5007.01 5192.00	5192.01 & OVER
2644.01 2692.00	55	2644.01 2833.00	2833.01 3022.00	3022.01 3211.00	3211.01 3399.00	3399.01 3588.00	3588.01 3777.00	3777.01 3966.00	3966.01 4155.00	4155.01 4344.00	4344.01 4533.00	4533.01 4721.00	4721.01 4910.00	4910.01 5099.00	5099.01 5288.00	5288.01 & OVER

Col. A	Col. B															
HIGHEST TWO QUARTER EARNINGS	WEEKLY BENEFIT AMOUNT	12 WEEKS	13 WEEKS	14 WEEKS	15 WEEKS	16 WEEKS	17 WEEKS	18 WEEKS	19 WEEKS	20 WEEKS	21 WEEKS	22 WEEKS	23 WEEKS	24 WEEKS	25 WEEKS	26 WEEKS
2692.01 2740.00	56	2692.01 2884.00	2884.01 3077.00	3077.01 3269.00	3269.01 3461.00	3461.01 3653.00	3653.01 3846.00	3846.01 4038.00	4038.01 4230.00	4230.01 4423.00	4423.01 4615.00	4615.01 4807.00	4807.01 4999.00	4999.01 5192.00	5192.01 5384.00	5384.01 & OVER
2740.01 2788.00	57	2740.01 2936.00	2936.01 3131.00	3131.01 3327.00	3327.01 3523.00	3523.01 3719.00	3719.01 3914.00	3914.01 4110.00	4110.01 4306.00	4306.01 4501.00	4501.01 4697.00	4697.01 4893.00	4893.01 5089.00	5089.01 5284.00	5284.01 5480.00	5480.01 & OVER
2788.01 2837.00	58	2788.01 2987.00	2987.01 3186.00	3186.01 3385.00	3385.01 3585.00	3585.01 3784.00	3784.01 3983.00	3983.01 4182.00	4182.01 4381.00	4381.01 4580.00	4580.01 4779.00	4779.01 4979.00	4979.01 5178.00	5178.01 5377.00	5377.01 5576.00	5576.01 & OVER
2837.01 2885.00	59	2837.01 3040.00	3040.01 3242.00	3242.01 3445.00	3445.01 3648.00	3648.01 3850.00	3850.01 4053.00	4053.01 4255.00	4255.01 4458.00	4458.01 4661.00	4661.01 4863.00	4863.01 5066.00	5066.01 5269.00	5269.01 5471.00	5471.01 5674.00	5674.01 & OVER
2885.01 2933.00	60	2885.01 3091.00	3091.01 3297.00	3297.01 3503.00	3503.01 3709.00	3709.01 3915.00	3915.01 4121.00	4121.01 4327.00	4327.01 4534.00	4534.01 4740.00	4740.01 4946.00	4946.01 5152.00	5152.01 5358.00	5358.01 5564.00	5564.01 5770.00	5770.01 & OVER
2933.01 2981.00	61	2933.01 3143.00	3143.01 3352.00	3352.01 3562.00	3562.01 3771.00	3771.01 3981.00	3981.01 4190.00	4190.01 4400.00	4400.01 4609.00	4609.01 4819.00	4819.01 5028.00	5028.01 5238.00	5238.01 5447.00	5447.01 5657.00	5657.01 5866.00	5866.01 & OVER
2981.01 3029.00	62	2981.01 3194.00	3194.01 3407.00	3407.01 3620.00	3620.01 3833.00	3833.01 4046.00	4046.01 4259.00	4259.01 4471.00	4471.01 4684.00	4684.01 4897.00	4897.01 5110.00	5110.01 5323.00	5323.01 5536.00	5536.01 5749.00	5749.01 5962.00	5962.01 & OVER
3029.01 3077.00	63	3029.01 3245.00	3245.01 3462.00	3462.01 3678.00	3678.01 3894.00	3894.01 4111.00	4111.01 4327.00	4327.01 4543.00	4543.01 4760.00	4760.01 4976.00	4976.01 5193.00	5193.01 5409.00	5409.01 5625.00	5625.01 5842.00	5842.01 6058.00	6058.01 & OVER
3077.01 3125.00	64	3077.01 3297.00	3297.01 3517.00	3517.01 3736.00	3736.01 3956.00	3956.01 4176.00	4176.01 4396.00	4396.01 4615.00	4615.01 4835.00	4835.01 5055.00	5055.01 5275.00	5275.01 5495.00	5495.01 5714.00	5714.01 5934.00	5934.01 6154.00	6154.01 & OVER
3125.01 3173.00	65	3125.01 3348.00	3348.01 3571.00	3571.01 3795.00	3795.01 4018.00	4018.01 4241.00	4241.01 4464.00	4464.01 4687.00	4687.01 4911.00	4911.01 5134.00	5134.01 5357.00	5357.01 5580.00	5580.01 5804.00	5804.01 6027.00	6027.01 6250.00	6250.01 & OVER
3173.01 3221.00	66	3173.01 3400.00	3400.01 3626.00	3626.01 3853.00	3853.01 4080.00	4080.01 4306.00	4306.01 4533.00	4533.01 4759.00	4759.01 4986.00	4986.01 5213.00	5213.01 5439.00	5439.01 5666.00	5666.01 5893.00	5893.01 6119.00	6119.01 6346.00	6346.01 & OVER
3221.01 3269.00	67	3221.01 3451.00	3451.01 3681.00	3681.01 3911.00	3911.01 4141.00	4141.01 4371.00	4371.01 4601.00	4601.01 4831.00	4831.01 5062.00	5062.01 5292.00	5292.01 5522.00	5522.01 5752.00	5752.01 5982.00	5982.01 6212.00	6212.01 6442.00	6442.01 & OVER

