

**GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2009**

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HOUSE DRH50343-MG-44 (2/18)

Short Title: UI/Severely Disabled Veterans.

(Public)

Sponsors: Representative Insko.

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT RELATING TO UNEMPLOYMENT INSURANCE COMPENSATION FOR
3 CERTAIN SEVERELY DISABLED VETERANS DISCHARGED FOR ACTS OR
4 OMISSIONS ATTRIBUTED TO A SERVICE-CONNECTED DISABILITY.

5 Whereas, the public policy of this State declares economic insecurity due to
6 unemployment as a serious menace to the health, morals, and welfare of the people of this
7 State; and

8 Whereas, the State recognizes the great sacrifice veterans have endured to protect
9 this country and State; and

10 Whereas, veterans with service-connected disabilities rated above 60% face great
11 challenges in employment; and

12 Whereas, veterans with severe service-connected disabilities who wish to work
13 should be encouraged as a matter of State policy to seek gainful employment; and

14 Whereas, veterans with severe service-connected disabilities may be terminated for
15 cause, through no fault of their own; Now, therefore,

16 The General Assembly of North Carolina enacts:

17 **SECTION 1.** G.S. 96-8 is amended by adding a new subdivision to read:

18 "(8b) 'Severely disabled veteran' means an honorably discharged veteran of the
19 armed forces of the United States who has received a disability rating from
20 the United States Department of Veterans Affairs that meets the disability
21 percentage requirements set forth in 38 CFR 4.16, as amended, if the veteran
22 (i) has a right to apply to the United States Department of Veterans Affairs
23 for compensation based on total disability or individual unemployability, and
24 (ii) has elected to work instead of assert the right to receive compensation
25 from the United States Department of Veterans Affairs based on total
26 disability or individual unemployability.'"

27 **SECTION 2.** G.S. 96-14(2) reads as rewritten:

28 "(2) For the duration of ~~his~~ the individual's unemployment beginning with the
29 first day of the first week after the disqualifying act occurs with respect to
30 which week an individual files a claim for benefits if it is determined by the
31 Commission that such individual is, at the time such claim is filed,
32 unemployed because he or she was discharged for misconduct connected
33 with ~~his~~ the work. Misconduct connected with the work is defined as
34 conduct evincing such willful or wanton disregard of an employer's interest
35 as is found in deliberate violations or disregard of standards of behavior



1 which the employer has the right to expect of ~~his~~an employee, or in
2 carelessness or negligence of such degree or recurrence as to manifest equal
3 culpability, wrongful intent or evil design, or to show an intentional and
4 substantial disregard of the employer's interests or of the employee's duties
5 and obligations to ~~his~~the employer.

6 'Discharge for misconduct with the work' as used in this section is
7 defined to include but not be limited to separation initiated by an employer
8 for reporting to work significantly impaired by alcohol or illegal drugs;
9 consuming alcohol or illegal drugs on employer's premises; conviction by a
10 court of competent jurisdiction for manufacturing, selling, or distribution of
11 a controlled substance punishable under G.S. 90-95(a)(1) or G.S. 90-95(a)(2)
12 while in the employ of said employer. This phrase does not include
13 discharge or employer-initiated separation of a severely disabled veteran, as
14 defined in G.S. 96-8, for acts or omissions of the veteran that the
15 Commission determines are attributed to a disability incurred or aggravated
16 in the line of duty during active military service, or to the veteran's absence
17 from work to obtain care and treatment of a disability incurred or aggravated
18 in the line of duty during active military service."

19 **SECTION 3.** G.S. 96-14 is amended by adding a new subdivision to read:

20 "(2c) Discharge or employer-initiated separation of a severely disabled veteran, as
21 defined in G.S. 96-8, for acts or omissions of the veteran that the
22 Commission determines are attributed to a disability incurred or aggravated
23 in the line of duty during active military service, or to the veteran's absence
24 from work to obtain care and treatment of a disability incurred or aggravated
25 in the line of duty during active military service, shall not disqualify the
26 veteran from receiving benefits under the substantial fault provisions of
27 subdivision (2a) of this section for any period of time."

28 **SECTION 4.** This act is effective when it becomes law.