



LABOR
News to Know

UFBERG
& ASSOCIATES^{LLP}

... WORKING TO PROTECT EMPLOYERS' RIGHTS

LABOR & EMPLOYMENT LAW | 310 PENN AVENUE, SCRANTON, PA 18503

-CLIENT ALERT-
**PENNSYLVANIA EMPLOYERS REQUIRED TO PROVIDE
UNEMPLOYMENT BENEFITS NOTICE
TO EMPLOYEES UPON SEPARATION**

April 27, 2020

The state legislature recently amended the Pennsylvania Unemployment Compensation (UC) Law to require employers to provide separated employees with information about UC benefits.

The new Employer notification must include the following elements:

1. Information about the availability of UC benefits to workers who are unemployed and who meet the requirements of the UC Law.
2. Information about the ability of an employee to file an unemployment compensation claim in the first week that employment ends or hours are reduced.
3. The availability of assistance or information regarding an unemployment compensation claim on the Department of Labor and Industry website, or by calling a toll-free number that the employer shall provide.
4. The information the employee will need in order to file a UC claim, including:
 - a. The employee's full legal name;
 - b. The employee's social security number; and
 - c. If not a citizen or resident of the United States, whether the employee is authorized to work in the United States.

To date, the Department of Labor and Industry has not released a model form for employers to use for purposes of compliance; we have therefore enclosed a model form with this Client Alert. Employers should begin using the form immediately for all separations.

This Client Alert provides a general overview of new Federal legislation. It is not intended to provide legal advice. If you have questions or would like more information about how the new paid leave protections may affect your business, please contact us at (570) 341-8800.