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Col. A	Col. B	12 WEEKS	13 WEEKS	14 WEEKS	15 WEEKS	16 WEEKS	17 WEEKS	18 WEEKS	19 WEEKS	20 WEEKS	21 WEEKS	22 WEEKS	23 WEEKS	24 WEEKS	25 WEEKS	26 WEEKS
3269.01 3317.00	68	3269.01 3503.00	3503.01 3736.00	3736.01 3970.00	3970.01 4203.00	4203.01 4437.00	4437.01 4670.00	4670.01 4904.00	4904.01 5137.00	5137.01 5371.00	5371.01 5604.00	5604.01 5838.00	5838.01 6071.00	6071.01 6305.00	6305.01 6538.01	6538.01 & OVER
3317.01 3365.00	69	3317.01 3554.00	3554.01 3791.00	3791.01 4028.00	4028.01 4265.00	4265.01 4502.00	4502.01 4739.00	4739.01 4975.00	4975.01 5212.00	5212.01 5449.00	5449.01 5686.00	5686.01 5923.00	5923.01 6160.00	6160.01 6397.00	6397.01 6634.01	6634.01 & OVER
3365.01 3413.00	70	3365.01 3605.00	3605.01 3846.00	3846.01 4086.00	4086.01 4326.00	4326.01 4567.00	4567.01 4807.00	4807.01 5047.00	5047.01 5288.00	5288.01 5528.00	5528.01 5769.00	5769.01 6009.00	6009.01 6249.00	6249.01 6490.00	6490.01 6730.01	6730.01 & OVER
3413.01 3462.00	71	3413.01 3657.00	3657.01 3901.00	3901.01 4144.00	4144.01 4388.00	4388.01 4632.00	4632.01 4876.00	4876.01 5119.00	5119.01 5363.00	5363.01 5607.00	5607.01 5851.00	5851.01 6095.00	6095.01 6338.00	6338.01 6582.00	6582.01 6826.00	6826.01 & OVER
3462.01 3510.00	72	3462.01 3709.00	3709.01 3957.00	3957.01 4204.00	4204.01 4451.00	4451.01 4698.00	4698.01 4946.00	4946.01 5193.00	5193.01 5440.00	5440.01 5688.00	5688.01 5935.00	5935.01 6182.00	6182.01 6429.00	6429.01 6677.00	6677.01 6924.01	6924.01 & OVER
3510.01 3558.00	73	3510.01 3761.00	3761.01 4011.00	4011.01 4262.00	4262.01 4513.00	4513.01 4764.00	4764.01 5014.00	5014.01 5265.00	5265.01 5516.00	5516.01 5766.00	5766.01 6017.00	6017.01 6268.00	6268.01 6519.00	6519.01 6769.00	6769.01 7020.01	7020.01 & OVER
3558.01 3606.00	74	3558.01 3812.00	3812.01 4066.00	4066.01 4320.00	4320.01 4575.00	4575.01 4829.00	4829.01 5083.00	5083.01 5337.00	5337.01 5591.00	5591.01 5845.00	5845.01 6099.00	6099.01 6354.00	6354.01 6608.00	6608.01 6862.00	6862.01 7116.01	7116.01 & OVER
3606.01 3654.00	75	3606.01 3864.00	3864.01 4121.00	4121.01 4379.00	4379.01 4636.00	4636.01 4894.00	4894.01 5151.00	5151.01 5409.00	5409.01 5667.00	5667.01 5924.00	5924.01 6182.00	6182.01 6439.00	6439.01 6697.00	6697.01 6954.00	6954.01 7212.00	7212.00 & OVER
3654.01 3702.00	76	3654.01 3915.00	3915.01 4176.00	4176.01 4437.00	4437.01 4698.00	4698.01 4959.00	4959.01 5220.00	5220.01 5481.00	5481.01 5742.00	5742.01 6003.00	6003.01 6264.00	6264.01 6525.00	6525.01 6786.00	6786.01 7047.00	7047.01 7308.00	7308.00 & OVER
3702.01 3750.00	77	3702.01 3966.00	3966.01 4231.00	4231.01 4495.00	4495.01 4760.00	4760.01 5024.00	5024.01 5289.00	5289.01 5553.00	5553.01 5817.00	5817.01 6082.00	6082.01 6346.00	6346.01 6611.00	6611.01 6875.00	6875.01 7140.00	7140.01 7404.00	7404.00 & OVER
3750.01 3798.00	78	3750.01 4018.00	4018.01 4286.00	4286.01 4554.00	4554.01 4821.00	4821.01 5089.00	5089.01 5357.00	5357.01 5625.00	5625.01 5893.00	5893.01 6161.00	6161.01 6429.00	6429.01 6696.00	6696.01 6964.00	6964.01 7232.00	7232.01 7500.00	7500.00 & OVER
3798.01 3846.00	79	3798.01 4069.00	4069.01 4341.00	4341.01 4612.00	4612.01 4883.00	4883.01 5154.00	5154.01 5426.00	5426.01 5697.00	5697.01 5968.00	5968.01 6240.00	6240.01 6511.00	6511.01 6782.00	6782.01 7053.00	7053.01 7325.00	7325.01 7596.00	7596.00 & OVER

