



**SOUTH CAROLINA DEPARTMENT OF EMPLOYMENT & WORKFORCE
COLUMBIA, SOUTH CAROLINA**

UNEMPLOYMENT INSURANCE DIVISION

Unemployment Insurance
Instructions No. DC-476
April 1, 2012

Disqualification Parameters for Discharge Issues

The ineligibility period must be determined by the Department in each case according to the seriousness of the cause for discharge. The parameters set forth in this policy will be the standards by which all discharges issues will be adjudicated.

Section 41-35-120 Disqualification for Benefits
Any insured worker is ineligible for benefits for:

(2) Discharge for cause connected with the employment. If the Department finds that he has been discharged for cause connected with his most recent work prior to filing a request for determination of insured status or a request for initiation of a claim series within an established benefit year, with ineligibility beginning with the effective date of the request, and continuing not less than five nor more than the next twenty [note re: the current law still reads twenty-six], in addition to the waiting period, with a corresponding and mandatory reduction of the insured worker's benefits to be calculated by multiplying his weekly benefit amount by the number of weeks of his disqualification.

For claims adjudicated on or after April 1, 2012, the parameters for the number of weeks of disqualification that will be imposed for the following separation reasons are:

<u>Reason for Separation</u>	<u>Number of Weeks</u>
• Absenteeism for Medical Reason	5-10
• Improper Actions on the Job	16-20
• Theft (if less than \$50.00)	16-20
• Absenteeism/Tardiness (non-medical)	16-20
• Poor Attitude	16-20
• Poor Quality of Work	16-20
• Violation of Company Policy	16-20

Note: For determinations that are being corrected, if the date of adjudication was prior to April 1, 2012 the old disqualification parameters will be applied the corrected determination.