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OHIO LEGISLATIVE SERVICE COMMISSION

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Bill Analysis

Version: As Introduced

Primary Sponsors: Reps. G. Holmes and A. Miller

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Summary

- Grants an additional 25 weeks of unemployment benefits to an individual who was laid off or separated from the individual's most recent employment as part of a group of 75 or more individuals who were laid off or separated by the same employer within a seven-day period due to lack of work.
- Requires an employer to provide the Director of Job and Family Services with at least a 30-working day notice (rather than a three-working day notice as under current law) before laying off or separating 50 or more individuals within a seven-day period because of lack of work.
- Requires the Director to provide any additional local office space and claims processing personnel necessary to expedite claims in a geographic area affected by a single employer laying off or separating 75 or more individuals within a seven-day period because of lack of work.

Detailed Analysis

Layoffs or separations involving 75 or more employees

Additional weeks of unemployment benefits

For an individual whose benefit year (the one-year period beginning on the first day of the week the individual files a valid unemployment benefit application) begins after the bill's effective date, the bill grants the individual 25 additional weeks of unemployment benefits in an amount equal to the weekly benefit determined pursuant to continuing law if both of the following apply:

- The individual has received the maximum total benefits to which the individual is entitled under continuing law.

- The individual was laid off or separated from the individual's most recent employment as part of a group of 75 or more individuals who were laid off or separated by the same employer within a seven-day period due to lack of work.

Under continuing law, an eligible individual is entitled to receive benefits for 20 weeks for the first 20 qualifying weeks of employment in the individual's base period. One additional benefit week is added for each qualifying week above 20 weeks, up to a maximum of 26 weeks. Currently, total benefits may not exceed an amount equal to the maximum number of weeks for which an individual is eligible (based on qualifying weeks in the base period) times the individual's weekly benefit amount. A qualifying week is any week in which an individual earns remuneration in employment covered by the Unemployment Compensation Law, and a base period generally is the first four of the most recent five calendar quarters, though if an individual does not have enough qualifying weeks in that timeframe, it is the most recent four calendar quarters.¹

Under continuing law, weekly benefit amounts are generally 50% of an individual's average weekly wage during the individual's base period, up to a statutory maximum. The statutory maximums are based on the number of allowable dependents claimed, as follows:

- If an individual has no dependents, \$443 in 2019;
- If an individual has one or two dependents, \$537 in 2019;
- If an individual has three or more dependents, \$598 in 2019.²

Additional claims processing resources

Under the bill, when an employer lays off or separates within any seven-day period 75 or more individuals because of lack of work, the Director of Job and Family Services, who administers and enforces Ohio's Unemployment Compensation Law, must provide any additional local office space and claims processing personnel necessary to expedite claims in the geographic area affected by the layoffs or separations.³

Layoffs or separations involving 50 or more employees

The bill requires an employer to provide the Director with at least a 30-working day notice before laying off or separating 50 or more individuals within a seven-day period because of lack of work. Under current law, the employer must notify the Director at least three working days before beginning these layoffs or separations. Continuing law requires the notice to include the dates of the layoffs or separations and the approximate number of individuals being laid off or separated. Continuing law also requires the employer, at the time of the layoffs or

¹ R.C. 4141.30(D) and Section 3 and R.C. 4141.01, not in the bill.

² R.C. 4141.30(B) and (E) and Ohio Department of Job and Family Services, *Benefits Chart – 2019*, http://unemployment.ohio.gov/PDF/Benefits_Estimator.pdf.

³ R.C. 4141.28(C).

separations, to furnish the individuals and the Director with any information necessary to determine the individuals' eligibility for benefits.⁴

History

Action	Date
Introduced	02-12-19

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⁴ R.C. 4141.28(C).