
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 1133 Session of
2015

INTRODUCED BY BAKER, RAFFERTY, SCAVELLO, VANCE, WILEY, TEPLITZ,
SCHWANK, WOZNIAK, SABATINA, HAYWOOD, FONTANA, COSTA, WARD,
YUDICHAK, BROWNE, GREENLEAF, BARTOLOTTA, FARNESE, BOSCOLA,
AUMENT, VOGEL, HUGHES, DINNIMAN AND SCARNATI, MARCH 4, 2016

REFERRED TO LABOR AND INDUSTRY, MARCH 4, 2016

AN ACT

1 Amending the act of December 5, 1936 (2nd Sp.Sess., 1937
2 P.L.2897, No.1), entitled "An act establishing a system of
3 unemployment compensation to be administered by the
4 Department of Labor and Industry and its existing and newly
5 created agencies with personnel (with certain exceptions)
6 selected on a civil service basis; requiring employers to
7 keep records and make reports, and certain employers to pay
8 contributions based on payrolls to provide moneys for the
9 payment of compensation to certain unemployed persons;
10 providing procedure and administrative details for the
11 determination, payment and collection of such contributions
12 and the payment of such compensation; providing for
13 cooperation with the Federal Government and its agencies;
14 creating certain special funds in the custody of the State
15 Treasurer; and prescribing penalties," in compensation,
16 further providing for ineligibility for compensation.

17 The General Assembly of the Commonwealth of Pennsylvania
18 hereby enacts as follows:

19 Section 1. Section 402(b) of the act of December 5, 1936
20 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment
21 Compensation Law, amended October 22, 1981 (P.L.301, No.106), is
22 amended to read:

23 Section 402. Ineligibility for Compensation.--An employe
24 shall be ineligible for compensation for any week--

1 * * *

2 (b) In which his unemployment is due to voluntarily leaving
3 work without cause of a necessitous and compelling nature,
4 irrespective of whether or not such work is in "employment" as
5 defined in this act: Provided, That a voluntary leaving work
6 because of a disability if the employer is able to provide other
7 suitable work, shall be deemed not a cause of a necessitous and
8 compelling nature: And provided further, That no employe shall
9 be deemed to be ineligible under this subsection where as a
10 condition of continuing in employment such employe would be
11 required to join or remain a member of a company union or to
12 resign from or refrain from joining any bona fide labor
13 organization, or to accept wages, hours or conditions of
14 employment not desired by a majority of the employes in the
15 establishment or the occupation, or would be denied the right of
16 collective bargaining under generally prevailing conditions, and
17 that in determining whether or not an employe has left his work
18 voluntarily without cause of a necessitous and compelling
19 nature, the department shall give consideration to the same
20 factors, insofar as they are applicable, provided, with respect
21 to the determination of suitable work under section four (t):
22 And provided further, That the provisions of this subsection
23 shall not apply in the event of a stoppage of work which exists
24 because of a labor dispute within the meaning of subsection (d).
25 Provided further, That no otherwise eligible claimant shall be
26 denied benefits for any week in which his unemployment is due to
27 exercising the option of accepting a layoff, from an available
28 position pursuant to a labor-management contract agreement, or
29 pursuant to an established employer plan, program or policy:
30 Provided further, That a claimant shall not be disqualified for

1 voluntarily leaving work, which is not suitable employment to
2 enter training approved under section 236(a)(1) of the Trade Act
3 of 1974[.]: Provided further, That a claimant shall not be
4 disqualified for voluntarily leaving work if the claimant left
5 such work to accompany a spouse who is on active duty with the
6 United States Armed Forces and is required to relocate due to
7 permanent change of station orders, activation orders or unit
8 deployment orders and such relocation would make it impractical
9 or unreasonably difficult, as determined by the department, for
10 the claimant to continue employment with the claimant's
11 employer. For purposes of this subsection the term "suitable
12 employment" means with respect to a claimant, work of a
13 substantially equal or higher skill level than the claimant's
14 past "adversely affected employment" (as defined in section 247
15 of the Trade Act of 1974), and wages for such work at not less
16 than eighty per centum of the worker's "average weekly wage" (as
17 defined in section 247 of the Trade Act of 1974).

18 * * *

19 Section 2. This act shall take effect in 60 days.