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Col. A	Col. B	12 WEEKS	13 WEEKS	14 WEEKS	15 WEEKS	16 WEEKS	17 WEEKS	18 WEEKS	19 WEEKS	20 WEEKS	21 WEEKS	22 WEEKS	23 WEEKS	24 WEEKS	25 WEEKS	26 WEEKS
3846.01 3894.00	80	3846.01 4121.00	4121.01 4395.00	4395.01 4670.00	4670.01 4945.00	4945.01 5220.00	5220.01 5494.00	5494.01 5769.00	5769.01 6044.00	6044.01 6318.00	6318.01 6593.00	6593.01 6868.00	6868.01 7143.00	7143.01 7417.00	7417.01 7692.00	7692.01 & OVER
3894.01 3942.00	81	3894.01 4172.00	4172.01 4450.00	4450.01 4728.00	4728.01 5007.00	5007.01 5285.00	5285.01 5563.00	5563.01 5841.00	5841.01 6119.00	6119.01 6397.00	6397.01 6675.00	6675.01 6954.00	6954.01 7232.00	7232.01 7510.00	7510.01 7788.00	7788.01 & OVER
3942.01 3990.00	82	3942.01 4224.00	4224.01 4505.00	4505.01 4787.00	4787.01 5068.00	5068.01 5350.00	5350.01 5631.00	5631.01 5913.00	5913.01 6195.00	6195.01 6476.00	6476.01 6758.00	6758.01 7039.00	7039.01 7321.00	7321.01 7602.00	7602.01 7884.00	7884.01 & OVER
3990.01 4038.00	83	3990.01 4275.00	4275.01 4560.00	4560.01 4845.00	4845.01 5130.00	5130.01 5415.00	5415.01 5700.00	5700.01 5985.00	5985.01 6270.00	6270.01 6555.00	6555.01 6840.00	6840.01 7125.00	7125.01 7410.00	7410.01 7695.00	7695.01 7980.00	7980.01 & OVER
4038.01 4087.00	84	4038.01 4326.00	4326.01 4615.00	4615.01 4903.00	4903.01 5192.00	5192.01 5480.00	5480.01 5769.00	5769.01 6057.00	6057.01 6345.00	6345.01 6634.00	6634.01 6922.00	6922.01 7211.00	7211.01 7499.00	7499.01 7788.00	7788.01 8076.00	8076.01 & OVER
4087.01 4135.00	85	4087.01 4379.00	4379.01 4671.00	4671.01 4963.00	4963.01 5255.00	5255.01 5547.00	5547.01 5839.00	5839.01 6130.00	6130.01 6422.00	6422.01 6714.00	6714.01 7006.00	7006.01 7298.00	7298.01 7590.00	7590.01 7882.00	7882.01 8174.00	8174.01 & OVER
4135.01 4183.00	86	4135.01 4430.00	4430.01 4726.00	4726.01 5021.00	5021.01 5316.00	5316.01 5612.00	5612.01 5907.00	5907.01 6202.00	6202.01 6498.00	6498.01 6793.00	6793.01 7089.00	7089.01 7384.00	7384.01 7679.00	7679.01 7975.00	7975.01 8270.00	8270.01 & OVER
4183.01 4231.00	87	4183.01 4482.00	4482.01 4781.00	4781.01 5079.00	5079.01 5378.00	5378.01 5677.00	5677.01 5976.00	5976.01 6274.00	6274.01 6573.00	6573.01 6872.00	6872.01 7171.00	7171.01 7470.00	7470.01 7768.00	7768.01 8067.00	8067.01 8366.00	8366.01 & OVER
4231.01 4279.00	88	4231.01 4533.00	4533.01 4835.00	4835.01 5138.00	5138.01 5440.00	5440.01 5742.00	5742.01 6044.00	6044.01 6346.00	6346.01 6649.00	6649.01 6951.00	6951.01 7253.00	7253.01 7555.00	7555.01 7858.00	7858.01 8160.00	8160.01 8462.00	8462.01 & OVER
4279.01 4327.00	89	4279.01 4585.00	4585.01 4890.00	4890.01 5196.00	5196.01 5502.00	5502.01 5807.00	5807.01 6113.00	6113.01 6418.00	6418.01 6724.00	6724.01 7030.00	7030.01 7335.00	7335.01 7641.00	7641.01 7947.00	7947.01 8252.00	8252.01 8558.00	8558.01 & OVER
4327.01 4375.00	90	4327.01 4636.00	4636.01 4945.00	4945.01 5254.00	5254.01 5563.00	5563.01 5872.00	5872.01 6181.00	6181.01 6490.00	6490.01 6800.00	6800.01 7109.00	7109.01 7418.00	7418.01 7727.00	7727.01 8036.00	8036.01 8345.00	8345.01 8654.00	8654.01 & OVER
4375.01 4423.00	91	4375.01 4688.00	4688.01 5000.00	5000.01 5313.00	5313.01 5625.00	5625.01 5938.00	5938.01 6250.00	6250.01 6563.00	6563.01 6875.00	6875.01 7188.00	7188.01 7500.00	7500.01 7813.00	7813.01 8125.00	8125.01 8438.00	8438.01 8750.00	8750.01 & OVER

