

1 State of Arkansas
2 89th General Assembly
3 Regular Session, 2013

A Bill

SENATE BILL 780

4
5 By: Senator Bledsoe

For An Act To Be Entitled

8 AN ACT TO CLARIFY THE PROCESS FOR DISQUALIFICATION
9 FROM UNEMPLOYMENT BENEFITS AFTER DISCHARGE FOR
10 MISCONDUCT; TO CLARIFY THE ACTIONS FOR WHICH THE
11 PERIOD OF DISQUALIFICATION FROM RECEIPT OF BENEFITS
12 WILL BE EXTENDED FOR AN EMPLOYEE DISCHARGED FOR
13 MISCONDUCT; AND FOR OTHER PURPOSES.

Subtitle

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17 TO CLARIFY THE PROCESS FOR
18 DISQUALIFICATION FROM UNEMPLOYMENT
19 BENEFITS AFTER DISCHARGE FOR MISCONDUCT.

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22 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

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24 SECTION 1. Arkansas Code § 11-10-514(a)(2)(A), concerning
25 disqualification for unemployment benefits after discharge for misconduct, is
26 amended to read as follows:

27 (2)(A) In all cases of discharge for absenteeism, the individual
28 will be disqualified if the discharge was pursuant to the terms of a ~~bona~~
29 ~~file~~ written attendance policy ~~with progressive warnings~~, regardless of
30 whether the policy is a fault or no-fault policy.

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32 SECTION 2. Arkansas Code § 11-10-514(b)(1), concerning
33 disqualification for unemployment benefits after discharge for misconduct, is
34 amended to read as follows:

35 (b)(1) If he or she is discharged from his or her last work for
36 misconduct in connection with the work on account of dishonesty, drinking on



1 the job, reporting for work while under the influence of intoxicants,
2 including a controlled substance, or willful violation of ~~bona fide~~ written
3 rules or customs of the employer including those pertaining to his or her
4 safety or the safety of fellow employees, persons, or company property,
5 harassment or unprofessional conduct, insubordination, excessive or
6 unauthorized absence, disregard of an established rule known to the employee,
7 he or she shall be disqualified until, subsequent to the date of the
8 disqualification, the claimant has been paid wages in two (2) quarters for
9 insured work totaling not less than thirty-five (35) times his or her weekly
10 benefit amount.

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