
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, SANCHEZ,
KENYATTA, WARREN, HOHENSTEIN, BOYD, K. HARRIS, MADSEN AND
GREEN, JANUARY 22, 2025

SENATOR PITTMAN, RULES AND EXECUTIVE NOMINATIONS, IN SENATE, RE-
REPORTED AS AMENDED, DECEMBER 8, 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 pay
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 further providing for qualifications required to secure
17 compensation and for ineligibility for compensation,
18 providing for eligibility related to domestic violence and
19 further providing for rate and amount of compensation.

20 The General Assembly of the Commonwealth of Pennsylvania
21 hereby enacts as follows:

22 Section 1. Sections 401(f) and 402(a) of the act of December
23 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1), known as the

1 Unemployment Compensation Law, are amended to read:

2 Section 401. Qualifications Required to Secure
3 Compensation.--Compensation shall be payable to any employe who
4 is or becomes unemployed, and who--

5 * * *

6 (f) Has earned, subsequent to his separation from work under
7 circumstances which are disqualifying under the provisions of
8 subsections 402(b), 402(e), 402(e.1), 402(h) and 402(k) of this
9 act, remuneration for services in an amount equal to or in
10 excess of [six (6)] ~~ten (10)~~ TWELVE (12) times his weekly <--
11 benefit rate in "employment" as defined in this act. The
12 provisions of this subsection shall not apply to a suspension of
13 work by an individual pursuant to a leave of absence granted by
14 his last employer, provided such individual has made a
15 reasonable effort to return to work with such employer upon the
16 expiration of his leave of absence.

17 * * *

18 Section 402. Ineligibility for Compensation.--An employe
19 shall be ineligible for compensation for any week--

20 (a) In which his unemployment is due to failure, without
21 good cause, either to apply for suitable work at such time and
22 in such manner as the department may prescribe, or to accept
23 suitable work when offered to him by the employment office or by
24 any employer, irrespective of whether or not such work is in
25 "employment" as defined in this act: Provided, That such
26 employer notifies the employment office of such offer within
27 seven (7) days after the making thereof; however this subsection
28 shall not cause a disqualification of a waiting week or benefits
29 under the following circumstances: when work is offered by his
30 employer and he is not required to accept the offer pursuant to

1 the terms of the labor-management contract or agreement, or
2 pursuant to an established employer plan, program or policy:
3 Provided further, That a claimant shall not be disqualified for
4 refusing suitable work when he is in training approved under
5 section 236(a)(1) of the Trade Act of 1974[.]: Provided further,
6 that the following apply:

7 (1) A claimant shall make a good faith effort to obtain
8 employment in suitable work. A claimant who has applied for a
9 position may not take any action to unreasonably discourage the
10 claimant's own hire in suitable work, including any of the
11 following:

12 (i) Refusing to attend or failing to participate, without
13 good cause, in a job interview or other applicant selection
14 activity offered by the employer.

15 (ii) Refusing employment, or a referral for employment,
16 without good cause, prior to an interview or a discussion of the
17 details of a job with the employer.

18 (2) Within ninety (90) days of the effective date of this
19 clause, the department shall create forms or update existing
20 forms to enable employers to report claimants who discourage
21 their own hire, as provided in this subsection. The forms shall
22 include notice of the provisions of section 802 of this act.

23 (3) A claimant who unreasonably discourages the claimant's
24 own hire in suitable work shall be considered to have refused an
25 offer of work for purposes of this subsection.

26 (4) ANY OVERPAYMENT THAT RESULTS FROM A DISQUALIFICATION
27 UNDER CLAUSE (1) SHALL BE SUBJECT TO SECTION 804(B).

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28 (5) THE DEPARTMENT SHALL GRANT RELIEF FROM CHARGES UNDER
29 SECTION 302.1 TO BASE YEAR EMPLOYERS FOR BENEFIT CHARGES RELATED
30 TO A CLAIM THAT IS DISQUALIFIED UNDER CLAUSE (1). RELIEF FROM

1 CHARGES SHALL BE PROVIDED WITHOUT A REQUEST FROM THE EMPLOYER.

2 (6) IF AN EMPLOYER IS GRANTED RELIEF FROM CHARGES WITHOUT A
3 REQUEST UNDER CLAUSE (5), THE DEPARTMENT SHALL NOTIFY THE
4 EMPLOYER THAT RELIEF FROM CHARGES SHALL BE GRANTED WITHOUT THE
5 NEED FOR THE EMPLOYER TO SUBMIT A REQUEST. NOTICE UNDER THIS
6 CLAUSE MAY BE INCLUDED ON THE ELIGIBILITY DETERMINATION PROVIDED
7 TO THE EMPLOYER OR ON OTHER RELEVANT CLAIM DOCUMENTATION
8 DELIVERED TO THE EMPLOYER.

9 * * *

10 Section 2. The act is amended by adding a section to read:

11 Section 402.7. Eligibility Related to Domestic Violence.--

12 (a) An employe shall not be deemed to be ineligible under
13 section 402(b) for voluntarily leaving employment or section
14 402(e) for failure to attend work if, due to a domestic violence
15 situation, the individual's continued employment would
16 jeopardize the safety of the individual or a member of the
17 individual's family or household.

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

21 (1) An active or recently issued protective order or other
22 order, court records, a police record, medical treatment
23 records, social services records or child protective services
24 records.

25 (2) A statement supporting the existence of recent domestic
26 violence from a qualified professional from whom the individual
27 has sought assistance, such as a counselor, shelter worker,
28 member of the clergy, attorney or health care worker, or a
29 similar statement from a friend or relative from whom the
30 individual has sought assistance.

