A BILL FOR AN ACT

RELATING TO EMPLOYMENT SECURITY.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 Section 383-22, Hawaii Revised Statutes, is 2 amended by amending subsection (b) to read as follows: 3 In the case of an individual whose benefit year "(b) begins prior to January 5, 1992, the individual's weekly benefit 4 5 amount shall be, except as otherwise provided in this section, 6 an amount equal to one twenty-fifth of the individual's total 7 wages for insured work paid during the calendar quarter of the 8 individual's base period in which such total wages were highest. 9 In the case of an individual whose benefit year begins after 10 January 4, 1992, the individual's weekly benefit amount shall 11 be, except as otherwise provided in this section, an amount 12 equal to one twenty-first of the individual's total wages for 13 insured work paid during the calendar quarter of the 14 individual's base period in which such total wages were highest. 15 The weekly benefit amount, if not a multiple of \$1, shall be 16 computed to the next higher multiple of \$1. If an individual's 17 weekly benefit amount is less than \$5, it shall be \$5.

maximum weekly benefit amount shall be determined annually as

HB1500 HD2 HMS 2007-2822

1 follows: On or before November 30 of each year the total remuneration paid by employers, as reported on contribution 2 3 reports submitted on or before such date, with respect to all 4 employment during the four consecutive calendar quarters ending 5 on June 30 of the year shall be divided by the average monthly 6 number of individuals performing services in the employment 7 during the same four calendar quarters as reported on the 8 contribution reports. The amount thus obtained shall be divided 9 by fifty-two and the average weekly wage (rounded to the nearest 10 cent) thus determined. For benefit years beginning prior to 11 January 1, 1992, two-thirds of the average weekly wage shall 12 constitute the maximum weekly benefit amount and shall apply to 13 all claims for benefits filed by an individual qualifying for 14 payment at the maximum weekly benefit amount in the benefit year 15 commencing on or after the first day of the calendar year 16 immediately following the determination of the maximum weekly 17 benefit amount. For benefit years beginning January 1, 1992, 18 [and thereafter,] but prior to January 1, 2008, seventy per cent 19 of the average weekly wage shall constitute the maximum weekly 20 benefit amount and shall apply to all claims for benefits filed 21 by an individual qualifying for payment at the maximum weekly 22 benefit amount in the benefit year commencing on or after the

- 1 first day of the calendar year immediately following the
- 2 determination of the maximum weekly benefit amount. For benefit
- 3 years beginning January 1, 2008, and thereafter, eighty per cent
- 4 of the average weekly wage shall constitute the maximum weekly
- 5 benefit amount and shall apply to all claims for benefits filed
- 6 by an individual qualifying for payment at the maximum weekly
- 7 benefit amount in the benefit year commencing on or after the
- 8 first day of the calendar year immediately following the
- 9 determination of the maximum weekly benefit amount. The maximum
- 10 weekly benefit amount, if not a multiple of \$1, shall be
- 11 computed to the next higher multiple of \$1.

12	(Column A)	(Column B)	(Column C)	(Column D)
13	High	Basic	Minimum	Maximum
14	Quarter	Weekly	Qualifying	Total Benefits
15	Wages	Benefit	Wages	in Benefit Year
16	\$ 37.50 - 125.00	\$ 5.00	\$ 150.00	\$ 130.00
17	125.01 - 150.00	6.00	180.00	156.00
18	150.01 - 175.00	7.00	210.00	182.00
19	175.01 - 200.00	8.00	240.00	208.00
20	200.01 - 225.00	9.00	270.00	234.00
21	225.01 - 250.00	10.00	300.00	260.00
22	250.01 - 275.00	11.00	330.00	286.00



H.B. NO. 1500 H.D. 2

1	275.01 - 300.00	12.00	360.00	312.00
2	300.01 - 325.00	13.00	390.00	338.00
3	325.01 - 350.00	14.00	420.00	364.00
4	350.01 - 375.00	15.00	450.00	390.00
5	375.01 - 400.00	16.00	480.00	416.00
6	400.01 - 425.00	17.00	510.00	442.00
7	425.01 - 450.00	18.00	540.00	468.00
8	450.01 - 475.00	19.00	570.00	494.00
9	475.01 - 500.00	20.00	600.00	520.00
10	500.01 - 525.00	21.00	630.00	546.00
11	525.01 - 550.00	22.00	660.00	572.00
12	550.01 - 575.00	23.00	690.00	598.00
13	575.01 - 600.00	24.00	720.00	624.00
14	600.01 - 625.00	25.00	750.00	650.00
15	625.01 - 650.00	26.00	780.00	676.00
16	650.01 - 675.00	27.00	810.00	702.00
17	675.01 - 700.00	28.00	840.00	728.00
18	700.01 - 725.00	29.00	870.00	754.00
19	725.01 - 750.00	30.00	900.00	780.00
20	750.01 - 775.00	31.00	930.00	806.00
21	775.01 - 800.00	32.00	960.00	832.00
22	800.01 - 825.00	33.00	990.00	858.00

