

## Summary of Unemployment Insurance Provisions in H.742

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### Key Function of Each Provision:

- Sec. 29 allows Commissioner to require electronic business registration with UI system.
- Sec. 30 protects employers from increases in UI tax rates for COVID-19 related layoffs and quits.
- Sec. 31 authorizes individuals to receive UI benefits if they quit for certain COVID-19 related reasons.
- Secs. 32 and 33 sunset the changes in Secs. 2 and 3.
- Sec. 34 makes a change to VT's UI notice requirements that is necessary to make VT eligible for additional federal funding.

### Detailed Summary:

#### Sec. 29. Amends 21 V.S.A. § 1314a. Quarterly wage reporting

- Changes in subsections (a) through (f) are stylistic and technical.
- Changes in subsection (g) allow the Commissioner of Labor to:
  - require employers to register electronically for UI; and
  - waive the electronic registration and filing requirements for employers that are unable to file electronically.

### **\*\*\* COVID-19 Specific Provisions \*\*\***

#### Sec. 30. Amends 21 V.S.A. § 1325. Employers' experience ratings

- Provides that employers' UI rates will not increase because of benefits paid to an individual who quits employment for good cause related to:
  - Self-isolation or quarantine at the direction of a healthcare provider, public health authority, the Governor, or the President because:
    - the individual is diagnosed with COVID-19;
    - the individual is symptomatic for COVID-19;
    - the individual has been exposed to COVID-19; or
    - the individual is at particularly high risk if exposed to or infected with COVID-19.
  - An unreasonable risk that the individual could be exposed to or become infected with COVID-19 at work.
  - To care for or assist a family member who is self-isolating or quarantining at the direction of a healthcare provider, public health authority, the Governor, or the President because:
    - the individual is diagnosed with COVID-19;

- the individual is symptomatic for COVID-19;
  - the individual has been exposed to COVID-19; or
  - the individual is at particularly high risk if exposed to or infected with COVID-19.
- To care for or assist a family member who left employment because of an unreasonable risk that they could be exposed to or become infected with COVID-19 at work; or
- To care for a child under 18 years of age because the child’s school or child care has been closed or the child care provider is unavailable due to COVID-19.
- Provides that employers’ UI rates will not increase because of:
  - Benefits paid to employees as a result of:
    - A temporary closure of a location due to COVID 19;
    - An order issued by the Governor or President that affects the employer; or
    - An employee who is temporarily laid off in order to comply with a quarantine recommendation related to COVID-19.
  - For UI rate relief, the employer must rehire the laid off employees within a reasonable period of time after it resumes operations or once the employee’s period of quarantine is completed.
  - Limits relief to 8 weeks of benefits or a longer period that the Commissioner of Labor determines to be appropriate.

Sec. 31. Amends 21 V.S.A. § 1344. Disqualifications

- Allows an individual to receive benefits if they quit employment for good cause related to:
  - Self-isolation or quarantine at the direction of a healthcare provider, public health authority, the Governor, or the President because:
    - the individual is diagnosed with COVID-19;
    - the individual is symptomatic for COVID-19;
    - the individual has been exposed to COVID-19; or
    - the individual is at particularly high risk if exposed to or infected with COVID-19.
  - An unreasonable risk that the individual could be exposed to or become infected with COVID-19 at work.
  - To care for or assist a family member who is self-isolating or quarantining at the direction of a healthcare provider, public health authority, the Governor, or the President because:
    - the individual is diagnosed with COVID-19;
    - the individual is symptomatic for COVID-19;
    - the individual has been exposed to COVID-19; or

- the individual is at particularly high risk if exposed to or infected with COVID-19.
- To care for or assist a family member who left employment because of an unreasonable risk that they could be exposed to or become infected with COVID-19 at work; or
- To care for a child under 18 years of age because the child's school or child care has been closed or the child care provider is unavailable due to COVID-19.
- Limits individuals ability to receive UI benefits if they are receiving sick pay, or benefits provided pursuant to federal Emergency Family and Medical Leave Expansion Act or federal Emergency Paid Sick Leave Act benefits.
- Provides that individuals will transition from State UI benefits to federal wage replacement benefits if and when the federal government authorizes such benefits.

Sec. 32. Repeals changes made in Sec. 2 (Effective 3/31/21)

Sec. 33. Repeals COVID-19 specific changes made in Sec. 3 (Effective 3/31/21)

Sec. 34. Amends 21 V.S.A. § 1346

- Amends notice requirements to make VT DOL eligible for additional federal funding related to COVID-19.

Sec. 38. Effective Dates

- COVID-19 changes take effect on passage and are repealed on 3/31/21.
- Sec. 1 takes effect on 7/1/2020.