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COL. A	COL. B	12 WEEKS	13 WEEKS	14 WEEKS	15 WEEKS	16 WEEKS	17 WEEKS	18 WEEKS	19 WEEKS	20 WEEKS	21 WEEKS	22 WEEKS	23 WEEKS	24 WEEKS	25 WEEKS	26 WEEKS
4423.01 4471.00	92	4423.01 4739.00	4739.01 5055.00	5055.01 5371.00	5371.01 5687.00	5687.01 6003.00	6003.01 6319.00	6319.01 6634.00	6634.01 6950.00	6950.01 7266.00	7266.01 7582.00	7582.01 7898.00	7898.01 8214.00	8214.01 8530.00	8530.01 8846.00	8846.01 & OVER
4471.01 4519.00	93	4471.01 4790.00	4790.01 5110.00	5110.01 5429.00	5429.01 5748.00	5748.01 6068.00	6068.01 6387.00	6387.01 6706.00	6706.01 7026.00	7026.01 7345.00	7345.01 7665.00	7665.01 7984.00	7984.01 8303.00	8303.01 8623.00	8623.01 8942.00	8942.01 & OVER
4519.01 4567.00	94	4519.01 4842.00	4842.01 5165.00	5165.01 5487.00	5487.01 5810.00	5810.01 6133.00	6133.01 6456.00	6456.01 6778.00	6778.01 7101.00	7101.01 7424.00	7424.01 7747.00	7747.01 8070.00	8070.01 8392.00	8392.01 8715.00	8715.01 9038.00	9038.01 & OVER
4567.01 4615.00	95	4567.01 4893.00	4893.01 5219.00	5219.01 5546.00	5546.01 5872.00	5872.01 6198.00	6198.01 6524.00	6524.01 6850.00	6850.01 7177.00	7177.01 7503.00	7503.01 7829.00	7829.01 8155.00	8155.01 8482.00	8482.01 8808.00	8808.01 9134.00	9134.01 & OVER
4615.01 4663.00	96	4615.01 4945.00	4945.01 5274.00	5274.01 5604.00	5604.01 5934.00	5934.01 6263.00	6263.01 6593.00	6593.01 6922.00	6922.01 7252.00	7252.01 7582.00	7582.01 7911.00	7911.01 8241.00	8241.01 8571.00	8571.01 8900.00	8900.01 9230.00	9230.01 & OVER
4663.01 4712.00	97	4663.01 4996.00	4996.01 5329.00	5329.01 5662.00	5662.01 5995.00	5995.01 6328.00	6328.01 6661.00	6661.01 6994.00	6994.01 7328.00	7328.01 7661.00	7661.01 7994.00	7994.01 8327.00	8327.01 8660.00	8660.01 8993.00	8993.01 9326.00	9326.01 & OVER
4712.01 4760.00	98	4712.01 5049.00	5049.01 5385.00	5385.01 5722.00	5722.01 6058.00	6058.01 6395.00	6395.01 6731.00	6731.01 7068.00	7068.01 7405.00	7405.01 7741.00	7741.01 8078.00	8078.01 8414.00	8414.01 8751.00	8751.01 9087.00	9087.01 9424.00	9424.01 & OVER
4760.01 4808.00	99	4760.01 5100.00	5100.01 5440.00	5440.01 5780.00	5780.01 6120.00	6120.01 6460.00	6460.01 6800.00	6800.01 7140.00	7140.01 7480.00	7480.01 7820.00	7820.01 8160.00	8160.01 8500.00	8500.01 8840.00	8840.01 9180.00	9180.01 9520.00	9520.01 & OVER
4808.01 4856.00	100	4808.01 5151.00	5151.01 5495.00	5495.01 5838.00	5838.01 6182.00	6182.01 6525.00	6525.01 6869.00	6869.01 7212.00	7212.01 7555.00	7555.01 7899.00	7899.01 8242.00	8242.01 8586.00	8586.01 8929.00	8929.01 9273.00	9273.01 9616.00	9616.01 & OVER
4856.01 4904.00	101	4856.01 5200.00	5200.01 5550.00	5550.01 5897.00	5897.01 6243.00	6243.01 6590.00	6590.01 6937.00	6937.01 7284.00	7284.01 7631.00	7631.01 7978.00	7978.01 8325.00	8325.01 8671.00	8671.01 9018.00	9018.01 9365.00	9365.01 9712.00	9712.01 & OVER
4904.01 4952.00	102	4904.01 5254.00	5254.01 5605.00	5605.01 5955.00	5955.01 6305.00	6305.01 6655.00	6655.01 7006.00	7006.01 7356.00	7356.01 7706.00	7706.01 8057.00	8057.01 8407.00	8407.01 8757.00	8757.01 9107.00	9107.01 9458.00	9458.01 9808.00	9808.01 & OVER
4952.01 5000.00	103	4952.01 5306.00	5306.01 5659.00	5659.01 6013.00	6013.01 6367.00	6367.01 6721.00	6721.01 7074.00	7074.01 7428.00	7428.01 7782.00	7782.01 8135.00	8135.01 8489.00	8489.01 8843.00	8843.01 9197.00	9197.01 9550.00	9550.01 9904.00	9904.01 & OVER
5000.01 5048.00	104	5000.01 5357.00	5357.01 5714.00	5714.01 6071.00	6071.01 6429.00	6429.01 6786.00	6786.01 7143.00	7143.01 7500.00	7500.01 7857.00	7857.01 8214.00	8214.01 8571.00	8571.01 8929.00	8929.01 9286.00	9286.01 9643.00	9643.01 10000.00	10000.01 & OVER