1	825.01 - 850.00	34.00	1020.00	884.00
2	850.01 - 875.00	35.00	1050.00	910.00
3	875.01 - 900.00	36.00	1080.00	936.00
4	900.01 - 925.00	37.00	1110.00	962.00
5	925.01 - 950.00	38.00	1140.00	988.00
6	950.01 - 975.00	39.00	1170.00	1014.00
7	975.01 -1000.00	40.00	1200.00	1040.00
8	1000.01 -1025.00	41.00	1230.00	1066.00
9	1025.01 -1050.00	42.00	1260.00	1092.00
10	1050.01 -1075.00	43.00	1290.00	1118.00
11	1075.01 -1100.00	44.00	1320.00	1144.00
12	1100.01 -1125.00	45.00	1350.00	1170.00
13	1125.01 -1150.00	46.00	1380.00	1196.00
14	1150.01 -1175.00	47.00	1410.00	1222.00
15	1175.01 -1200.00	48.00	1440.00	1248.00
16	1200.01 -1225.00	49.00	1470.00	1274.00
17	1225.01 -1250.00	50.00	1500.00	1300.00
18	1250.01 -1275.00	51.00	1530.00	1326.00
19	1275.01 -1300.00	52.00	1560.00	1352.00
20	1300.01 -1325.00	53.00	1590.00	1378.00
21	1325.01 -1350.00	54.00	1620.00	1404.00
22	1350.01 and over	55.00	1650.00	1430.00"

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         SECTION 2. Section 383-23, Hawaii Revised Statutes, is
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    amended to read as follows:
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         "§383-23 Weekly benefit for unemployment. For weeks
    beginning prior to January 5, 1992, each eligible individual who
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    is unemployed, as defined in section 383-1, in any week shall be
    paid with respect to that week a benefit in an amount equal to
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    the individual's weekly benefit amount less that part of the
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    wages (if any) payable to the individual with respect to that
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    week which is in excess of $2. Effective for weeks beginning
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    January 5, 1992, and thereafter, each eligible individual who is
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    unemployed, as defined in section 383-1, in any week shall be
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    paid with respect to that week a benefit in an amount equal to
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    the individual's weekly benefit amount less that part of the
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    wages (if any) payable to the individual with respect to that
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    week which is in excess of $50. Effective for weeks beginning
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    July 2, 2007, and thereafter, each eligible individual who is
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    unemployed, as defined in section 383-1, in any week shall be
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    paid with respect to that week a benefit in an amount equal to
    the individual's weekly benefit amount less that part of the
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    wages, if any, payable to the individual with respect to that
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    week which is in excess of $150. The benefit, if not a multiple
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    of $1, shall be computed to the next higher multiple of $1."
    HB1500 HD2 HMS 2007-2822
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- 1 SECTION 3. Section 383-63, Hawaii Revised Statutes, is 2 amended by amending the definition of "adequate reserve fund" to 3 read as follows: 4 "Adequate reserve fund" means an amount that is equal to 5 the amount derived by multiplying the benefit cost rate that is the highest during the ten-year period ending on November 30 of 6 7 each year by the total remuneration paid by all employers, with 8 respect to all employment for which contributions are payable 9 during the last four calendar quarters ending on June 30 of the **10** same year, as reported on contribution reports filed on or 11 before October 31 of the same year. "Remuneration", as used in 12 this definition, means wages as defined in section 383-10. For 13 the purpose of determining the highest benefit cost rate, the 14 benefit cost rate for the first twelve-consecutive-calendar-15 month period beginning with the first day of the first month of 16 the ten-year period and for each succeeding twelve-consecutive-17 calendar-month period beginning with the first day of each 18 subsequent month shall be computed. Effective for [the calendar year 1992 and thereafter,] 19 20 calendar years 1992 through 2007, "adequate reserve fund" means 21 an amount that is equal to one and one-half times the amount 22 derived by multiplying the benefit cost rate that is the highest
 - HB1500 HD2 HMS 2007-2822

