

Sixty-first
Legislative Assembly
of North Dakota

SENATE BILL NO. 2106

Introduced by

Industry, Business and Labor Committee

(At the request of Job Service North Dakota)

1 A BILL for an Act to amend and reenact subsections 1 and 2 of section 52-06-02 of the North
2 Dakota Century Code, relating to overcoming disqualification from unemployment
3 compensation benefits.

4 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

5 **SECTION 1. AMENDMENT.** Subsections 1 and 2 of section 52-06-02 of the North
6 Dakota Century Code are amended and reenacted as follows:

- 7 1. For the week in which the individual has left the individual's most recent
8 employment voluntarily without good cause attributable to the employer, and
9 thereafter until such time as the individual:
- 10 a. Can demonstrate that the individual has earned remuneration for personal
11 services in employment from and after the date of the unemployment
12 compensation claim filing, equivalent to at least eight times the individual's
13 weekly benefit amount as determined under section 52-06-04; and
14 b. Has not left the individual's most recent employment under disqualifying
15 circumstances.

16 A temporary employee of a temporary help firm is deemed to have left
17 employment voluntarily if the employee does not contact the temporary help firm
18 for reassignment before filing for benefits. Failure to contact the temporary help
19 firm is not deemed a voluntary leaving of employment unless the claimant was
20 advised of the obligation to contact the temporary help firm upon completion of an
21 assignment and advised that unemployment benefits may be denied for failure to
22 contact the temporary help firm. As used in this subsection, "temporary employee"
23 means an employee assigned to work for a client of a temporary help firm; and
24 "temporary help firm" means a firm that hires that firm's own employees and

1 assigns these employees to a client to support or supplement the client's workforce
2 in a work situation such as employee absence, temporary skill shortage, seasonal
3 workload, a special assignment, and a special project.

4 This subsection does not apply if job service North Dakota determines that the
5 individual in an active claim filing status accepted work which the individual could
6 have refused with good cause under section 52-06-36 and terminated such
7 employment with the same good cause and within the first ten weeks after starting
8 work.

9 This subsection does not apply if the individual left employment or remains
10 away from employment following illness or injury upon a physician's written notice
11 or order; no benefits may be paid under this exception unless the employee has
12 notified the employer of the physician's requirement and has offered service for
13 suitable work to the employer upon the individual's capability of returning to
14 employment. This exception does not apply unless the individual's capability of
15 returning to employment and offer of service for suitable work to the employer
16 occurs within sixty days of the last day of work. However, the cost of any benefits
17 paid under this exception may not be charged against the account of the employer,
18 other than a reimbursing employer, from whom the individual became separated as
19 a result of the illness or injury. Job service North Dakota may request and
20 designate a licensed physician to provide a second opinion regarding the
21 claimant's qualification; however, no individual may be charged fees of any kind for
22 the cost of such second opinion.

23 This subsection does not apply if the individual left the most recent
24 employment because of an injury or illness caused or aggravated by the
25 employment; no benefits may be paid under this exception unless the individual
26 leaves employment upon a physician's written notice or order, the individual has
27 notified the employer of the physician's requirement, and there is no reasonable
28 alternative but to leave employment.

29 For the purpose of this subsection, an individual who left the most recent
30 employment in anticipation of discharge or layoff must be deemed to have left
31 employment voluntarily and without good cause attributable to the employer.

For the purpose of this subsection, "most recent employment" means employment with any employer for whom the claimant last worked and voluntarily quit without good cause attributable to the employer or with any employer, in insured work, for whom the claimant last worked and earned wages equal to or exceeding eight times the individual's weekly benefit amount.

This subsection does not apply if the individual leaves work which is two hundred road miles [321.87 kilometers] or more, as measured on a one-way basis, from the individual's home to accept work which is less than two hundred road miles [321.87 kilometers] from the individual's home provided the work is a bona fide job offer with a reasonable expectation of continued employment.

This subsection does not apply if the individual voluntarily leaves most recent employment to accept a bona fide job offer with a base-period employer who laid off the individual and with whom the individual has a demonstrated job attachment. For the purposes of this exception, "demonstrated job attachment" requires earnings in each of six months during the five calendar quarters before the calendar quarter in which the individual files the claim for benefits.

2. For the week in which the individual has been discharged for misconduct in connection with the individual's most recent employment and thereafter until such time as the individual:

- a. Can demonstrate that the individual has earned remuneration for personal services in employment from and after the date of the unemployment compensation claim filing, equivalent to at least ten times the individual's weekly benefit amount as determined under section 52-06-04; and
- b. Has not left the individual's most recent employment under disqualifying circumstances.

For the purpose of this subsection, "most recent employment" means employment with any employer for whom the claimant last worked and was discharged for misconduct in connection with the claimant's employment or with any employer, in insured work, for whom the claimant last worked and earned wages equal to or exceeding ten times the claimant's weekly benefit amount.