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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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HOUSE BILL

No. 1692 Session of  
2025

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INTRODUCED BY GLEIM, GROVE, BERNSTINE, PICKETT, M. JONES,  
KAUFFMAN, STAATS, STAMBAUGH, REICHARD, ZIMMERMAN, GREINER,  
RYNCAVAGE, ANDERSON, GAYDOS, HAMM AND BASHLINE, JULY 1, 2025

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REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, JULY 1, 2025

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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 contributions by  
16 employers and employees, further providing for relief from  
17 charges; and, in compensation, further providing for  
18 ineligibility for compensation and providing for eligibility  
19 related to domestic violence.

20 The General Assembly of the Commonwealth of Pennsylvania  
21 hereby enacts as follows:

22 Section 1. Section 302.1(a)(1) and (c)(1) of the act of  
23 December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as  
24 the Unemployment Compensation Law, are amended to read:

25 Section 302.1. Relief from Charges.--Notwithstanding any  
26 other provisions of this act assigning charges for compensation

1 paid to employes, except for section 302(a)(2), the department  
2 shall relieve an employer of charges for compensation in  
3 accordance with this section and section 213 of this act.

4 (a) Circumstances allowing relief:

5 (1) If an individual was separated from his most recent work  
6 for an employer due to being discharged for willful misconduct  
7 connected with that work, or due to his leaving that work  
8 without good cause attributable to his employment, or due to his  
9 being separated from such work under conditions which would  
10 result in disqualification for benefits under the provisions of  
11 section 3 or 402(e.1) and (e.2) of this act, the employer shall  
12 be relieved of charges for compensation paid to the individual  
13 with respect to any week of unemployment occurring subsequent to  
14 such separation. Relief from charges under this paragraph  
15 terminates if the employe returns to work for the employer.

16 \* \* \*

17 (c) Relief from charges without a request:

18 (1) If a claimant is determined ineligible for benefits  
19 under section 3 or 402(b), (e) [~~or~~], (e.1) or (e.2) of this act  
20 pursuant to a notice of determination that has become final, the  
21 department shall grant relief from charges in accordance with  
22 subsection (a)(1) to the employer from whom the claimant was  
23 separated, beginning with the earliest week for which the  
24 claimant is eligible for benefits following the week or weeks  
25 governed by the notice of determination.

26 \* \* \*

27 Section 2. Section 402(b) of the act is amended and the  
28 section is amended by adding a subsection to read:

29 Section 402. Ineligibility for Compensation.--An employe  
30 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 attributable to his employment, irrespective of whether or not  
5 such work is in "employment" as defined in this act: Provided,  
6 That a voluntary leaving work because of a work-related  
7 disability if the employer is able to provide other suitable  
8 work, shall be deemed not a cause of a necessitous and  
9 compelling nature: attributable to his employment: And provided  
10 further, That no employe shall be deemed to be ineligible under  
11 this subsection where the Federal Unemployment Tax Act requires  
12 eligibility: And provided further, That no employe shall be  
13 deemed to be ineligible under this subsection where as a  
14 condition of continuing in employment such employe would be  
15 required to join or remain a member of a company union or to  
16 resign from or refrain from joining any bona fide labor  
17 organization, or to accept wages, hours or conditions of  
18 employment not desired by a majority of the employes in the  
19 establishment or the occupation, or would be denied the right of  
20 collective bargaining under generally prevailing conditions, and  
21 that in determining whether or not an employe has left his work  
22 voluntarily without cause of a necessitous and compelling nature  
23 attributable to his employment, the department shall give  
24 consideration to the same factors, insofar as they are  
25 applicable, provided, with respect to the determination of  
26 suitable work under section four (t): And provided further, That  
27 the provisions of this subsection shall not apply in the event  
28 of a stoppage of work which exists because of a labor dispute  
29 within the meaning of subsection (d). Provided further, That no  
30 otherwise eligible claimant shall be denied benefits for any

1 week in which his unemployment is due to exercising the option  
2 of accepting a layoff, from an available position pursuant to a  
3 labor-management contract agreement, or pursuant to an  
4 established employer plan, program or policy: Provided further,  
5 That a claimant shall not be disqualified for voluntarily  
6 leaving work, which is not suitable employment to enter training  
7 approved under section 236(a) (1) of the Trade Act of 1974:  
8 Provided further, That a claimant shall not be disqualified for  
9 voluntarily leaving work if the claimant left such work to  
10 accompany a spouse who is on active duty with the United States  
11 Armed Forces and is required to relocate due to permanent change  
12 of station orders, activation orders or unit deployment orders  
13 and such relocation would make it impractical or unreasonably  
14 difficult, as determined by the department, for the claimant to  
15 continue employment with the claimant's employer. For purposes  
16 of this subsection the term "suitable employment" means with  
17 respect to a claimant, work of a substantially equal or higher  
18 skill level than the claimant's past "adversely affected  
19 employment" (as defined in section 247 of the Trade Act of  
20 1974), and wages for such work at not less than eighty per  
21 centum of the worker's "average weekly wage" (as defined in  
22 section 247 of the Trade Act of 1974).

