

DISQUALIFICATION PARAMETERS FOR NONMONETARY ADJUDICATION

<u><i>Reason for Separation</i></u>	<u><i># Weeks</i></u>
• Absenteeism/Tardiness	6 – 12
• Poor Quality Work	6 – 10
• Poor Attitude	7 – 12
• Neglect of Duty	8 – 14
• Sleeping On the Job	8 – 16
• Fighting on the Job	15 – 18
• Insubordination	12 – 18
• Drugs/Alcohol	18 – 26
(18 weeks for refusing to take test)	
(18 – 26 weeks for failing test)	
(26 weeks for use of illegal drugs)	
• Patient Abuse	20 – 26
• Company Property Damage	8 – 20
• Theft	8 - 26
(8 – 12 weeks if minor)	
(20 – 26 weeks if major with evidence)	

PROPOSAL #1

DISQUALIFICATION PARAMETERS FOR NONMONETARY ADJUDICATION

<u>Reason for Separation</u>	<u># Weeks</u>
• Absenteeism/Tardiness	10 – 15
• Poor Quality Work	10 – 15
• Poor Attitude	10 – 15
• Neglect of Duty	12 – 16
• Sleeping On the Job	12 – 18
• Fighting on the Job	18 – 22
• Insubordination	18 – 22
• Drugs/Alcohol	22 – 26
(22 weeks for refusing to take test) (22 – 26 for failing test) (26 for use of illegal drugs)	
• Patient Abuse	22 – 26
• Company Property Damage	12 – 20
• Theft	14 - 26
(14 – 19 weeks if minor) (20 – 26 weeks if major with evidence)	

PROPOSAL #2

DISQUALIFICATION PARAMETERS FOR NONMONETARY ADJUDICATION

<u>Reason for Separation</u>	<u># Weeks</u>
• Absenteeism/Tardiness	11 – 17
• Poor Quality Work	11 – 15
• Poor Attitude	12 – 17
• Neglect of Duty	13 – 19
• Sleeping On the Job	13 – 21
• Fighting on the Job	20 – 23
• Insubordination	17 – 23
• Drugs/Alcohol	23 – 26
(23 weeks for refusing to take test)	
(23– 26 weeks for failing test)	
(26 weeks for use of illegal drugs)	
• Patient Abuse	20 – 26
• Company Property Damage	13 – 26
• Theft	13 – 26
(13 – 17 weeks if minor)	
(20 – 26 weeks if major with evidence)	

PROPOSAL #3

DISQUALIFICATION PARAMETERS FOR NONMONETARY ADJUDICATION

The following separation reasons would be considered “gross misconduct” and carry a more severe penalty than mentioned in Proposals #1 and #2. Individuals found to have been discharged for cause for these offenses would carry an indefinite disqualification and require the individual to re-qualify with employment in the employ of a single employer and earn at least eight (8) times his/her weekly benefit amount. Enactment of these parameters would require legislation to amend Section 41-35-120 (2) of the South Carolina Employment Security Law.

- **Company Property Damage**
- **Drugs/Alcohol**
 - (refusing to take test, failing test, use of illegal drugs)
- **Fighting on the Job**
- **Insubordination**
- **Patient Abuse**
- **Sleeping On the Job**
- **Theft**