- 1 during the ten-year period ending on November 30 of each year by
- 2 the total remuneration paid by all employers, with respect to
- 3 all employment for which contributions are payable during the
- 4 last four calendar quarters ending on June 30 of the same year,
- 5 as reported on contribution reports filed on or before
- 6 October 31 of the same year. "Remuneration", as used in this
- 7 definition, means wages as defined in section 383-10. For the
- 8 purpose of determining the highest benefit cost rate, the
- 9 benefit cost rate for the first twelve-consecutive-calendar-
- 10 month period beginning with the first day of the first month of
- 11 the ten-year period and for each succeeding twelve-consecutive-
- 12 calendar-month period beginning with the first day of each
- 13 subsequent month shall be computed."
- 14 SECTION 4. Section 383-66, Hawaii Revised Statutes, is
- 15 amended to read as follows:
- 16 "\$383-66 Contribution rates, how determined. (a) The
- 17 department, for the nine-month period April 1, 1941, to
- 18 December 31, 1941, and for each calendar year thereafter, except
- 19 as otherwise provided in this part, shall classify employers in
- 20 accordance with their actual experience in the payment of
- 21 contributions and with respect to benefits charged against their
- 22 accounts with a view to fixing the contribution rates to reflect



- 1 this experience. The department shall determine the
- 2 contribution rate of each employer in accordance with the
- 3 following requirements:

cent;

- 4 (1) The standard rate of contributions payable by each
 5 employer for any calendar year through 1984 shall be
 6 three per cent. For the calendar year 1985 and
 7 thereafter, the standard rate of contributions payable
 8 by each employer shall be five and four-tenths per
- No employer's rate for the calendar year 1942 and for 10 (2) 11 any calendar year thereafter shall be other than the maximum rate unless and until the employer's account 12 has been chargeable with benefits throughout the 13 thirty-six consecutive calendar month period ending on 14 December 31 of the preceding calendar year, except 15 16 that, for the calendar year 1956 and for each calendar year thereafter, an employer who has not been subject 17 to the law for a sufficient period to meet this 18 19 requirement may qualify for a rate other than the 20 maximum rate if the employer's account has been chargeable throughout a lesser period but in no event 21 22 less than the twelve consecutive calendar month period

ending on December 31 of the preceding calendar year.
For the calendar years 1985 through 1991, the
contribution rate for a new or newly covered employer
shall be the sum of the employer's basic contribution
rate of three and six-tenths per cent and the fund
solvency contribution rate determined for that year
pursuant to section 383-68(a), until the employer's
account has been chargeable with benefits throughout
the twelve consecutive calendar month period ending or
December 31 of the preceding calendar year; except
that no employer's contribution rate shall be greater
than five and four-tenths per cent and no employer
with a negative reserve ratio shall have a
contribution rate less than the employer's basic
contribution rate. For calendar years 1992 and
thereafter, the contribution rate for a new or newly
covered employer shall be the contribution rate
assigned to any employer with .0000 reserve ratio,
until the employer's account has been chargeable with
benefits throughout the twelve consecutive calendar
month period ending on December 31 of the preceding
calendar year;

1	(3)	Any amount credited to this State under section 903 of
2		the Social Security Act, as amended, which has been
3		appropriated for expenses of administration, whether
4		or not withdrawn from the trust fund, shall be
5		excluded from the fund for the purposes of this
6		paragraph. Any advance that may be made to this State
7		under section 1201 of the Social Security Act, whether
8		or not withdrawn from this trust fund, shall be
9		excluded from the fund for the purposes of this
10		paragraph. No employer's rate shall be reduced in any
11		amount that is not allowable as an additional credit,
12		against the tax levied by the federal Unemployment Tax
13		Act pursuant to section 3302(b) of the federal
14		Internal Revenue Code or pursuant to any other federal
15		statute, successor to section 3302(b), which provides
16		for the additional credit now provided for in section
17		3302(b);
18	(4)	If, when any classification of employers is to be made
19		(which may be after the commencement of the period for
20		which the classification is to be made), the
21		department finds that any employer has failed to file

any report required in connection therewith or has

filed a report that the department finds incorrect or
insufficient, the department shall notify the employer
thereof by mail addressed to the employer's last known
address. Unless the employer files the report or a
corrected or sufficient report, as the case may be,
within fifteen days after the mailing of the notice,
the maximum rate of contributions shall be payable by
the employer for the period for which the contribution
rate is to be fixed. Effective January 1, 1987, the
director, for excusable failure, may redetermine the
assignment of the maximum contribution rate in
accordance with this section, provided the employer
files all reports as required by the department and
submits a written request for redetermination before
December 31 of the year for which the contribution
rate is to be fixed;

