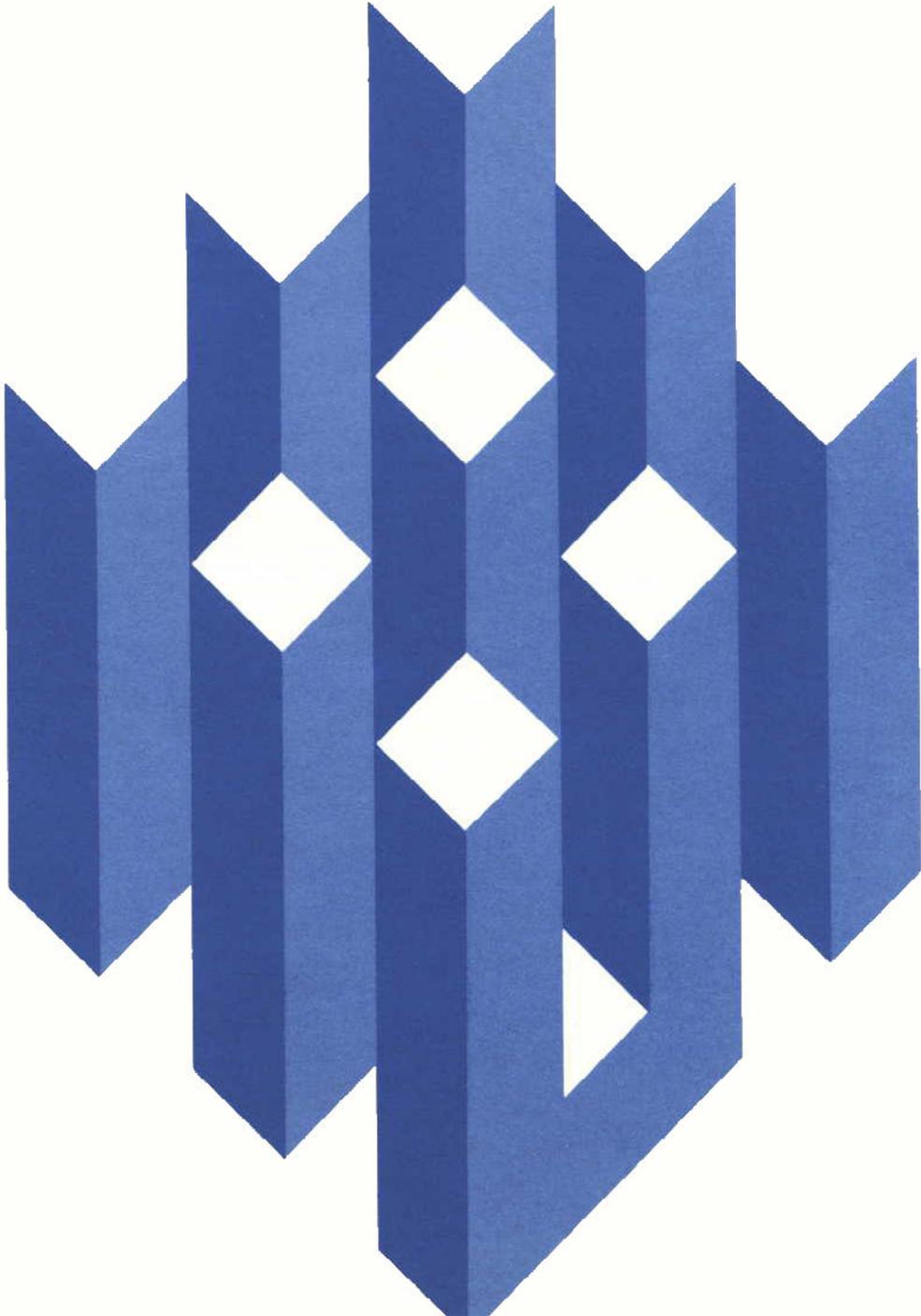




# A Study of Measures of Substantial Attachment to the Labor Force Volume II

U. S. Department of Labor  
Employment and Training Administration



# **A Study of Measures of Substantial Attachment to the Labor Force Volume II**

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Unemployment Insurance Service

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This report was prepared by Christopher Pleatsikas, Lawrence Neil Bailis, and Judith Dernburg, of Urban Systems Research and Engineering, Inc., Cambridge, Mass., under the sponsorship of the Unemployment Insurance Service of the Employment and Training Administration, U.S. Department of Labor. Because researchers are encouraged to express their own viewpoints, the opinions offered in this document do not necessarily represent the official position or policy of the Department of Labor.



PREFACE

This report presents the results of a year-long study of the alternative measures of labor force attachment used by the States in determining eligibility for unemployment insurance. The findings and conclusions of the study are presented in Volume I of the report. Volume II contains the review of the literature that we conducted on this topic, and appendices containing backup data for some of the analyses presented in Volume I.

We are grateful to Ms. Esther Fink, and John Robinson of the Unemployment Insurance Service and Saul J. Blaustein of the W.E. Upjohn Institute for Employment Research for their guidance throughout our research and their specific suggestions for strengthening our draft report.



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VOLUME II

APPENDICES

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TABLE OF CONTENTS

	<u>Page</u>
APPENDIX A: <u>LITERATURE REVIEW</u>	1
A.1 Introduction	1
A.2 Theory of Labor Market Behavior	2
A.2.1 Segregated Labor Markets	2
A.2.2 Job Search and Eligibility for Unemployment Insurance Benefits	4
A.2.3 The Effect of Eligibility for Unemployment Insurance Bene- fits on Duration of Unemployment	5
A.2.4 Conclusions	7
A.3 The Economics of Unemployment Insurance	7
A.3.1 The Economic Relationship Be- tween Unemployment Insurance and Labor Market Attachment	10
A.3.2 Conclusions	12
A.4 Legislation--Perspectives and Proposals	12
A.4.1 Definitions of Attachment	13
A.4.2 Coverage of Seasonal Workers	17
A.4.3 Unemployment Insurance and Welfare Policy	20
A.5 State Studies on Labor Market Attach- ment	
A.6 Conclusions from the Literature	27
APPENDIX B: <u>APPENDIX TO CHAPTER 2: DESCRIPTION OF SAMPLING AND DATA COLLECTION</u>	34
B.1 Introduction	34
APPENDIX C: <u>APPENDIX TO CHAPTER 3: CROSSTABULATIONS</u>	66
APPENDIX D: <u>APPENDIX TO CHAPTER 4: DATA FOR IMPACT ANALYSIS</u>	86
APPENDIX E: <u>APPENDIX TO CHAPTER 5: SEASONALITY OF CLAIMS DATA</u>	130

LIST OF EXHIBITS

APPENDIX B

<u>Exhibit</u>	<u>Title</u>	<u>Page</u>
B-1	Employment by Sector As a Percentage of Total Non-Agricultural Employment for the U.S. and Nine States	39
B-2	Industrial Composition--Manufacturing Employment by Two-Digit SIC Sector As a Percentage of Total Manufacturing Employment	40
B-3	Unemployment Rate 1970-1976	41
B-4	Population Variables	42
B-5	Agricultural Employment (for 1974)	43
B-6	UI Information Available for Sample States	44
B-7	Michigan Form 1554	45
B-8	Michigan Form 1575A	47
B-9	Michigan Coding Form	48
B-10	Data Elements--Minnesota File	51
B-11	New York State: Calendar Year 1976--Monetary Determinations	52
B-12	Coding Sheet--New York State Office	53
B-13	New York State	56
B-14	State of Oregon--Employment Office File Description	59

