

# Unemployment Compensation 101

written by Lauri Moon | September 25, 2017

## *Separation Issues*

Many employers and claimants have difficulty understanding the process UC uses to determine an employee's eligibility for benefits after voluntarily leaving or being discharged from a job. This presentation explains how the service center discovers if the person quit or was discharged, the fact-finding process, burden of proof, factors that are considered when making a determination and the appeal rights.

## *Refusing Suitable Work*

The UC Service Center is often contacted about what to do when a person refuses work. This presentation explains the application of Section 402(a) of the PA UC Law (Refusal of Suitable Work). Discussion includes the employer's responsibilities regarding notification that a job offer has been made to both the Claimant and the Service Center, the factors used in suitable work determinations and appeal rights.

### **Speaker:**

**Nancy Smithbauer, Workforce Development Representative for Unemployment Compensation has been employed by the Pennsylvania Department of Labor & Industry for 16 years, having been a Claims Examiner for nearly 10 of those years. Nancy helps employers and claimants understand the Unemployment Compensation Laws and assists with navigating the process to ensure the proper application of the program. She is a member of the Rapid Response Coordination Services Team that provides information and assistance to workers in the event of a lay off or closure. Nancy is also a "trouble shooter" for individuals and employers who are in need of assistance with a UC Claim. Her service area spans across 12 counties.**

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