(5) For the purpose of sections 383-63 to 383-69, if after

December 31, 1939, any employing unit in any manner

succeeds to or acquires the organization, trade, or

business, or substantially all the assets thereof

(whether or not the successor or acquiring unit was an

"employing unit", as that term is defined in section

1	383-1 prior to the acquisition), or after
2	December 31, 1988 and prior to December 31, 1992,
3	acquires a clearly identifiable and segregable portion
4	of the organization, trade, or business of another
5	that at the time of the acquisition was an employer
6	subject to this chapter, and the successor continues
7	or resumes the organization, trade, or business and
8	continues to employ all or nearly all of the
9	predecessor's employees, or the successor continues or
10	resumes the clearly identifiable and segregable
11	portion of the organization, trade, or business and
12	continues to employ all or nearly all of the employees
13	of the clearly identifiable and segregable portion, an
14	application may be made for transfer of the
15	predecessor's experience record. If the predecessor
16	employer has submitted all information and reports
17	required by the department including amended quarterly
18	wage reports identifying the employees transferred or
19	retained and executed and filed with the department
20	before December 31 of the calendar year following the
21	calendar year in which the acquisition occurred on a
22	form approved by the department a waiver relinquishing

	the rights to all or the clearly identifiable and
	segregable portion of the predecessor's prior
	experience record with respect to its separate
	account, actual contribution payment, and benefit
	chargeability experience, annual payrolls and other
	data for the purpose of obtaining a reduced rate, and
	requesting the department to permit the experience
	record to inure to the benefit of the successor
	employing unit upon request of the successor employing
	unit, the experience record for rate computation
	purposes of the predecessor shall thereupon be deemed
ų	the experience record of the successor and the
	experience record shall be transferred by the
	department to the successor employing unit and shall
	become the separate account of the employing unit as
	of the date of the acquisition. Benefits chargeable
	to the predecessor employer or successor employer in
	case of an acquisition of a clearly identifiable and
	segregable portion of the organization, trade, or
	business, after the date of acquisition on account of
	employment prior to the date of the acquisition shall
	be charged to the separate account of the successor

1	empl	oying unit. In case of an acquisition of a
2	clea	rly identifiable and segregable portion of the
3	orga	nization, trade, or business, the experience
4	reco	rd that inures to the benefit of the successor
5	empl	oyer shall be determined as follows:
6	(A)	Wages, as used in section 383-61, attributable to
7		the clearly identifiable and segregable portion
8		shall be for the period beginning with the most
9		recent three consecutive calendar years
10		immediately preceding the determination of rates
11		under sections 383-63 to 383-69 and through the
12		date of acquisition; and
13	(B)	Reserve balance attributable to the clearly
14		identifiable and segregable portion shall be the
15		amount determined by dividing the wages, as used
16		in section 383-61, of the clearly identifiable
17		and segregable portion in the three calendar
18		years (or that lesser period as the clearly
19		identifiable and segregable portion may have been
20		in operation) immediately preceding the

computation date of the rating period prior to

which the acquisition occurred by the total

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taxable payrolls of the predecessor for the
three-year period (or that lesser period as the
clearly identifiable and segregable portion may
have been in operation) and multiplying the
quotient by the reserve balance of the
predecessor employer calculated as of the
acquisition date;

provided the waiver or waivers required herein are filed with the department within sixty days after the date of acquisition, the successor employing unit, unless already an employer subject to this chapter, shall be subject from the date of acquisition to the rate of contribution of the predecessor or of two or more predecessors if they have the same contribution rate. If there are two or more predecessors having different contribution rates, the successor shall be subject to the rate prescribed for new or newly covered employers under paragraph (2) until the next determination of rates under sections 383-63 to 383-69, at which time the experience records of the predecessors and successor shall be combined and shall be deemed to be the experience record of a single