APPENDIX C

<u>Exhibit</u>	<u>Title</u>	<u>Page</u>
C-1	Weeks of Work by Sex	66
C-2	Weeks of Work by Race	66
C-3	Weeks of Work by Age	67
C-4	Weeks of Work by Education	68
C-5	Weeks of Work by Occupation	69
C-6	Weeks of Work by Industry of Employment	70
C-7	Average Weekly Wage by Weeks of Work	71
C-8	Weeks of Work by Sex	72
C-9	Weeks of Work by Age	72
C-10	Weeks of Work by Education	73
C-11	Weeks of Work by Occupation	74

LIST OF EXHIBITS (continued) Page 2

<u>Exhibit</u>	<u>Title</u>	<u>Page</u>
C-12	Weeks of Work by Industry of Employment	75
C-13	Average Weekly Wage by Weeks of Work	76
C-14	Weeks of Work by Sex	77
C-15	Weeks of Work by Race	77
C-16	Weeks of Work by Age	78
C-17	Weeks of Work by Education	78
C-18	Weeks of Work by Occupation	79
C-19	Weeks of Work by Industry of Employment	80
C-20	Average Weekly Wage by Weeks of Work	81
C-21	Weeks of Work by Sex	82
C-22	Weeks of Work by Age	82
C-23	Weeks of Work by Occupation	83
C-24	Weeks of Work by Industry of Employment	84
C-25	Average Weekly Wage by Weeks of Work	85

APPENDIX D

<u>Exhibit</u>	<u>Title</u>	<u>Page</u>
D-1	Weeks of Work by Sex	87
D-2	Weeks of Work by Race	87
D-3	Weeks of Work by Education	88
D-4	Weeks of Work by Age	88
D-5	Weeks of Work by Average Weekly Wage	89
D-6	Weeks of Work by Occupation	89
D-7	Weeks of Work by Industry of Employment	90
D-8	Weeks of Work by Sex	91
D-9	Weeks of Work by Education	91
D-10	Weeks of Work by Age	92
D-11	Weeks of Work by Average Weekly Wage	92
D-12	Weeks of Work by Total Base Year Wages	93
D-13	Weeks of Work by Occupation	93
D-14	Weeks of Work by Industry of Employment	94
D-15	Multiple of Weekly Benefit Amount by Sex	95

LIST OF EXHIBITS (continued) Page 3

<u>Exhibit</u>	<u>Title</u>	<u>Page</u>
D-16	Multiple of Weekly Benefit Amount by Education	95
D-17	Multiple of Weekly Benefit Amount by Age	96
D-18	Multiple of Weekly Benefit Amount by Average Weekly Wage	96
D-19	Multiple of Weekly Benefit Amount by Total Base Year Wages	97
D-20	Multiple of Weekly Benefit Amount by Occupation	97
D-21	Multiple of Weekly Benefit Amount by Industry of Employment	98
D-22	Multiple of Weekly Benefit Amount by Quarters with Wages	99
D-23	Multiple of High Quarter Earnings by Sex	100
D-24	Multiple of High Quarter Earnings by Education	100
D-25	Multiple of High Quarter Earnings by Age	101
D-26	Multiple of High Quarter Earnings by Average Weekly Wage	101
D-27	Multiple of High Quarter Earnings by Total Base Year Wages	102
D-28	Multiple of High Quarter Earnings by Occupation	102
D-29	Multiple of High Quarter Earnings by Industry of Employment	103
D-30	Weeks of Work by Sex	104
D-31	Weeks of Work by Race	104
D-32	Weeks of Work by Education	105
D-33	Weeks of Work by Age	106
D-34	Weeks of Work by Average Weekly Wage	106
D-35	Weeks of Work by Total Base Year Wages	107
D-36	Weeks of Work by Occupation	107
D-37	Weeks of Work by Industry of Employment	108
D-38	Multiple of Weekly Benefit Amount by Sex	109
D-39	Multiple of Weekly Benefit Amount by Race	109

LIST OF EXHIBITS (continued) Page 4

<u>Exhibit</u>	<u>Title</u>	<u>Page</u>
D-40	Multiple of Weekly Benefit Amount by Education	110
D-41	Multiple of Weekly Benefit Amount by Age	111
D-42	Multiple of Weekly Benefit Amount by Average Weekly Wage	111
D-43	Multiple of Weekly Benefit Amount by Total Base Year Wages	112
D-44	Multiple of Weekly Benefit Amount by Occupation	112
D-45	Multiple of Weekly Benefit Amount by Industry of Employment	113
D-46	Weeks of Work by Sex	114
D-47	Weeks of Work by Age	114
D-48	Weeks of Work by Average Weekly Wage	115
D-49	Weeks of Work by Total Base Year Wages	115
D-50	Weeks of Work by Occupation	116
D-51	Weeks of Work by Industry of Employment	116
D-52	Weeks of Work by Quarters with Wages	117
D-53	Multiple of Weekly Benefit Amount by Sex	118
D-54	Multiple of Weekly Benefit Amount by Age	118
D-55	Multiple of Weekly Benefit Amount by Average Weekly Wage	119
D-56	Multiple of Weekly Benefit Amount by Total Base Year Wages	120
D-57	Multiple of Weekly Benefit Amount by Occupation	121
D-58	Multiple of Weekly Benefit Amount by Industry of Employment	122
D-59	Multiple of Weekly Benefit Amount by Quarters With Wages	123
D-60	Multiple of High Quarter Earnings by Sex	124
D-61	Multiple of High Quarter Earnings by Age	124
D-62	Multiple of High Quarter Earnings by Average Weekly Wage	125

LIST OF EXHIBITS (continued) Page 5

<u>Exhibit</u>	<u>Title</u>	<u>Page</u>
D-63	Multiple of High Quarter Earnings by Total Base Year Wages	126
D-64	Multiple of High Quarter Earnings by Occupation	127
D-65	Multiple of High Quarter Earnings by Industry of Employment	128
D-66	Multiple of High Quarter Earnings by Quarters with Wages	129

APPENDIX E

<u>Exhibit</u>	<u>Title</u>	<u>Page</u>
E-1	Seasonality of Claims Data (by Percent of Total Claimants in Each Sector Filing in Each Month)	130

APPENDIX A  
LITERATURE REVIEW

A.1 Introduction

Eligibility for unemployment insurance benefits is, in large part, determined by previous labor market attachment. This requires that there be an appropriate definition of labor market activity and labor force attachment. In this Appendix we examine the literature on several topics:

- The theory of labor market behavior: in Section A.2 we review the theories of labor market participation and job search behavior. Although unemployment insurance is not discussed explicitly, general labor market behavior and the aggregate level of employment have substantial effects upon the cost of the program, the eligible population, and other elements of program design.
- The economics of unemployment insurance: in Section A.3 we review the effects of unemployment insurance upon job search behavior and the level and duration of unemployment. Articles included review the effects of Unemployment Insurance on seasonal industries, as well as the impacts of Unemployment Insurance on job search behavior and re-employment wages.

- Legislation -- perspectives and proposals: two specific areas of interest -- labor force attachment criteria and seasonality -- have been the subject of several legislative reviews and are reviewed in Section A.4. The treatment of seasonality is extensive and various legislative proposals are reviewed.
- State studies: in Section A.5, the results of nine State studies are described and their relevance to this study discussed.