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

5 (4) Any other type of evidence that reasonably proves
6 domestic violence.

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

11 (d) If an individual who verifies domestic violence under
12 subsection (b) is otherwise eligible under section 401, the
13 individual shall be considered eligible, and the department
14 shall expedite a determination of eligibility under section 501.

15 (e) An individual who submits a self-affirmation under
16 subsection (b) (3) shall submit documentation of the domestic
17 violence situation under subsection (b) (1), (2) or (4) to the
18 department within one hundred fifty (150) days of the date of
19 application. The department may, for good cause, excuse the
20 requirements or extend the period in which documentation must be
21 provided.

22 (f) The department shall grant relief from charges under
23 section 302.1 to base year employers for benefit charges related
24 to a claim that is determined eligible in accordance with this
25 section. Relief from charges shall be provided without a request
26 from the employer.

27 (g) Subject to subsection (c), if an employer is granted
28 relief from charges without a request under subsection (f), the
29 department shall notify the employer that relief from charges
30 shall be granted without the need for the employer to submit a

1 request. Notice under this subsection may be included on the
2 eligibility determination provided to the employer or on other
3 relevant claim documentation delivered to the employer.

4 ~~Section 3. Section 404(e) (2) (v) of the act is amended to~~ <--
5 ~~read:~~

6 SECTION 3. SECTION 404(E) (2) (V) AND (VI) OF THE ACT ARE <--
7 AMENDED TO READ:

8 Section 404. Rate and Amount of Compensation.--Compensation
9 shall be paid to each eligible employe in accordance with the
10 following provisions of this section except that compensation
11 payable with respect to weeks ending in benefit years which
12 begin prior to the first day of January 1989 shall be paid on
13 the basis of the provisions of this section in effect at the
14 beginning of such benefit years.

15 * * *

16 (e) * * *

17 (2) * * *

18 (v) If, on July 1, [2025] 2027, the trigger percentage <--
19 determined under section 301.7(a) is less than †two hundred <--
20 fifty per centum (250%)† ~~one hundred per centum (100%)~~, the <--
21 following shall apply:

22 (A) Notwithstanding the definition of "highest quarterly
23 wages" in subsection (b), but subject to subclause (vi),
24 "highest quarterly wages" for purposes of this section for
25 calendar years [2026] 2028 and thereafter shall be the average <--
26 of the total wages (computed to the nearest dollar), which were
27 paid to the employe computed as follows:

28 (I) The wages paid to the employe in that calendar quarter
29 in which such total wages were highest during the base year
30 shall be calculated.

(II) The amount calculated under division (I) shall be added to an amount equal to one hundred thirty per centum (130%) of the wages paid to the employee in the calendar quarter in which such total wages were the second highest of any calendar quarter during the base year, provided that the amount added under this division (II) may not be greater than the wages paid to the employee during the highest calendar quarter under division (I).

(III) The sum calculated under division (II) shall be divided by two.

(B) Notwithstanding section 401(a)(2), and except as provided in subsections (a)(3) and (e)(1) and (2), section 401(a) shall require that the second entry in Part A of the table for the determination of rate and amount of benefits, on the line on which there appears the employee's weekly benefit rate, does not exceed sixty-three per centum (63%) of the employee's total base year wages.

(C) NOTWITHSTANDING THE APPLICATION OF AN ALTERNATIVE
CALCULATION FOR "HIGHEST QUARTERLY WAGES" REQUIRED IN THIS
SUBCLAUSE, NO EMPLOYEE SHALL BE FINANCIALLY ELIGIBLE FOR
COMPENSATION IF THE EMPLOYEE'S WAGES IN THE HIGHEST QUARTER OF
THE EMPLOYEE'S BASE YEAR EXCEED SIXTY-THREE PER CENTUM (63%) OF
THE EMPLOYEE'S TOTAL BASE YEAR WAGES.

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(VI) NOTWITHSTANDING THE PROVISIONS OF SUBSECTION (B) AND SUBCLAUSE (V) IF, ON JULY 1, [2026] 2028, OR JULY 1 OF ANY SUBSEQUENT YEAR, THE TRIGGER PERCENTAGE DETERMINED UNDER SECTION 301.7(A) IS AT LEAST TWO HUNDRED FIFTY PER CENTUM (250%), THE FOLLOWING SHALL APPLY:

(A) "HIGHEST QUARTERLY WAGES" FOR THE SUBSEQUENT CALENDAR YEAR AND THEREAFTER SHALL BE DETERMINED AS PROVIDED IN SUBSECTION (B) AND NOT AS PROVIDED IN SUBCLAUSE (V).

1 (B) SECTION 401(A) (2) SHALL APPLY AND NOT SUBCLAUSE (V) (B) .

2 * * *

3 Section 4. The Department of Labor and Industry shall
4 consult with the Office of Victim Advocate and relevant advocacy
5 groups when implementing section 402.7 of the act, including
6 updates to the application for unemployment compensation,
7 updated notices to claimants and employers and the development
8 of any forms related to documentation of a domestic violence
9 situation.

10 Section 5. This act shall take effect as follows:

11 (1) The amendment of section 401(f) of the act shall
12 take effect in one year.

13 (2) The amendment of section 404(e) (2) (v) of the act
14 shall take effect immediately.

15 (3) This section shall take effect immediately.

16 (4) The remainder of this act shall take effect in 60
17 days.