
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 489 Session of
2013

INTRODUCED BY GILLEN, PICKETT, MILLARD, MILLER, ROCK, ROZZI,
DUNBAR, KNOWLES, SWANGER, AUMENT, TALLMAN, COX, F. KELLER,
MOUL, QUINN AND GINGRICH, FEBRUARY 4, 2013

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, FEBRUARY 4, 2013

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," further providing for
16 ineligibility for compensation.

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

19 Section 1. Section 402 of the act of December 5, 1936 (2nd
20 Sp.Sess., 1937 P.L.2897, No.1), known as the Unemployment
21 Compensation Law, is amended by adding a subsection to read:

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

24 * * *

1 (k) In which the individual was a temporary employe of a
2 temporary help firm and failed to notify the temporary
3 employment firm of the completion of an employment assignment
4 within three (3) working days of the completion of each
5 employment assignment under a contract of hire, unless the
6 individual was not advised in writing of the duty to notify the
7 temporary employment firm upon completion of an employment
8 assignment or the individual had good cause for not contacting
9 the temporary employment firm within three working days and
10 notified the firm at the first reasonable opportunity
11 thereafter. To demonstrate that the employe was advised in
12 writing of the notification requirement under this subsection,
13 the temporary employment firm shall advise the temporary employe
14 by requiring the temporary employe, at the time of employment
15 with the temporary employment firm, to read and sign a document
16 that provides a clear and concise explanation of the
17 notification requirement and the consequences of a failure to
18 notify. The document shall be separate from a contract of
19 employment and a copy of the signed document shall be provided
20 to the temporary employe. For purposes of this subsection, the
21 term "temporary employe" means an individual who is employed by
22 a temporary employment firm to provide services to clients to
23 supplement their work force during absences, seasonal workloads,
24 temporary skill or labor market shortages, and for special
25 assignments and projects; and the term "temporary employment
26 firm" means a person engaged in the business of employing
27 temporary employes.

28 Section 2. This act shall be applicable to initial claims
29 filed on or after January 1, 2014.

30 Section 3. This act shall take effect immediately.