## A.2 Theory of Labor Market Behavior

### A.2.1 Segregated Labor Markets

There are two major areas within the theory of labor market behavior that are relevant to a discussion of different definitions of labor market attachment. The first of these areas we would like to examine is the concept of dual labor markets. The dual labor market theory posits the existence of two different types of labor markets. The first, the primary labor market, is characterized by well-defined points of entry and exit, as well as career ladders. People who work in the primary labor market are likely to be covered by unemployment insurance and are less likely to be young, female and black. The secondary labor market, on the other hand, is extremely fluid--people drop in and out of the labor force rather than becoming unemployed. Individuals in this market are less likely to be covered by unemployment insurance; their labor market behavior consists of frequent entry and withdrawal; they are frequently young, black, female and poor.

There are other splits in the labor market which are useful to consider in a review of labor market behavior. In this category we include the Doeringer/Piore distinction between an internal and external labor market.\* Doeringer and Piore

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\*Doeringer, Peter B. and Michael J. Piore, Internal Labor Markets and Manpower Analysis, 1971.

feel that neoclassical economic theory is an inadequate framework for analyzing labor markets as they currently exist in modern industrial society:

The central concept around which this volume is organized is that of the internal labor market, an administrative unit, such as a manufacturing plant, within which the pricing and allocation of labor is governed by a set of administrative rules and procedures. The internal labor market, governed by administrative rules, is to be distinguished from the external labor market of conventional economic theory where pricing allocations and framing decisions are controlled directly by economic variables.\*

The two markets are inter-connected, with some internal jobs filled from the external market, while most internal jobs are shielded from the "direct influences of competitive forces in the external market."\*\*

According to these authors, internal labor markets are "generated by a series of factors not envisioned in conventional economic theory: (1) skill specificity, (2) on-the-job training, and (3) customary law." They developed to protect the stability of production and the job security of employees. One of the most salient features of the dual labor market is the long-term stability of wages and allocative structure, both of which tend to inhibit efficiency and insulate employers and employees from uncertainty.

The existence of internal labor markets has numerous implications for unemployment. In the neoclassical sense, internal labor markets are an impediment to the achievement of economic efficiency. We see this demonstrated by a tendency to lay-off less senior persons -- that is, those people who have just entered a market tend to be laid off whether or not this is the most efficient economic decision.

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\*Doeringer and Piore, op. cit., pp. 1-2.

\*\*Ibid., p. 2.

One of the most important impacts of dual labor markets on unemployment and labor market behavior is the perpetuation of discrimination and therefore, perpetuation of higher rates of unemployment among blacks, women and other minorities. Internal labor markets are costly, both in terms of their impact on unemployment rates as well as the institutional costs of inefficiency. Finally, the job search behavior implied by internal labor markets is one of the old-boy networks and informal procedures.

A.2.2 Job Search and Eligibility for Unemployment Insurance Benefits

Also relevant to an analysis of labor market attachment is the relationship between job search, the duration of unemployment and unemployment insurance. The conventional wisdom has been that job search is much more efficient if the searcher is unemployed.

Peter Mattila (1974) has studied job quitters in contrast to those who lined up new jobs before they quit, and questions this conclusion.\* In Mattila's earlier work he had argued that the worker maximized utility in lining up a job before quitting whenever the expected cost of unemployment search exceeded the additional pay-off of more intensive search while unemployed. The empirical evidence he analyzed in this study pointed to the fact that a significantly higher percentage of quitters who line up a job in advance obtain a wage increase than those who do not do so. He recommends that future job search models include quit rates having two components: a small exogeneous flow of quits into unemployment, and a larger endogeneous flow of

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\*Mattila, J. Peter, "Job Quitting and Frictional Unemployment," American Economic Review, March, 1974.

utility maximizing workers who move directly from job to job.

Once a worker is unemployed his acceptance wage is directly related to his expected length of unemployment. The expected length of unemployment is also related to the job vacancies available so that acceptance wages, vacancies, and expected unemployment duration are all related. Because the "optimal acceptance wage is a function of the individual discount rate, the level of unemployment compensation and the proportion of jobs open to the participants," an increase in unemployment compensation will, ceteris paribus, increase the duration of unemployment because it increases the acceptance wage.\*

Other studies of job search and eligibility for unemployment compensation suggest that the unemployed devote very little time actually searching for a job.\*\* Gordon (1973) discounts the importance of unemployment benefits in keeping unemployment rates high and search time low because the benefits to gross earnings ratio is low and because less than half the workers who are unemployed are covered by unemployment insurance.

#### A.2.3 The Effect of Eligibility for Unemployment Insurance Benefits on Duration of Unemployment

Perhaps the most influential thinker in the field of unemployment insurance today is Martin Feldstein of Harvard. In a paper entitled, "Lowering the Permanent Rate of Unemployment," Feldstein concludes that unemployment insurance has a significant effect upon increasing the unemployment rate and the duration of unemployment. Feldstein discusses various aspects of solutions to the unemployment problem and assesses the effectiveness and limitations of decreasing unemployment by using fiscal policies to stimulate demand. He concludes that a significant drop in unemployment cannot be achieved through demand stimulation.

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\*Mortenson, L.T., "Job Search, The Duration of Unemployment, and the Phillips Curve," American Economic Review, December 1970.

\*\*Gordon, Robert J., "The Welfare Cost of Higher Unemployment," The Brookings Papers on Economic Activity, 1973, No. 1.

He also examines the structure of unemployment; he finds that the description of a group of hard-core unemployed unable to find jobs is not an appropriate model. More accurate would be a description of an employment market in which there are many available jobs as well as people unemployed. However, these jobs are unattractive because of bad working conditions and their low rate of pay, or are unrewarding because they are not pathways to better jobs. (In other words, many of these jobs are part of the secondary labor market.) Individuals who work at such jobs are often characterized by weak labor force attachment, frequent quits and numerous and long spells of unemployment.

Feldstein describes United States unemployment as characterized by a shorter average duration, high labor market turnover rate, and frequent quits compared to Western European countries. He also describes the labor market attachment of individuals in demographic groups and finds substantial variation among groups in the response of unemployment to aggregate economic demands. The clear implication of his analysis, as well as that of others, is that a very tight labor market would still be consistent with some groups having very high unemployment rates, particularly among the young and non-white.

Feldstein looks for ways in which to improve the incentive effect of unemployment insurance. He believes that unemployment insurance currently has two substantial adverse incentives. These include (1) increasing the duration of unemployment because of the high benefit to wage ratio, and (2) encouraging seasonal, cyclical or casual work patterns by employers and employees. The latter effect arises because seasonal employers and employees do not pay their fair share of unemployment insurance costs because of ceiling tax rates in effect in all States. He has proposed to eliminate these adverse effects by removing maximum tax rate in the employers' experience rating system (or even shifting the basis of experience rating to the

individual) and second, by removing the income tax exemption for Unemployment Insurance benefits.

Feldstein has been criticized on many accounts. One of the criticism relates to his calculation of the wage replacement ratio. It has been pointed out that wage replacement does not include fringe benefits, and that the wage replacement ratio for individuals in the primary labor market is substantially overstated by Feldstein. Workers in the secondary labor market may well be facing the high wage replacement ratios he cites.

#### A.2.4 Conclusions

The relationship between job search behavior, dual labor markets, and unemployment insurance and measures of attachment is quite complex. The literature reviewed in this section suggests the following types of models: the availability of unemployment insurance makes it more feasible for an individual to be unemployed and search for work. Because of the requirement that the individual be available and ready to work, unemployment insurance does not nominally increase the availability of leisure. In addition, if we believe the evidence, higher wages are associated with searching for work while still employed rather than experiencing unemployment. Thus, for many individuals unemployment remains an involuntary state.