1	employing unit and the successor's rate shall
2	thereupon be determined upon the basis of the combined
3	experience. If the successor at the time of the
4	transfer is an employer subject to this chapter, the
5	rate of contribution to which the successor is then
6	subject shall remain the same until the next
7	determination of rates under sections 383-63 to
8	383-69, at which time the experience records of the
9	predecessor and successor shall be combined and shall
10	be deemed to be the experience record of a single
11	employing unit and the successor's rate shall
12	thereupon be determined upon the basis of the combined
13	experience. For the purpose of determination of rates
14	under sections 383-63 to 383-69 of all successor
15	employing units, waivers as required herein, if not
16	previously filed as hereinabove provided, shall be
17	filed with the department not later than March 1 of
18	the year for which the rate is determined; provided
19	that no waiver shall be accepted by the department for
20	filing unless the employing unit executing the waiver
21	has filed all reports and paid all contributions
22	required by this chapter;

1	(6)	The department may prescribe rules for the
2		establishment, maintenance, and dissolution of joint
3		accounts by two or more employers, and, in accordance
4		with the rules and upon application by two or more
5		employers to establish such an account, or to merge
6		their several individual accounts in a joint account,
7		shall maintain the joint account as if it constituted
8		a single employer's account. The rules shall be
9		consistent with the federal requirements for
10		additional credit allowance in section 3303 of the
11		federal Internal Revenue Code and consistent with this
12		chapter;
13	(7)	Whenever there is an amendment to this chapter which,
14		if immediately effective, would change an employer's
15		rate of contributions, the rate of the employer shall
16		be changed in accordance with the amendment and the
17		new rate shall apply for the remainder of the calendar
18		year beginning with the calendar quarter immediately
19		following the effective date of the amendment
20		providing for the change, unless otherwise provided by
21		the amendment;

1	(8)	For the purposes of this section "contribution rate"
2		shall mean the basic contribution rate as defined in
3		section 383-68 when applied to calendar year 1978 or
4		any calendar year thereafter; and
5	(9)	For the purposes of this section, the terms "employing
6		unit", "employer", "predecessor", and "successor"
7		shall include both the singular and the plural of each
8		term. Nothing in this section shall prevent two or
9		more successor employing units, which each succeed to
10		or acquire a clearly identifiable and segregable
11		portion of a predecessor employing unit, from gaining
12		the benefit of the clearly identifiable and segregable
13		portion of the predecessor's experience record;
14	provided	that the terms of this section are complied with,
15	nothing h	erein shall bar a predecessor employer from waiving the
16	rights to	all or the clearly identifiable and segregable portion
17	of the pr	edecessor's prior experience record in favor of a
18	successor	employer where the successor acquired a clearly
19	identifia	ble and segregable portion of the predecessor's

organization, trade, or business after December 31, 1988 and

prior to December 31, 1992.

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1	(b)	Notwithstanding any other provision of this chapter,
2	the follo	wing shall apply regarding assignment of rates and
3	transfers	of experience:
4	(1)	If an employing unit transfers its organization,
5		trade, or business, or a portion thereof, to another
6		employing unit and, at the time of the transfer, there
7		is substantially common ownership, management, or
8		control of the two employing units, both employing
9		units shall file a notification of the transfer with
10		the department on a form approved by the department
11		within thirty days after the date of the transfer.
12		The department shall transfer the experience records
13		attributable to the transferred organization, trade,
14		or business to the employing unit to whom the
15		organization, trade, or business is transferred. The
16		rates of both employing units shall be recalculated
17		and made effective beginning with the calendar quarter
18		immediately following the date of the transfer of the
19		organization, trade, or business;
20	(2)	If a person is not an employing unit as defined in
21		section 383-1 at the time it acquires the

organization, trade, or business of another employing

1	ullit	, both the person and the employing unit shall
2	file	a notification of the acquisition with the
3	depa	rtment on a form approved by the department within
4	thir	ty days after the date of the acquisition. If the
5	depa	rtment determines at the time of the acquisition
6	or t	hereafter, based on objective factors that may
7	incl	ude:
8	(A)	The cost of acquiring the organization, trade, or
9		business;
10	(B)	Whether the person continued the activity of the
11		acquired organization, trade, or business;
12	(C)	How long the organization, trade, or business was
13		continued; or
14	(D)	Whether a substantial number of new employees
15		were hired for performance of duties unrelated to
16		the organization, trade, or business activity
17		conducted prior to the acquisition, that the
18		acquisition was solely or primarily for the
19		purpose of obtaining a lower rate of
20		contribution, the person shall not be assigned
21		the lower rate and shall be assigned the