Col. A	Col. B	12 WEEKS	13 WEEKS	14 WEEKS	15 WEEKS	16 WEEKS	17 WEEKS	18 WEEKS	19 WEEKS	20 WEEKS	21 WEEKS	22 WEEKS	23 WEEKS	24 WEEKS	25 WEEKS	26 WEEKS
5048.01 5096.00	105	5048.01 5409.00	5409.01 5769.00	5769.01 6130.00	6130.01 6490.00	6490.01 6851.00	6851.01 7211.00	7211.01 7572.00	7572.01 7933.00	7933.01 8293.00	8293.01 8654.00	8654.01 9014.00	9014.01 9375.00	9375.01 9735.00	9735.01 10096.00	10096.01 & OVER
5096.01 5144.00	106	5096.01 5460.00	5460.01 5824.00	5824.01 6188.00	6188.01 6552.00	6552.01 6916.00	6916.01 7280.00	7280.01 7644.00	7644.01 8008.00	8008.01 8372.00	8372.01 8736.00	8736.01 9100.00	9100.01 9464.00	9464.01 9828.00	9828.01 10192.00	10192.01 & OVER
5144.01 5192.00	107	5144.01 5511.00	5511.01 5874.00	5874.01 6246.00	6246.01 6614.00	6614.01 6981.00	6981.01 7349.00	7349.01 7716.00	7716.01 8083.00	8083.01 8451.00	8451.01 8818.00	8818.01 9186.00	9186.01 9553.00	9553.01 9921.00	9921.01 10288.00	10288.01 & OVER
5192.01 5240.00	108	5192.01 5563.00	5563.01 5934.00	5934.01 6305.00	6305.01 6675.00	6675.01 7046.00	7046.01 7417.00	7417.01 7788.00	7788.01 8159.00	8159.01 8530.00	8530.01 8901.00	8901.01 9271.00	9271.01 9642.00	9642.01 10013.00	10013.01 10384.00	10384.01 & OVER
5240.01 5288.00	109	5240.01 5614.00	5614.01 5989.00	5989.01 6363.00	6363.01 6737.00	6737.01 7111.00	7111.01 7486.00	7486.01 7860.00	7860.01 8234.00	8234.01 8609.00	8609.01 8983.00	8983.01 9357.00	9357.01 9731.00	9731.01 10106.00	10106.01 10480.00	10480.01 & OVER
5288.01 5337.00	110	5288.01 5666.00	5666.01 6043.00	6043.01 6421.00	6421.01 6799.00	6799.01 7177.00	7177.01 7554.00	7554.01 7932.00	7932.01 8310.00	8310.01 8687.00	8687.01 9065.00	9065.01 9443.00	9443.01 9821.00	9821.01 10198.00	10198.01 10576.00	10576.01 & OVER
5337.01 5385.00	111	5337.01 5718.00	5718.01 6099.00	6099.01 6481.00	6481.01 6862.00	6862.01 7243.00	7243.01 7624.00	7624.01 8005.00	8005.01 8387.00	8387.01 8768.00	8768.01 9149.00	9149.01 9530.00	9530.01 9912.00	9912.01 10293.00	10293.01 10674.00	10674.01 & OVER
5385.01 5433.00	112	5385.01 5770.00	5770.01 6154.00	6154.01 6539.00	6539.01 6924.00	6924.01 7308.00	7308.01 7693.00	7693.01 8077.00	8077.01 8462.00	8462.01 8847.00	8847.01 9231.00	9231.01 9616.00	9616.01 10001.00	10001.01 10385.00	10385.01 10770.00	10770.01 & OVER
5433.01 5481.00	113	5433.01 5821.00	5821.01 6209.00	6209.01 6597.00	6597.01 6985.00	6985.01 7373.00	7373.01 7761.00	7761.01 8149.00	8149.01 8538.00	8538.01 8926.00	8926.01 9314.00	9314.01 9702.00	9702.01 10090.00	10090.01 10478.00	10478.01 10866.00	10866.01 & OVER
5481.01 5529.00	114	5481.01 5873.00	5873.01 6264.00	6264.01 6656.00	6656.01 7047.00	7047.01 7439.00	7439.01 7830.00	7830.01 8222.00	8222.01 8613.00	8613.01 9005.00	9005.01 9396.00	9396.01 9788.00	9788.01 10179.00	10179.01 10571.00	10571.01 10962.00	10962.01 & OVER
5529.01 5577.00	115	5529.01 5924.00	5924.01 6319.00	6319.01 6714.00	6714.01 7109.00	7109.01 7504.00	7504.01 7899.00	7899.01 8293.00	8293.01 8688.00	8688.01 9083.00	9083.01 9478.00	9478.01 9873.00	9873.01 10268.00	10268.01 10663.00	10663.01 11058.00	11058.01 & OVER
5577.01 5625.00	116	5577.01 5975.00	5975.01 6374.00	6374.01 6772.00	6772.01 7170.00	7170.01 7569.00	7569.01 7967.00	7967.01 8365.00	8365.01 8764.00	8764.01 9162.00	9162.01 9561.00	9561.01 9959.00	9959.01 10357.00	10357.01 10756.00	10756.01 11154.00	11154.01 & OVER