The existence of the dual labor market implies that unemployment will tend to be bi-modally distributed -- the primary labor market being male, white and involuntarily unemployed and characterized by substantial attachment, while the secondary labor market is likely to be non-white, female, low-skilled and characterized by relatively low previous labor market attachment.

#### A.3 The Economics of Unemployment Insurance

There are direct links between labor market attachment and the characteristics of the unemployment insurance program. Previously we hypothesized conclusions about the impact of the

unemployment insurance system on such variables as job search behavior, duration of unemployment, distribution of unemployment. Many of the papers reviewed for this section deal directly with such problems.

One of the more interesting treatments of unemployment insurance and job search is that of Steven Marston in a paper entitled "The Impact of Unemployment Insurance on Job Search"\* Marston tends to agree with Feldstein, having determined that empirical evidence supports the contention that unemployment insurance subsidizes workers to extend the duration of unemployment.

Among other conclusions Marston draws from this study are:

- The experience rating system ideally taxes employers on a rate equal to the benefits paid to their former employees; the maximum and minimum tax rate allows some firms to pay less than their employees receive and some firms to pay more.
- "In a world of people, labor demand and limited job vacancies, the inflationary impact of unemployment insurance seems more relevant than its unemployment impact. The system imparts an inflationary bias to the labor market aside from the automatic increase in government expenditures that it causes. If unemployment insurance did not exist to provide income support to the unemployed, a given amount of unemployment would have a greater downward pressure on wages than now obtained because workers would be more inclined to accept low-paying jobs. In 1975 the impact of unemployment insurance is probably manifested in less deceleration in wages and prices than would have been achieved without the system, rather than a big increase in unemployment."\*\*
- Marston's study demonstrates that a small amount of unemployment in the United States -- between 0.2 and 0.3% of the labor force-- is caused by the unemployment insurance

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\*Marston, Steven, "The Impact of Unemployment Insurance on Job Search", Brookings Papers on Economic Activity, 1975.

\*\*Ibid.

system. This is not a figure that supports the notion of armies of unemployed malingerers and chiselers.

- If unemployment insurance, by enabling people to increase the time spent searching for a new job, improves the job match, then the cost in terms of income redistribution and additional unemployment is probably justified. After all, the value of employment is in producing income and the improvement in productivity resulting from a better job match will partially compensate for the loss in income due to a longer duration or higher rate of unemployment.

There is other evidence directly linking unemployment insurance benefits, labor market attachment, and the length of unemployment. Feldstein, in another article,\* states that the current system of unemployment compensation creates very strong adverse work incentives for a wide variety of unemployed workers. For many, the benefit-wage ratio is greater than 60%, and in the more generous States the replacement rate is 80% for some men and over 100% for some women. Feldstein feels the system is also flawed because most of the benefits go to upper- and middle-income families, partially as a result of the existence of primary and secondary labor markets. Feldstein also feels that a maldistribution of benefits is further exacerbated because unemployment compensation benefits are tax-exempt, thereby favoring higher income groups or families.

Feldstein's evidence that unemployment insurance benefits by and large do not go to the poor is confirmed by work done by others, among them Gary Fields.\*\* But, while Fields states that the major portion of unemployment benefits do not accrue to the poor workers, there exists some evidence that low and middle income

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\*Feldstein, Martin, "Unemployment Compensation, Adverse Incentives and Distributional Anomalies," National Tax Journal, 1973.

\*\*Fields, Gary S., "The Direct Labor Market Effects of U.S. Unemployment Insurance System," Department of Labor, December, 1974.

families may receive a larger share of unemployment insurance benefits than their corresponding share of the costs. Fields also concludes that unemployment insurance is an adequate income maintenance system for covered workers, but unemployment insurance probably does not increase the frequency of unemployment and extends only slightly the duration of unemployment spells.

A.3.1 The Economic Relationship Between Unemployment Insurance and Labor Market Attachment

There seems to be general agreement that the existence of unemployment insurance tends to induce higher unemployment rates and longer duration. Papers by Cohen and Horowitz, Ehrenburg and Oaxaca, and Grubel, Macki and Sax all find empirical evidence that the existence of unemployment insurance has substantially increased unemployment rates. Ehrenburg and Oaxaca also come up with the interesting finding that the receipt of unemployment insurance benefits tended to increase post unemployment wages among certain groups.

The relationship between these findings and the study of measures of attachment is slight at best. However, if one believes the conclusion of most of the articles cited, as well as the work of Feldstein, -- namely, that unemployment insurance tends to result in higher levels and longer duration of unemployment -- then one way to reduce the level of unemployment may be to increase the amount of labor force attachment required before the worker qualifies for benefits. As an alternative, treating unemployment insurance benefits as taxable income (for income tax purposes), might lower unemployment rates by decreasing the potential payoff from insured unemployment. Canada has recently enacted such tax legislation.

An additional issue is the relationship that exists between unemployment compensation and seasonal unemployment. Until recently, in many States there were benefit eligibility restrictions for people who worked in seasonal industries. However, there has been substantial pressure to extend coverage to these workers.

In a perfectly competitive world, the equilibrium wage rate in unstable employment must be such as to yield the same annual income as in comparable stable employment.\* However, this does not occur in actual practice. In the real world, seasonal or unstable employment tends to be low wage, secondary labor market employment. In many States, workers in these industries are not covered for unemployment insurance or, if covered, are covered only for the season in which they normally work. In addition, given the current structure of experience rating system for employers, where coverage for seasonal industries does exist such coverage is subsidized by more stable industries.

Perhaps most important for this study is some evidence cited by Chiswick\*\* that off-season and annual unemployment rates (seasonally adjusted) will increase as coverage is extended to seasonal workers, and that the level of off-season employment (seasonally adjusted) will decrease while on-season employment will increase. Chiswick has tested these hypotheses in the agricultural sector and has applied his equations to the actual experience in agriculture after the implementation of the SUA program. The results are supportive of his hypotheses.

Much of the evidence on seasonal employment suggests that workers in seasonal industries do, in most cases, work on an all year round basis. As we discuss in our chapter on seasonality, there are substantial differences between "seasonal worker" and "seasonal industry." The point that Chiswick makes, and that is valid for a study of attachments, is that extension of benefits to seasonal workers or to workers in seasonal industries off-season, may raise unemployment among seasonal workers. The States that we studied do not have special provisions for seasonal workers or seasonal industries. However, given our

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\*O'Connor, James. "Seasonal Unemployment Insurance," American Economic Review, June 1962.

\*\*Chiswick, Barry R. "The Effects of Unemployment Compensation on a Seasonal Industry: Agriculture," Journal of Political Economy, June 1976.

sampling design on the single calendar year data base, there is no way to test Chiswick's hypothesis or to determine if workers from seasonal industries are, indeed, seasonal workers.

#### A.3.2 Conclusions

There seems to be agreement among economists that the existence of unemployment insurance decreases labor force attachments through several mechanisms.

- It increases the number of spells of unemployment,
- It increases the duration of any one spell of employment,
- It increases off-season unemployment for the seasonal worker, and
- It imparts an inflationary bias to the wage price relationship.

