

The program is designed to prevent the dispersal of the employers' trained labor force, the sacrifice of skills, and the breakdown of labor standards during temporary unemployment. To accomplish these general aims, the program has the following specific objectives:

- a. To cover so far as feasible all workers subject to the risk of involuntary unemployment;
- b. To disperse benefits to those workers who have demonstrated a recent and substantial attachment to the covered labor force;
- c. To provide to eligible claimants weekly income sufficient to meet their nondeferrable expenditures, replacing enough of wage loss so that most workers need not turn to other forms of aid, but not so much in relation to recent earnings as to weaken incentives to return to work;
- d. To provide income sufficient in duration to insure protection through temporary periods of unemployment;
- e. To limit the unemployment to be compensated to that due to lack of work, (1) by requiring claimants to be able to work and available for suitable work and (2) by temporarily disqualifying claimants who leave work voluntarily without good cause, who are discharged for misconduct connected with their work, who refuse suitable work without good cause, or who are unemployed because of direct participation in a stoppage of work due to a labor-management dispute at the establishment at which they were last employed, but without rigid requirements or harsh penalties;
- f. To help maintain desirable labor mobility by providing benefits for unemployed individuals who have worked in more than one State or who have moved to another State in search for work through interstate arrangements for combining wages, paying benefits, and holding benefit appeals;
- g. To provide financing for benefits that will yield funds sufficient to insure payment of adequate benefits, in bad years as well as good years, and to establish a tax structure that will encourage employers to stabilize employment without interfering with the overall objectives of the program;
- h. To provide benefits promptly when due and through appropriate administrative procedures;
- i. To assure that claimants and employers understand their rights and responsibilities, that misrepresentation by either claimants or employers is subject to suitable penalties, and that improper payments are avoided;
- j. To increase opportunities for reemployment of claimants through proper coordination with the Employment Service; and
- k. To provide public information on the number and characteristics of the unemployed and the contribution of the program to individuals and to the economy.

2. Operation

Unemployment Insurance operates under State laws, administered by State officials. Revenues to finance benefits to the unemployed are obtained through payroll taxes on employers in each State (and on workers in three States). Benefits are determined in accordance with the individual worker's previous employment and earnings. Claims are processed through public employment offices and claimants must