1		contribution rate for a new or newly covered
2		employer pursuant to subsection (a)(2) instead;
3	(3)	An employing unit or person who is not an employing
4		unit shall be subject to penalties under paragraph (4)
5		or (5) if the employing unit or person who is not an
6		employing unit:
7		(A) Knowingly violates or attempts to violate this
8		subsection or any other provision of this chapter
9		related to determining the assignment of a
10		contribution rate;
11		(B) Makes any false statement or representation or
12		fails to disclose a material fact to the
13		department in connection with the transfer or
14		acquisition of an organization, trade, or
15		business; or
16		(C) Knowingly advises another employing unit or
17		person in a way that results in a violation or
18		attempted violation of this subsection;
19	(4)	If the person is an employing unit:
20		(A) The employing unit shall be subject to the
21		highest rate assignable under this chapter for
22		the calendar year during which the violation or

1		attempted violation occurred and for the
2		consecutive three calendar years immediately
3		following; or
4	(B)	If the employing unit is already at the highest
5		rate or if the amount of increase in the
6		employing unit's rate would be less than two per
7		cent for the calendar year during which the
8		violation or attempted violation occurred, a
9		penalty equal to contributions of two per cent of
10		taxable wages shall be imposed for the calendar
11		year during which the violation or attempted
12		violation occurred and the consecutive three
13		calendar years immediately following. Any
14		penalty amount collected in excess of the maximum
15		contributions payable at the highest rate shall
16		be deposited in the special unemployment
17		insurance administration fund in accordance with
18		section 383-127;
19 (5	i) If t	he person is not an employing unit, the person
20	shal	l be subject to a penalty of not more than \$5,000.
21	The	penalty shall be deposited in the special

1		unem	ployment insurance administration fund in
2		acco	rdance with section 383-127;
3	(6)	For	purposes of this subsection, the following
4		defi	nitions shall apply:
5		(A)	"Knowingly" means having actual knowledge of or
6			acting with deliberate ignorance or reckless
7			disregard for the requirements or prohibition
8			involved;
9		(B)	"Violates or attempts to violate" includes, but
10			is not limited to, intent to evade,
11			misrepresentation, or wilful nondisclosure;
12		(C)	"Person" shall have the same meaning as defined
13			in section 6601(a)(1) of the Internal Revenue
14			Code of 1986, as amended; and
15		(D)	"Organization, trade, or business" shall include
16			the employer's workforce;
17	(7)	In a	ddition to the civil penalties imposed by
18		para	graphs (4) and (5), any violation of this section
19		may	be prosecuted under sections 383-142 and 383-143.
20		No e	xisting civil or criminal remedy for any wrongful
21		acti	on that is a violation of any statute or any rule

H.B. NO. 1500 H.D. 2

1		of the department or the ordinance of any county shall	
2		be excluded or impaired by this section;	
3	(8)	The department shall establish procedures to identify	
4		the transfer or acquisition of an employing unit for	
5		the purposes of this section; and	
6	(9)	This section shall be interpreted and applied in a	
7		manner to meet the minimum requirements contained in	
8		any guidance or regulations issued by the United	
9		States Department of Labor.	
10	<u>(c)</u>	The contribution rate of each employer shall be	
11	reduced a	s follows:	
12	(1)	To sixty-five per cent of that amount from July 1,	
13		2007, to June 30, 2008;	
14	(2)	To seventy-five per cent of that amount from July 1,	
15		2008, and thereafter;	
16	provided	further that the department shall adopt through rules	
17	under cha	pter 91 a contribution rate schedule in accordance with	
18	this subsection."		
19	SECT	ION 5. Statutory material to be repealed is bracketed	
20	and stricken. New statutory material is underscored.		
21	SECT	TION 6. This Act shall take effect on July 1, 2007.	

Report Title:

Employment Security

Description:

Raises the maximum weekly unemployment benefit to 80% of the average weekly wage. Changes employer's contribution rates for the fiscal year 2007-2008 to 65% of amount and thereafter to 75% of the amount. Reduces adequate reserve fund amount after 2007. (HB1500 HD2)