#### A.4 Legislation--Perspectives and Proposals

Many of the authors whose works we have dealt within section A.4 have attempted to deal with the issue of an appropriate definition of labor market attachment. The several concepts actually used by the States to determine eligibility for benefits are reviewed. The consensus of the authors is that weeks of work is the most appropriate measure of labor force attachment. Having decided upon weeks of work, the authors whose works are discussed here, attempt to determine what number of weeks of work is large enough to include only those who have demonstrated "substantial attachment to the labor force," without excluding those who are deserving of benefits.

We divide this section into several parts. The first section includes some alternative definitions of attachment which have been considered by several authors and by other countries. The second section reviews the issue of coverage of seasonal workers, particularly in agriculture, and the third section deals with some general policy issues which exist in the area of unemployment insurance and policy research.

#### A.4.1 Definitions of Attachment

Under this heading we examine the literature which is concerned with determining the appropriate definition of attachment to the labor force which should be used as a qualifying requirement for unemployment compensation. Perhaps the most important issue is: should there be any employment requirement for a claimant to qualify for benefits? This issue was raised by Saul Blaustein who stated that few arguments have been made to eliminate the requirement (past employment) entirely, although, he pointed out, the workmen's compensation program, an insurance program similar to the unemployment insurance program in several respects, becomes effective as soon as one starts employment. He describes the current qualifying requirements as being formulated to assure that payments are made only to "those who are genuinely attached to the labor force and who would be employed if jobs were available to them." Eligibility of new entrants (who now account for a large percentage of total unemployment) is effectively precluded by current qualifying requirements, even though they may be actively looking for work (and, thus, demonstrate "current" attachment to the labor force).

A second area of concern that arises is how much past employment should be required, over what period of time, and what form should the requirement take? With no federal standards covering this aspect of unemployment insurance the States display a great deal of variety in the level and form of their qualifications requirements. Haber and Murray feel that the requirements in State laws have been largely based upon guesswork or legislative bargaining rather than insuring that only those with substantial and recent employment are eligible to collect benefits.\*

Much of the variation in State unemployment insurance eligibility requirements can be explained by the legislative history

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\* Haber, William and Merrill A. Murray, Unemployment Insurance in the American Economy.

of entitlement to unemployment insurance benefits. It is apparent from a review of the legislative histories that the administrative problem of collecting information appropriate to the different eligibility requirements is of particular interest.

When unemployment insurance laws were first passed, it became apparent that requesting weeks of work data from employers involved a high administrative cost for State agencies, even though weeks of work was preferred under the legislation. One solution proposed was to collect weeks of work through proxies using accumulated pay records. The States were already collecting quarterly pay records for the Federal government's Old Age and Survivors Insurance Program. In 1939, only three States actually used weeks of work, while 32 States used a multiple of weekly benefit amount definitions, and 16 States used a flat minimum amount of earnings definitions for eligibility.\*

Through experience, State unemployment insurance administrators found that the employment/earnings/weekly wage relationships on which target measures of prior employment depended were thrown out of kilter with the passage of time and changes in employment situations. This has led several States to drop flat minimum eligibility requirements in favor of multiples or weeks of work requirements.

The issue of the numbers and types of persons who qualify for benefits is moot in the literature. Roche feels that the States seemed over time to be more preoccupied with promulgating regulations to screen out the unwanted than on recognizing the deserving claimants in formulating their policies. On the other hand, Haber and Murray feel that current Unemployment Insurance eligibility requirements include too many workers and state that the goal of unemployment insurance

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\*Roche, George S. Entitlement Unemployment Insurance Benefits, Upjohn Institute for Employment Research, 1973.

laws should be to disqualify that 25% of the labor force with the least substantial attachment.\*

To accomplish this screening, they recommend 20 weeks of work be required with some provision for minimum earnings during each week. Although they feel that weeks of work is the best single definition, they also recommend standards for another type of Unemployment Insurance eligibility requirement and use: the multiple of weekly benefits requirement should be 40 times the weekly benefit amount and the earnings required in the highest quarter should be substantially higher than present standards.

On the other hand, they feel that current exclusions of agricultural and domestic household workers, and workers of small employers, non-profit organizations and State and local governments is inequitable.\*\* They point out that, originally, it was assumed that all work "subject to the risk of unemployment" would be covered by unemployment insurance. However, because administrative feasibility often defines scope of coverage, many workers were excluded. Their analysis of the cost of extending coverage to uncovered groups supports their belief that "unemployment insurance should cover all persons who are working for others and so presumably face the risk of unemployment." Haber and Murray contend that including those groups, such as domestics and agricultural workers, in the unemployment insurance system would cause neither severe administrative or cost problems.

Interestingly enough, almost ten years later, the Unemployment Insurance Research Advisory Committee of the Upjohn Institute made a similar set of recommendations.\*\*\* As a result of a six year study of issues relating to unemployment insurance,

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\*Haber, William, and Merrill A. Murray, op. cit.

\*\*Most of these workers however, will be included in the UI system beginning in January 1978, under the provisions of PL94-566.

\*\*\*W.E. Upjohn Institute, Unemployment Insurance Research Advisory Committee, Strengthening Unemployment Insurance: Program Improvement, Washington, D.C., 1975.

the Committee made a series of recommendations concerning coverage, benefit amounts and duration, and the requirements for qualifications. Among these recommendations are:

- 1) Unemployment insurance protection should extend to all wage and salary employment. Since all employed workers face the risk of job loss, there is no justification for exclusion from unemployment insurance coverage of any employment on the grounds of job security.
- 2) State and local government workers and agricultural workers should be covered by unemployment insurance.
- 3) All States should adopt weeks of work as their definitional requirement for eligibility.
- 4) Weeks should only be counted towards eligibility if the worker has at least a specified minimum number of hours or days in the week rather than a minimum amount of earnings.
- 5) The minimum base period for qualifying should be between 15 and 20 weeks of work in the base year, with the minimum duration of benefits equal to no less than the minimum number of weeks work required.

The Committee agreed with Haber and Murray and others that weeks of work is the best form of an attachment measure to use. Advantages of weeks of work include direct specification of required minimum prior employment as well as equal treatment of high and low wage workers.

The final issue under this heading, which we have not touched on, is international differences in required measures of labor force attachment. There have been several comparative studies and compilations of provisions done in recent years. The Department of Health, Education and Welfare biannually issues "Social Security Programs Throughout the World," which briefly details UI requirements in numerous countries. More recently, Saul Blaustein and Isabel Craig authored An International Review of Unemployment Insurance Schemes (op. cit.). Both of these publications point out several substantial differences between the United States system and systems in other developed countries.

Nearly all other countries use time of work as a qualification for unemployment insurance benefits, but no generalizations as to the proper length of job attachment can be drawn by reviewing qualifications. Length of attachment required range from a low of eight weeks in the last year (and thirty in the last two years) for Canada, to 600 days (120 full weeks) in the last thirty months (thirty-six months for some age groups) in Belgium. Belgium and several other countries varied eligibility requirements by the age of the worker. In a few countries eligibility requirements stipulate that in addition to satisfying length of attachment provisions, the applicant earn a minimum amount either in each week to be counted or during a specified period prior to the claim.

Coverage has generally been extended in most countries to include domestic, agriculture, forestry and fishery workers. Coverage exclusions pertaining to high salaried workers have been eliminated in the past fifteen years. Provisions expressly restricting or excluding seasonal workers from unemployment insurance benefit eligibility are for the most part non-existent outside the United States.

The major conclusion one may draw from comparative studies is that time in the labor force is viewed by most countries as the single best measure of labor force attachment.

