

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 274 Session of 2025

INTRODUCED BY DAWKINS, GROVE, SHUSTERMAN, HARKINS, HILL-EVANS, MARCELL, KHAN, POWELL, VENKAT, DEASY, McNEILL, CARROLL, FREEMAN, SCHLOSSBERG, GIRAL, MAYES, HOWARD, CERRATO AND SANCHEZ, JANUARY 22, 2025

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, JANUARY 22, 2025

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 compensation,
 16 providing for eligibility related to domestic violence.

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

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

22 Section 402.7. Eligibility Related to Domestic Violence.--
 23 (a) An employe shall not be deemed to be ineligible under
 24 section 402(b) for voluntarily leaving employment or section

1 402(e) for failure to attend work if, due to a domestic violence
2 situation, the individual's continued employment would
3 jeopardize the safety of the individual or a member of the
4 individual's family or household.

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

8 (1) An active or recently issued protective order or other
9 order, court records, a police record, medical treatment
10 records, social services records or child protective services
11 records.

12 (2) A statement supporting the existence of recent domestic
13 violence from a qualified professional from whom the individual
14 has sought assistance, such as a counselor, shelter worker,
15 member of the clergy, attorney or health care worker, or a
16 similar statement from a friend or relative from whom the
17 individual has sought assistance.

18 (3) A self-affirmation that the individual's continued
19 employment would jeopardize the safety of the individual or a
20 member of the individual's family or household due to the
21 domestic violence situation.

22 (4) Any other type of evidence that reasonably proves
23 domestic violence.

24 (c) The documentation of domestic violence shall remain
25 confidential, and the department may not disclose the existence
26 of a domestic violence situation in any notice provided to an
27 employer regarding the claim for compensation.

28 (d) If an individual who submits documentation under
29 subsection (b) in a form acceptable to the department is
30 otherwise eligible under section 401, the individual shall be

1 considered eligible, and the department shall expedite a
2 determination of eligibility under section 501. An individual
3 who submits a self-affirmation under subsection (b)(3) shall
4 submit documentation of the domestic violence situation under
5 subsection (b)(1), (2) or (4) to the department within one
6 hundred twenty (120) days of the date of application. This
7 subsection shall not be construed to prohibit redetermination of
8 eligibility within eighteen (18) months of the application for
9 benefits if the department receives information within eighteen
10 (18) months of the application for benefits indicating that the
11 self-affirmation submitted under subsection (b)(3) included
12 false information or an individual fails to submit documentation
13 of the domestic violence situation under subsection (b)(1), (2)
14 or (4) within one hundred twenty (120) days of the date of
15 application.

16 (e) The department shall grant relief from charges under
17 section 302.1 to base year employers for benefit charges related
18 to a claim that is determined eligible in accordance with this
19 section. Relief from charges shall be provided without a request
20 from the employer.

21 (f) Subject to subsection (c), if an employer is granted
22 relief from charges without a request under subsection (e), the
23 department shall notify the employer that relief from charges
24 shall be granted without the need for the employer to submit a
25 request. Notice under this subsection may be included on the
26 eligibility determination provided to the employer or on other
27 relevant claim documentation delivered to the employer.

28 Section 2. The Department of Labor and Industry shall
29 consult with the Office of Victim Advocate and relevant advocacy
30 groups when implementing section 402.7 of the act, including

1 updates to the application for unemployment compensation,
2 updated notices to claimants and employers and the development
3 of any forms related to documentation of a domestic violence
4 situation.

5 Section 3. This act shall take effect in six months.