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Col. A	Col. B	12 WEEKS	13 WEEKS	14 WEEKS	15 WEEKS	16 WEEKS	17 WEEKS	18 WEEKS	19 WEEKS	20 WEEKS	21 WEEKS	22 WEEKS	23 WEEKS	23 WEEKS	25 WEEKS	26 WEEKS
5625.01 5673.00	117	5625.01 6027.00	6027.01 6429.00	6429.01 6830.00	6830.01 7232.00	7232.01 7634.00	7634.01 8036.00	8036.01 8437.00	8437.01 8839.00	8839.01 9241.00	9241.01 9643.00	9643.01 10045.00	10045.01 10446.00	10446.01 10848.00	10848.01 11250.00	11250.01 & OVER
5673.01 5721.00	118	5673.01 6078.00	6078.01 6483.00	6483.01 6889.00	6889.01 7294.00	7294.01 7699.00	7699.01 8104.00	8104.01 8509.00	8509.01 8915.00	8915.01 9320.00	9320.01 9725.00	9725.01 10130.00	10130.01 10536.00	10536.01 10941.00	10941.01 11346.00	11346.01 & OVER
5721.01 5769.00	119	5721.01 6130.00	6130.01 6538.00	6538.01 6947.00	6947.01 7356.00	7356.01 7764.00	7764.01 8173.00	8173.01 8581.00	8581.01 8990.00	8990.01 9399.00	9399.01 9807.00	9807.01 10216.00	10216.01 10625.00	10625.01 11032.00	11032.01 11442.00	11442.01 & OVER
5769.01 5817.00	120	5769.01 6181.00	6181.01 6593.00	6593.01 7005.00	7005.01 7417.00	7417.01 7829.00	7829.01 8241.00	8241.01 8653.00	8653.01 9066.00	9066.01 9478.00	9478.01 9890.00	9890.01 10302.00	10302.01 10714.00	10714.01 11126.00	11126.01 11538.00	11538.01 & OVER
5817.01 5865.00	121	5817.01 6233.00	6233.01 6648.00	6648.01 7064.00	7064.01 7479.00	7479.01 7895.00	7895.01 8310.00	8310.01 8726.00	8726.01 9141.00	9141.01 9557.00	9557.01 9972.00	9972.01 10388.00	10388.01 10803.00	10803.01 11219.00	11219.01 11634.00	11634.01 & OVER
5865.01 5913.00	122	5865.01 6284.00	6284.01 6703.00	6703.01 7122.00	7122.01 7541.00	7541.01 7960.00	7960.01 8379.00	8379.01 8797.00	8797.01 9216.00	9216.01 9635.00	9635.01 10054.00	10054.01 10473.00	10473.01 10892.00	10892.01 11311.00	11311.01 11730.00	11730.01 & OVER
5913.01 5962.00	123	5913.01 6335.00	6335.01 6754.00	6754.01 7180.00	7180.01 7602.00	7602.01 8025.00	8025.01 8447.00	8447.01 8869.00	8869.01 9292.00	9292.01 9714.00	9714.01 10137.00	10137.01 10559.00	10559.01 10981.00	10981.01 11404.00	11404.01 11826.00	11826.01 & OVER
5962.01 6010.00	124	5962.01 6388.00	6388.01 6814.00	6814.01 7240.00	7240.01 7665.00	7665.01 8091.00	8091.01 8517.00	8517.01 8943.00	8943.01 9369.00	9369.01 9795.00	9795.01 10221.00	10221.01 10646.00	10646.01 11072.00	11072.01 11498.00	11498.01 11924.00	11924.01 & OVER
6010.01 6058.00	125	6010.01 6439.00	6439.01 6869.00	6869.01 7298.00	7298.01 7727.00	7727.01 8156.00	8156.01 8586.00	8586.01 9015.00	9015.01 9444.00	9444.01 9874.00	9874.01 10303.00	10303.01 10732.00	10732.01 11161.00	11161.01 11591.00	11591.01 12020.00	12020.01 & OVER
6058.01 6106.00	126	6058.01 6491.00	6491.01 6923.00	6923.01 7356.00	7356.01 7789.00	7789.01 8222.00	8222.01 8654.00	8654.01 9087.00	9087.01 9520.00	9520.01 9952.00	9952.01 10385.00	10385.01 10818.00	10818.01 11251.00	11251.01 11683.00	11683.01 12116.00	12116.01 & OVER
6106.01 6154.00	127	6106.01 6542.00	6542.01 6978.00	6978.01 7414.00	7414.01 7851.00	7851.01 8287.00	8287.01 8723.00	8723.01 9159.00	9159.01 9595.00	9595.01 10031.00	10031.01 10467.00	10467.01 10904.00	10904.01 11340.00	11340.01 11776.00	11776.01 12212.00	12212.01 & OVER