#### A.4.2 Coverage of Seasonal Workers

There are several theoretical justifications for restricting or denying unemployment insurance benefits to workers of "seasonal" industries in the U.S. These include:

Given the maximum tax rates of the experience rating system, highly seasonal employers will be subsidized by other employers. This would occur because highly seasonal employers would not pay insurance costs (taxes) equivalent to the amount of benefits collected by their employees.

- Also, given such a tax structure, the availability of unemployment insurance constitutes an "unambiguous wage subsidy" (see Chiswick) to employees in seasonal industries because it reduces the acceptance wage for employees who know they will receive unemployment benefits when the work ends. Similarly, it encourages less stable employment patterns in seasonal industries among employers and employees because it decreases employer reluctance to lay off employees and increases the attractiveness of seasonal industries relative to non-seasonal industries for workers (as a result of the availability of both Unemployment Insurance and leisure at the end of a job).
- Administrative costs of covering some seasonal employees, especially those in the agricultural sector, would be higher than those in other sectors as a result of the number and turnover of employers and employees.
- Because lay-offs in seasonal industries are "predictable," worker unemployment is voluntary, and, therefore, should not be eligible for benefits.

Warden\* argues the last point quite forcefully:

Regardless of the source of the seasonality, the pattern is generally predictable. This means that both the employer and the worker may contract out of this seasonal burden if they choose, and that both voluntarily contract for periods of unemployment if they elect to stay with the seasonal work. Seasonal unemployment is not generally a chance occurrence, so it cannot be classified as involuntary unemployment except during depressed periods when inter-industry mobility is very low. Seasonal unemployment is a job characteristic to be reflected in wage rates rather than a hazard requiring insurance protection.

Proponents of extension of Unemployment Insurance coverage to seasonal industries have attempted to rebut all of these

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\*Warden, in Eckstein, Studies in the Economics of Income Maintenance, p. 83

justifications. In reference to the tax structure, two arguments are most common: (1) The current system already subsidizes employers (both seasonal and non-seasonal) who have a particularly bad past record on layoffs. Thus, there is no justification to exclude some industries on this basis; (2) Maximum tax rates could be raised for some employers to reduce wage and/or employment subsidies.

Proponents of extension of unemployment insurance coverage to seasonal industries also argue that computerization of data files minimizes the added administrative costs of covering all employers. They cite recent extensions of coverage to many small employers in support of their position that covering all employers is feasible.

Two arguments are cited to rebut the "predictability" justification for coverage restrictions. (1) The voluntary nature of unemployment in seasonal industries presupposes that workers have freedom of choice between jobs in seasonal and non-seasonal industries. This may not be the case. (2) Proponents of coverage extensions argue that, although lay-offs in an industrial sector may be more or less predictable at industry or firm level, they may not be predictable for the individual worker. Thus, it is inequitable not to insure this worker.

A study by Merrill Murray\* assembled much of the known data on seasonal unemployment and unemployment insurance benefits. Among his findings are:

- An early BLS study indicated that 25% of total unemployment could be termed seasonal. The industries with the greatest seasonal unemployment are construction and canning.
- According to 1954-58 Census of Manufacturing data and State employment information, the States with the greatest seasonality of unemployment were Wyoming, Oregon, and Washington, followed by Texas, Michigan, and Pennsylvania.

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\*Murray, Merrill. The Treatment of Seasonal Unemployment Under Unemployment Insurance, Upjohn Institute, 1972.

- Data from New York indicated that workers in seasonal industries generally seek work in other industries in off-season.
- Several states restrict Unemployment Insurance benefit rights to seasonal workers.

Murray clearly feels that those who have demonstrated substantial attachment to the labor force, measured in weeks of work and who are actively seeking work should be eligible for benefits regardless of the industry or the occupation in which they were previously employed. If there were no ceilings on the experience rating or the tax rate charged employers based upon experience ratings so that seasonal employers bore a more equitable share of the burden, then there would be no reason to object to coverage of seasonal workers.

Both Murray and others have attempted to determine the cost of covering farm workers under regular Unemployment Insurance benefits. Elterich and Bieker have concluded that Unemployment Insurance benefits paid would increase by less than five percent for any State on average.\* In an earlier study Murray analyzed the impact of extending coverage to hired farm workers and decided that in most States the additional cost of covering these workers would be quite small. In fact, in all States except Florida additional benefits paid to agricultural workers would increase total benefits paid by less than five percent for coverage so extended.\*\*

#### A.4.3 Unemployment Insurance and Welfare Policy

As we have pointed out previously, a major policy issue is the relationship between the receipt of Unemployment Insurance

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\*Elterich, J. and Richard Bieker. "Cost Rates of Extending Unemployment Insurance to Agricultural Employment," American Journal of Agricultural Economics, 1975.

\*\*Murray, Merrill A. Proposed Federal Unemployment Insurance Amendment, Upjohn Institute, 1966.

benefits and income maintenance programs. There are those who argue that unemployment benefits are insurance proceeds paid for by employer and employee out of wages and therefore ought to be treated as insurance benefits. There are others who argue that unemployment is a reasonably predictable event and that income support ought to be given to those most in need when this event occurs. (In fact, in some countries needs or income tests are a basis for unemployment benefits.) In this country "perceived" needs enter the computation of benefits through dependents and spouses allowances.

Several studies treat the relationship between unemployment insurance and welfare. Murray, for example, believes that because of the differences in the objectives and character of the two programs (unemployment insurance and welfare), guaranteed minimum income plans cannot reasonably be regarded as substitutes for unemployment insurance.\* He attempted in his study to determine the percentage of unemployment insurance claimants whose earnings would be low enough to qualify for welfare programs. Murray concluded that a guaranteed minimum income program would affect only a minority of present unemployment insurance beneficiaries. Thus, a guaranteed minimum income program would require substantial restructuring to substitute or to act as a form of unemployment insurance.

Despite Murray's conclusions it must be recognized that unemployment insurance benefits do tend to equalize incomes and that the program's automatic stabilizing aspects, while not unemployment insurance's major goal, are a definite plus. Hight, in a paper prepared for ASPER in the Department of Labor, says that unemployment insurance is a multi-faceted program with a variety of goals. He points out that unemployment insurance has a substantial impact on job search, individual allocation of time, disincentives to work, as well as income maintenance and counter-cyclical economic stimulation. The definition of program

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\*Murray, Merrill A. The Role of Unemployment Insurance Under Guaranteed Minimum Income Plans, Upjohn Institute, 1969.

goals, he concludes, is crucial to allow an objective determination of the proper benefit level and duration.\*

#### A.5 State Studies on Labor Market Attachment

There have been several major State studies completed since 1960 which represent a more or less sophisticated approach to the problems of seasonality, labor force attachment and earnings, and the effects of unemployment insurance law changes. In this section we review some of these studies and then generalize the findings relevant to the issues of this study.

##### Alaska: Benefit Entitlement Study 1960-62

The State of Alaska was interested in the effects of alternative definitions of labor force attachment upon eligibility for unemployment insurance benefits. The State wished to decrease the number of seasonal employees who usually lived outside of the State who were eligible for benefits as well as increasing the number of Alaskan residents who would qualify. Alaska had used 1.25 high quarter earnings as the qualifications requirement and wished to examine the effect of changing this eligibility requirement.

