

House Bill 112

By: Representatives Borders of the 142nd, Black of the 144th, Shaw of the 143rd, Smith of the 76th and Campbell of the 39th

A BILL TO BE ENTITLED
AN ACT

1 To amend Code Section 34-8-194 of the Official Code of Georgia Annotated, relating to
2 grounds for disqualification for employment security benefits, so as to change provisions
3 relating to the effect of discharge from employment because of absenteeism caused by
4 illness; to provide for related matters; to provide for an effective date and for applicability;
5 to repeal conflicting laws; and for other purposes.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

7 **SECTION 1.**

8 Code Section 34-8-194 of the Official Code of Georgia Annotated, relating to grounds for
9 disqualification for employment security benefits, is amended by striking division (2)(B)(iii)
10 and inserting in its place a new division to read as follows:

11 "(iii) The discharge occurred because of absenteeism and the absences were caused
12 by illness of the claimant or a family member, unless: (I) the claimant has without
13 justification failed to notify the employer; or (II) the claimant's absenteeism violated
14 the employer's attendance policies, orders, rules, or instructions; the claimant was
15 made aware of such attendance policies, orders, rules, or instructions by the employer
16 or through common knowledge; and such attendance policies, orders, rules, or
17 instructions are lawful and reasonably related to the job environment and job
18 performance;".

19 **SECTION 2.**

20 This Act shall become effective on July 1, 2003, and shall apply with respect to discharges
21 occurring on or after that date.

22 **SECTION 3.**

23 All laws and parts of laws in conflict with this Act are repealed.