23 \* \* \*

24 (e.2) In which his unemployment is due to discharge or  
25 temporary suspension from work for any of the following reasons:

26 (1) Failure to obey any reasonable workplace rule or work-  
27 related government regulation or law of which the employe was  
28 aware.

29 (2) The deliberate damage to property of the employer or  
30 another employe or the theft of an employer's or another

1 employee's property.

2 (3) Reporting to work under the influence of alcohol or  
3 illegal drugs or consuming alcohol or using illegal drugs while  
4 at work.

5 (4) Threatening a coworker or supervisor with physical harm  
6 or threatening to harm the interests of the employer.

7 (5) Disregard of a supervisor's reasonable directives or  
8 orders or acts of negligence which indicate substantial  
9 disregard for the employer's interests.

10 (6) Failure to maintain a valid license or certificate that  
11 has been issued by a Federal or Commonwealth agency or political  
12 subdivision and which is a requirement of employment, unless the  
13 failure was for reasons beyond the control of the employe.

14 (7) Failure to provide good cause for being absent from work  
15 on two or more occasions or failure to report in a proper manner  
16 under the employer's policy for absences from work on two or  
17 more occasions.

18 \* \* \*

19 Section 3. The act is amended by adding a section to read:

20 Section 402.7. Eligibility Related to Domestic Violence.--

21 (a) An employe shall not be deemed to be ineligible under  
22 section 402(b) for voluntarily leaving employment or section  
23 402(e) or (e.2) for failure to attend work if, due to a domestic  
24 violence situation, the individual's continued employment would  
25 jeopardize the safety of the individual or a member of the  
26 individual's family or household.

27 (b) Verification of a domestic violence situation may be  
28 provided on the initial application for benefits through any one  
29 of the following which documents recent domestic violence:

30 (1) An active or recently issued protective order or other

1 order, court records, a police record, medical treatment  
2 records, social services records or child protective services  
3 records.

4 (2) A statement supporting the existence of recent domestic  
5 violence from a qualified professional from whom the individual  
6 has sought assistance, such as a counselor, shelter worker,  
7 member of the clergy, attorney or health care worker, or a  
8 similar statement from a friend or relative from whom the  
9 individual has sought assistance.

10 (3) A self-affirmation that the individual's continued  
11 employment would jeopardize the safety of the individual or a  
12 member of the individual's family or household due to the  
13 domestic violence situation.

14 (4) Any other type of evidence that reasonably proves  
15 domestic violence.

16 (c) The documentation of domestic violence shall remain  
17 confidential and the department may not disclose the existence  
18 of a domestic violence situation in any notice provided to an  
19 employer regarding the claim for compensation.

20 (d) (1) If an individual who submits verification under  
21 subsection (b) in a form acceptable to the department is  
22 otherwise eligible under section 401, the individual shall be  
23 considered eligible and the department shall expedite a  
24 determination of eligibility under section 501.

25 (2) An individual who submits a self-affirmation under  
26 subsection (b)(3) shall submit documentation of the domestic  
27 violence situation under subsection (b)(1), (2) or (4) to the  
28 department within one hundred fifty (150) days of the date of  
29 application.

30 (3) This subsection shall not be construed to prohibit

1 redetermination of eligibility within eighteen (18) months of  
2 the application for benefits if the department receives  
3 information within eighteen (18) months of the application for  
4 benefits indicating that the self-affirmation submitted under  
5 subsection (b)(3) included false information or an individual  
6 fails to submit documentation of the domestic violence situation  
7 under subsection (b)(1), (2) or (4) within one hundred fifty  
8 (150) days of the date of application.

9 (e) The department shall grant relief from charges under  
10 section 302.1 to base year employers for benefit charges related  
11 to a claim that is determined eligible in accordance with this  
12 section. Relief from charges shall be provided without a request  
13 from the employer.

14 (f) Subject to subsection (c), if an employer is granted  
15 relief from charges without a request under subsection (e), the  
16 department shall notify the employer that relief from charges  
17 shall be granted without the need for the employer to submit a  
18 request. Notice under this subsection may be included on the  
19 eligibility determination provided to the employer or on other  
20 relevant claim documentation delivered to the employer.

21 Section 4. The Department of Labor and Industry shall  
22 consult with the Office of Victim Advocate and relevant advocacy  
23 groups when implementing section 402.7 of the act, including  
24 updates to the application for unemployment compensation,  
25 updated notices to claimants and employers and the development  
26 of any forms related to documentation of a domestic violence  
27 situation.

28 Section 5. This act shall take effect in six months.