Raising the minimum annual earnings and reducing high quarter multiple requirements increased the percentage of both residents (those that worked in Alaska in the previous year) and non-residents able to qualify for benefits. Raising the minimum wage requirement and/or increasing the high quarter multiples requirement to 1.5, decreased the percentage of both groups that would qualify for benefits.

In 1961 the legislature required employers to report weeks of work to enable the Division of Employment Security to determine the effects of a weeks of work qualifying requirement for unemployment insurance. In Alaska, a requirement of twenty weeks

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\*Hight, Joseph E. "The Unemployment Insurance Program: Evaluation and Research Issues," Framework for Evaluation Paper #3, ASPER, U.S. Department of Labor, 1975.

of work would eliminate virtually all those who worked less than three calendar quarters and whose entire earnings totalled less than 1.5 times high quarter. Thus, it is not surprising that requiring twenty weeks of work for unemployment insurance benefit qualifications would be far more restrictive than increasing minimum annual earnings.

The study also compares surrogate definitions of weeks of work (multiple of weekly benefit amounts, multiple of high quarter earnings) to see how well these simulated actual weeks of work. It was found that such surrogates tended to overstate the weeks of work of those with minimum attachment to the labor force while underestimating the attachment of those with twenty-nine weeks or more.

Because of the idiosyncrasies of the Alaskan labor market, including extreme seasonality and very high rates of voluntary turnover, a proposal to require seventeen to twenty weeks of work was ruled out as excessively restrictive given the rather anomalous Alaskan labor market.

Arizona: Arizona's Eligibility Formula: A Discussion of the "1½ Times High Quarter Earnings Provision," 1974

Arizona currently uses 1½ times high quarter earnings as their requirement for eligibility for unemployment insurance benefits. This study discusses various alternatives to the current definition and the direct effects on the number of claimants and cost.

Alternatives considered included forty times weekly benefit amount, flat minimum earnings (\$1600 and \$1200), using the current definition modified to qualify all those who earned \$3,000 in two quarters regardless of the distribution of earnings and other multiples of high quarter earnings (1-3/8, 1-1/4, 1-1/8). Of these alternatives 1-1/8 times high quarter earnings would increase eligibility most and would incur the highest additional cost. The flat minimum of \$1600 was the most restrictive in terms of the numbers of persons eligible (resulting in a net

loss of almost 2600 persons) and also resulted in a cost saving.

California: California Unemployment Insurance Program:  
Seasonal Patterns of Compensated Unemploy-  
ment in California, 1967, 1968, and 1969

This study presented data regarding unemployment and employment experience of claimants during a three-year period. Industry occupation earnings, race, sex, age, and benefit distribution were studied as well as the number of repeat claimants classified by demographic and economic variables. Major findings included:

- About one-third of Unemployment Insurance recipients during 1969 also received benefits in 1967 and 1968;
- Most repeaters were employed by the construction or manufacturing sectors.

A second California study examined the effects of changes in the monetary eligibility requirement in the State and the proportion of initial claimants who failed to qualify because of insufficient earnings. As expected, the percentage who failed to qualify under monetary provisions increased in years in which the requirement was increased and fell in succeeding years as the monetary requirement remained constant. Additionally, the percentage of those deemed monetarily ineligible has been falling over time. In 1940, sixteen percent of initial claimants were monetarily ineligible compared to 6.4 percent in 1970.

Nebraska: How Eligible and Ineligible Claim Filers  
Differ, Seamark, Mark A., Nebraska Department of Labor, November, 1967.

Nebraska conducted a survey comparing characteristics of those claimants who were monetarily ineligible for unemployment insurance benefits with characteristics of those monetarily eligible. Files were compared on the basis of earnings, occupation, labor force attachment, as well as the usual demographic variables. Nebraska's requirement for Unemployment Insurance

eligibility during the study period was based upon minimum earnings of \$600 in the base year with at least \$200 earned in each of two quarters. The purpose of the study was to determine the characteristics of those monetarily disqualified to learn whether they had genuine labor force attachment and to evaluate the effects of eligibility requirements upon receipt of Unemployment Insurance benefits.

During the survey year (1965-66) ninety-three percent of all initial claimants were determined to be monetarily eligible (non-monetary disqualifications were excluded from the survey) Of the seven percent who were ineligible, half had earned more than \$600 in the base year but had failed to earn the \$200 minimum in two quarters. (These individuals are most likely to be seasonal workers.)

Comparing the two groups, eligibles have average base year earnings of about three times those for ineligibles. Base year employment exceeded two quarters for ninety percent of the eligibles versus forty percent of those who were ineligible. Eligibles were older, slightly more likely to be married, and more likely to have dependents. Eligibles were more likely to be male, and more likely to have worked in construction or manufacturing versus trade and services for ineligibles. No policy recommendations were included in the review.

South Carolina: A Study of Work Force Attachment and  
Benefit Entitlements of Covered Workers  
in South Carolina, 1962-64, January 1970

This study was conducted to develop information on the extent of labor force attachment and earning patterns of covered workers in the State of South Carolina. The base year for the study was 1963 with data included from 1962 and 1964. At this time, South Carolina used a multiple of one and one half times high quarter earnings as the definition of labor force attachment for unemployment insurance eligibility purposes. A minimum dollar amount for the high quarter was used in conjunction

with the multiple criterion. The study did not directly seek to determine which workers in each industrial and demographic group actually met the Unemployment Insurance eligibility requirements but rather set out to determine their attachment in absolute terms.

Under the one and one half high quarter earnings provision:

- 1) about 25% of all workers would not qualify for Unemployment Insurance benefits,
- 2) more workers in construction, wholesale and retail and service trade and services sector would not qualify (42%, 35%, 33% respectively) than in financial (21%) and manufacturing (17%) sectors,
- 3) more non-whites than whites would be disqualified (32% versus 20%)
- 4) more women than men and more younger persons than older persons would be disqualified, and
- 5) most of those disqualified (over 60%) had wages only in one quarter.

#### A.5.1 Summary of State Findings

Most of the States which compared weeks of work to other eligibility criteria found that the former tended to exclude more applicants than any of the latter. In some instances, primarily that of Alaska, the State found that weeks of work was too restrictive and would tend to exclude those individuals the State wanted to cover. The use of a multiple of high quarter earnings in Alaska enabled the State to include its own residents and exclude seasonal or transitory residents to a much greater extent than would other eligibility requirements.

It is evident from the California study that unless absolute wage requirements are updated periodically to keep pace with the rise in nominal wages, more and more workers

will qualify. In that California study discussed above the sole reason for the increase in qualification rate among unemployment insurance applicants is the lag in the monetary eligibility requirement behind the growth in actual wages.

#### A.6 Conclusions from the Literature

It is evident from our review of the literature that the single best definition of labor force attachment is time spent at work. All other definitions attempt to simplify methods of measuring time at work but are imperfect substitutes. Several foreign countries have substituted days of work as their criterion of work eligibility for unemployment insurance benefits, and one State, Wyoming, has defined its week in terms of a minimum number of hours (twenty hours or two and one half full days). From a theoretical perspective days is an even better measure of time spent in the labor market than is weeks. Ideally, one would like to be able to specify hours of work and only extend benefits to those who show some substantial commitment to the labor force by working a specified minimum number of hours per week.

Although empirically weeks of work seems to exclude more workers than do alternative requirements, we are not advocating the use of weeks of work because of its restrictive nature. Rather, weeks of work is the most conceptually consistent measure of labor market attachment. Setting the weeks of work requirement at a fairly low level, i.e., thirteen, fourteen or fifteen weeks, may effectively include more individuals than alternative definitions using high quarter earnings or weekly benefit amounts. The issue raised by most of the authors cited in this chapter is one of effective targeting of benefits -- that is, does the State wish to target benefits upon those who have most clearly demonstrated labor market attachments. Weeks of work can accomplish this targeting in a more straightforward manner than any of the alternatives currently used in the United States.

