

**NORTH CAROLINA GENERAL ASSEMBLY
LEGISLATIVE FISCAL NOTE**

BILL NUMBER: HB 277 (Second Edition)

SHORT TITLE: Family Friendly UI Exception/AB

SPONSOR(S): Representative David Redwine

FISCAL IMPACT

Yes () No (X) No Estimate Available ()

FY 1999-00 FY 2000-01 FY 2001-02 FY 2002-03 FY 2003-04

REVENUES

EXPENDITURES

**PRINCIPAL DEPARTMENT(S) &
PROGRAM(S) AFFECTED:** Employment Security Commission

EFFECTIVE DATE: The act becomes effective July 1, 1999 and applies to unemployment insurance claims filed on or after that date. This act expires June 30, 2001.

BILL SUMMARY:

The bill amends the Employment Security laws to provide that an individual may not be disqualified from unemployment insurance benefits if 1) the individual's inability to accept bona fide permanent employment during a particular shift would result in an undue family hardship or 2) the individual was discharged solely due to undue family hardship. "Undue family hardship" means that an individual is unable to accept a particular work shift because the individual cannot obtain (a) child care during that shift for a minor child under 14 years of age who is in the legal custody of the individual or (b) elder care for an aged or disabled parent of the individual. The bill also provides that unemployment benefits paid out under the *undue family hardship* exception are not charged against the account of the employer from whom the employee was separated or discharged.

ASSUMPTIONS AND METHODOLOGY:

The Employment Security Commission annually reports only a small number of separations due to shift restrictions. Due to the paucity of undue family hardship cases, the Employment Security Commission predicts no significant fiscal impact from this bill.

FISCAL RESEARCH DIVISION 733-4910

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Official



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