

FINAL BILL REPORT

SHB 1278

C 51 L 07

Synopsis as Enacted

Brief Description: Modifying industry average unemployment contribution rates.

Sponsors: By House Committee on Commerce & Labor (originally sponsored by Representatives Conway, Simpson and Kenney; by request of Governor Gregoire).

House Committee on Commerce & Labor

Senate Committee on Labor, Commerce, Research & Development

Background:

Washington's unemployment insurance system requires covered employers to pay contributions on a percentage of taxable payroll. The contributions of covered employers are held in trust to pay benefits to unemployed workers. The contribution rates are the sum of an array calculation factor rate, a graduated social cost factor rate, and in some circumstances, a solvency surcharge.

For qualified employers:

- The array calculation factor rate depends on the employer's layoff experience. Employers are placed in one of 40 rate classes, with the array calculation factor rate ranging from 0 percent to 5.4 percent.
- A flat social cost factor rate is calculated as the difference between benefits paid and taxes paid, divided by total taxable payroll. The amount is then adjusted for the months of benefits in the trust fund. Employers pay a graduated social cost factor rate, ranging from 78 percent to 120 percent of the flat rate, depending on the employer's rate class.

Nonqualified employers include those who have had employees for two years or less as of April 1 of the previous year. Unemployment insurance contribution rates for new employers are 115 percent of average industry rates. The rates are subject to the following limitations:

- The array calculation factor rate may not be less than 1 percent or more than 5.4 percent (the rate in rate class 40).
- The social cost factor rate is may not be more than the rate assigned to rate class 40.

Summary:

Unemployment insurance contribution rates for new employers are:

- 90 percent of average industry rates if, in the three fiscal years prior to the computation date, benefits charged to new employers are less than 95 percent of contributions paid by new employers;
- 100 percent of average industry rates if benefits charged are at least 95 percent but less than 105 percent of contributions paid; and
- 115 percent of average industry rates if benefits charged are at least 105 percent of contributions paid.

The rates are subject to the following limitations:

- The array calculation factor rate may not be less than 1 percent or more than 5.4 percent (the rate in rate class 40).
- The social cost factor rate may not be more than the rate assigned to rate class 40.

Votes on Final Passage:

House 96 0

Senate 43 3

Effective: July 22, 2007