Col. A	Col. B	12 WEEKS	13 WEEKS	14 WEEKS	15 WEEKS	16 WEEKS	17 WEEKS	18 WEEKS	19 WEEKS	20 WEEKS	21 WEEKS	22 WEEKS	23 WEEKS	24 WEEKS	25 WEEKS	26 WEEKS
6154.01 6202.00	128	6154.01 6594.00	6594.01 7033.00	7033.01 7473.00	7473.01 7912.00	7912.01 8352.00	8352.01 8791.00	8791.01 9231.00	9231.01 9671.00	9671.01 10110.00	10110.01 10550.00	10550.01 10989.00	10989.01 11429.00	11429.01 11868.00	11868.01 12308.00	12308.01 & OVER
6202.01 6250.00	129	6202.01 6645.00	6645.01 7088.00	7088.01 7531.00	7531.01 7974.00	7974.01 8417.00	8417.01 8860.00	8860.01 9303.00	9303.01 9746.00	9746.01 10189.00	10189.01 10632.00	10632.01 11075.00	11075.01 11518.00	11518.01 11961.00	11961.01 12404.00	12404.01 & OVER
6250.01 6298.00	130	6250.01 6696.00	6696.01 7143.00	7143.01 7589.00	7589.01 8036.00	8036.01 8482.00	8482.01 8929.00	8929.01 9375.00	9375.01 9821.00	9821.01 10268.00	10268.01 10714.00	10714.01 11161.00	11161.01 11607.00	11607.01 12054.00	12054.01 12500.00	12500.01 & OVER
6298.01 6346.00	131	6298.01 6748.00	6748.01 7198.00	7198.01 7648.00	7648.01 8097.00	8097.01 8547.00	8547.01 8997.00	8997.01 9447.00	9447.01 9897.00	9897.01 10347.00	10347.01 10797.00	10797.01 11246.00	11246.01 11696.00	11696.01 12146.00	12146.01 12596.00	12596.01 & OVER
6346.01 6394.00	132	6346.01 6799.00	6799.01 7253.00	7253.01 7706.00	7706.01 8159.00	8159.01 8612.00	8612.01 9066.00	9066.01 9519.00	9519.01 9972.00	9972.01 10426.00	10426.01 10879.00	10879.01 11332.00	11332.01 11785.00	11785.01 12239.00	12239.01 12692.00	12692.01 & OVER
6394.01 6442.00	133	6394.01 6851.00	6851.01 7307.00	7307.01 7764.00	7764.01 8221.00	8221.01 8678.00	8678.01 9134.00	9134.01 9591.00	9591.01 10048.00	10048.01 10504.00	10504.01 10961.00	10961.01 11418.00	11418.01 11875.00	11875.01 12331.00	12331.01 12788.00	12788.01 & OVER
6442.01 6490.00	134	6442.01 6902.00	6902.01 7362.00	7362.01 7822.00	7822.01 8283.00	8283.01 8743.00	8743.01 9203.00	9203.01 9663.00	9663.01 10123.00	10123.01 10583.00	10583.01 11043.00	11043.01 11504.00	11504.01 11964.00	11964.01 12424.00	12424.01 12884.00	12884.01 & OVER
6490.01 6538.00	135	6490.01 6954.00	6954.01 7417.00	7417.01 7881.00	7881.01 8344.00	8344.01 8808.00	8808.01 9271.00	9271.01 9735.00	9735.01 10199.00	10199.01 10662.00	10662.01 11126.00	11126.01 11589.00	11589.01 12053.00	12053.01 12516.00	12516.01 12980.00	12980.01 & OVER
6538.01 6587.00	136	6538.01 7005.00	7005.01 7472.00	7472.01 7939.00	7939.01 8406.00	8406.01 8873.00	8873.01 9340.00	9340.01 9807.00	9807.01 10274.00	10274.01 10741.00	10741.01 11208.00	11208.01 11675.00	11675.01 12142.00	12142.01 12609.00	12609.01 13076.00	13076.01 & OVER
6587.01 6635.00	137	6587.01 7058.00	7058.01 7528.00	7528.01 7999.00	7999.01 8469.00	8469.01 8940.00	8940.01 9410.00	9410.01 9881.00	9881.01 10351.00	10351.01 10822.00	10822.01 11292.00	11292.01 11763.00	11763.01 12233.00	12233.01 12704.00	12704.01 13174.00	13174.01 & OVER
6635.01 & OVER	138	6635.01 7109.00	7109.01 7583.00	7583.01 8057.00	8057.01 8531.00	8531.01 9005.00	9005.01 9479.00	9479.01 9952.00	9952.01 10426.00	10426.01 10900.00	10900.01 11374.00	11374.01 11848.00	11848.01 12322.00	12322.01 12796.00	12796.01 13270.00	13270.01 & OVER

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1 The Benefit Table, Division D Duration of Benefits, is not on tape. Please refer to pages 69  
2 through 75 of the Code of Virginia, 1980 Cumulative Supplement to Volume 9 for  
3 information contained in this table.

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<b>Official Use By Clerks</b>	
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Clerk of the Senate	Clerk of the House of Delegates

**SENATE BILL NO. 586**

Offered January 14, 1981

Prefiled January 13, 1981

*A BILL to amend and reenact § 60.1-52 of the Code of Virginia, requiring an unemployment compensation claimant to wait one week for benefits.*

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Patron—Gray, E. T.

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Referred to the Committee on Commerce and Labor

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Be it enacted by the General Assembly of Virginia:

1. That § 60.1-52 of the Code of Virginia is amended and reenacted as follows:

§ 60.1-52. Benefit eligibility conditions.—An unemployed individual shall be eligible to receive benefits with respect to any week only if the Commission finds that:

(a) He has within his base period earned wages in employment for employers equal to not less than the amount appearing in Column C of the "Benefit Table" appearing in § 60.1-47 on the line which extends through Division D on which in Column B of the "Benefit Table" appears his weekly benefit amount, such wages to be earned in not less than two quarters.

(b) His total or partial unemployment is not due to a labor dispute in active progress or to shutdown or start-up operations caused by such dispute which exists (1) at the factory, establishment, or other premises (including a vessel) at which he is or was last employed, or (2) at a factory, establishment or other premises (including a vessel) either within or without this State, which (a) is owned or operated by the same employing unit which owns or operates the premises at which he is or was last employed and (b) supplies materials or services necessary to the continued and usual operation of the premises at which he is or was last employed, provided that this subsection shall not apply if it is shown to the satisfaction of the Commission that:

(1) He is not participating in or financing or directly interested in the labor dispute; and

(2) He does not belong to a grade or class of workers of which, immediately before the commencement of the labor dispute, there were members employed at the premises (including a vessel) at which the labor dispute occurs, any of whom are participating in or financing or directly interested in the dispute.

Provided, that if in any case separate branches of work which are commonly conducted as separate businesses in separate premises are conducted in separate departments of the same premises, each such department shall, for the purposes of this subsection, be deemed to be a separate factory, establishment or other premises. Provided further, that mere membership in a union, or the payment of regular dues to a bona fide labor organization, shall not alone constitute financing a labor dispute.

(c) He is not receiving, has not received or is not seeking unemployment benefits under an unemployment compensation law of any other state or of the United States, provided, however, that if the appropriate agency of such other state or of the United States finally determines that he is not entitled to such unemployment benefits, this subsection shall not

1 apply.

2 (d) He is not on a bona fide paid vacation, provided, that if an individual is paid  
3 vacation pay for any week in an amount less than the individual's weekly benefit amount  
4 his eligibility for benefits shall be computed under the provisions of § 60.1-48.

5 (e) He has registered for work and thereafter has continued to report at an  
6 employment office in accordance with such regulations as the Commission may prescribe,  
7 except that the Commission may, by regulation, waive or alter either or both of the  
8 requirements of this subsection as to such types of cases or situations with respect to which  
9 it finds that compliance with such requirements would be oppressive, or would be  
10 inconsistent with the purposes of this title.

11 (f) He has made a claim for benefits in accordance with such regulations as the  
12 Commission may prescribe.

13 (g) He is able to work, and is available for work.

14 (h) He does not have payable to him remuneration equal to or in excess of his weekly  
15 benefit amount in the form of a retirement pension, annuity, or other retirement payment  
16 under any plan contributed to by the most recent employer for whom he performed  
17 services during thirty days, whether or not such days are consecutive; provided, if such  
18 remuneration is less than his weekly benefit amount, such remuneration shall be treated as  
19 if it were wages in accordance with § 60.1-48; provided further, that this section shall not  
20 apply to the receipt of any amount under Title II of the Social Security Act.

21 (i) He has served a waiting period of one week during which he was eligible for  
22 benefits under this section in all other respects, and has not received benefits; except that  
23 only one waiting period week shall be required of such individual within any benefit year ;  
24 provided, that when an individual has served a waiting period week subsequent to July one,  
25 nineteen hundred seventy four, and has been paid benefits equal to four times his weekly  
26 benefit amount, he shall be eligible to receive benefits for his waiting period week in  
27 accordance with the terms of this chapter .

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Clerk of the Senate	Clerk of the House of Delegates

**SENATE BILL NO. 680**

Offered January 15, 1981

*A BILL to amend the Code of Virginia by adding a section numbered 60.1-40.1, requiring the Employment Commission to send an employer a statement of his yearly benefit charges and contributions.*

Patrons—Gray, E. T., Miller, Schewel, and DuVal

Referred to the Committee on Commerce and Labor

Be it enacted by the General Assembly of Virginia:

1. That the Code of Virginia is amended by adding a section numbered 60.1-40.1 as follows:

*§ 60.1-40.1. Statement of employer's benefit charges and contributions.—Effective January one, nineteen hundred eighty-two, the Commission, by the first day of July of every year, shall provide every covered employer with a statement of the employer's benefit charges and contributions for the preceding calendar year. For any period in which benefit charges are not available, benefit charges shall be calculated as provided in § 60.1-82.*

Official Use By Clerks

Passed By The Senate

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Passed By The House of Delegates

- without amendment
- with amendment
- substitute
- substitute w/amdt

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Clerk of the Senate

Clerk of the House of Delegates