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APPENDIX B

APPENDIX TO CHAPTER 2: DESCRIPTION OF  
SAMPLING AND DATA COLLECTION

B.1 Introduction

In this appendix we present data on two subjects. First we present the raw data that went into the State selection criteria. Tables B-1 through B-5 present the following data:

- Exhibit B-1: Employment by economic sector as a percentage of total non-agricultural employment for the United States and nine States. In this table we present sectors classified in the SIC classification scheme for mining, construction, manufacturing, transportation, trade, finance and real estate, services and government for the United States and for each of the States considered for the project.
- Exhibit B-2: Composition of manufacturing employment by two-digit SIC sector as a percentage of total manufacturing employment. Again, this table presents by two-digit SIC code durable and non-durable manufacturing employment for each of the nine States as well as for the United States as a whole. Details may not add to totals because only the most significant sectors are included for each of the States.
- Exhibit B-3: The unemployment rate from 1970 to 1976. Again, we present the data for the United States as well as for each State.

- Exhibit B-4: Population variables including total population, 1970-1974, net migration and the percent of the population in 1970 that was non-white. As can be seen from this table three States--Oregon, Florida and New York--experienced substantial net in-migration. Florida, Michigan and New York also have a substantial population that is non-white.
- Exhibit B-5: Agricultural employment for 1974 including the percentage of employees in the State and the United States who are involved in agricultural employment as well as the variability of this employment.

The remainder of this appendix describes the sample selection procedure for each of the States and the data elements available for each. Exhibit B-6 presents the information available from the data files of the sample States. Several variables are available for all four States while other variables are available for only one or two of the sample States.

Below we describe for each of the States the method of sampling and the data available.

Michigan. The State of Michigan does not maintain a central data collection file. Rather, each local office is an autonomous branch of the State Employment Security Commission and determines eligibility and authorizes payments to be made from the State. All records on applicants except for name, address, local office and social security number are maintained locally. Thus, the State has no knowledge of the distribution of claimants beyond that data supplied to the Federal government.

In order to draw a sample from Michigan, with some assurance of including a substantial number of individuals with less than 20 weeks of work, we decided to oversample and requested that 3000 applicants be supplied to us. The procedure used to select the sample was as follows:

- (1) A list of 3000 random social security numbers was selected from the central file, randomly distributed over the calendar year.
- (2) These were sorted by branch office, the list of names and social security numbers sent to the branch office. The branch office was requested to xerox the application for unemployment benefits (Form 1554) and the notice of determination or redetermination (Form 1575). These forms were forwarded to the State where names and addresses were removed and then sent on to Urban Systems.
- (3) USR&E added SIC code, checked occupational codes and coded and key-punched each of the forms according to a coding sheet designed at Urban Systems.
- (4) The data were then put on a computer and analyzed. Included as Exhibit B-7 is the Form 1554, Exhibit B-8 is the form 1575 and as Exhibit B-9 the coding sheet designed by Urban Systems.

Minnesota. Minnesota maintains all records centrally and therefore was able to select a random stratified sample of applicants to meet our sampling constraints. The Minnesota file contained 1726 unusable records, of which 23.8% had less than 20 weeks in their base year and the remaining 76.2% had 20 weeks of work or more. Exhibit B-10 presents the data elements present on the Minnesota file as well as the coding conventions.

New York. The New York sample is divided into two parts. Those individuals who actually received benefits have records that are maintained in the State file. Individuals who apply for benefits but did not qualify either monetarily (that is, they did not have sufficient weeks or earnings) or were disqualified for non-monetary reasons, or never received a check (that is, they may have been employed during the waiting week) do not have their records forwarded to Albany. These individuals have records maintained only in the local office. Thus, we had to devise two different sampling methodologies.

The population of persons who actually received benefits was sampled by the State according to instructions provided by Urban Systems. We requested that every person whose social security number ended with one of two three-digit combinations be selected. This yielded a sample of individuals with 20 weeks of work or more, of approximately 1619.

In order to obtain a sample of individuals with less than 20 weeks of work, we requested that a coding form be filled out by six randomly selected local offices. These offices were sampled with a probability proportional to the number of initial claims made in the office during one month in 1976. We used one month statistics simply because those were the ones available to us. The office sample included Troy, Batavia, Buffalo, Elmira, New York City Office #511 (which includes Chinatown, Little Italy and New Jersey commuters) and New York City Office #534, known as King's Highway in Brooklyn. Exhibit B-11 reports total number of claimants under regular UI, total number of SUA claimants\* and the total number for each of those individuals with insufficient wages and employment both for the State of New York and for the local offices which were sampled. It is from these local offices that we selected our sample of monetarily ineligible claimants.

In the case of New York State, the local offices filled out the coding forms sent to them. The coding forms are almost identical to those used for Michigan and are attached as part of Exhibit B-12. Exhibit B-13 includes the claimant characteristic master file coding conventions for New York State. We may point out that there are more data elements available for those with insufficient wages and employment than there are for those in the central files. The tabulations from the two were combined. Where computations were made on the file of ineligibles only, it is so noted in the text.

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\*Since SUA claimants were excluded from the study, this data is presented to the reader only for its informational content.

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Oregon. The State of Oregon is the only sample State which maintains a current CWBH (Continuous Wage Benefit History). The State provided us with a tape containing data on 1850 individuals both for the base year (for the purposes of establishing UI eligibility) and for calendar year 1975. Exhibit B-14 contains a description of both of these files which were provided. We merged these files into one file for our analysis.

Exhibit B-1: Employment by Sector\* As a Percentage of Total Non-Agricultural Employment for the U.S. and Nine States\*\*

	U.S.	Florida	Mich.	Minn.	New York	Ohio	Oregon	Utah	Wash.	Wisc.
Mining	0.7	0.4	0.4	0.9	0.1	0.6	0.2	3.1	0.2	0.2
Construction	4.2	9.3	3.8	4.4	3.7	4.0	4.7	5.5	4.4	3.9
Manufacturing	25.9	13.2	33.8	23.1	22.4	33.9	23.6	15.9	21.1	32.0
Transportation, Communication, Utilities	6.1	6.6	4.7	6.2	6.5	5.5	6.3	6.1	6.2	5.0
Trade	22.0	25.7	20.3	24.4	20.5	21.0	23.2	23.4	22.8	22.1
Wholesale	5.5	6.0	4.6	6.1	6.2	4.8	6.0	5.7	6.0	4.4
Retail	16.5	19.7	15.8	18.4	14.2	16.2	17.2	17.6	16.8	17.7
Finance, Real Estate	5.4	6.9	4.0	4.9	8.3	4.2	5.3	4.6	5.5	4.2
Services	17.6	20.2	15.9	18.1	20.6	16.2	16.8	16.8	17.5	16.5
Government	18.3	17.7	17.0	17.9	18.6	14.7	19.9	24.7	22.3	16.2

\*Sectors as defined in SIC classification scheme.

\*\*From Employment Earnings for States and Areas 1939-1974 and Employment and Earnings, United States 1909-1975.

Exhibit B-2: Industrial Composition - Manufacturing Employment by Two-Digit SIC Sector As a Percentage of Total Manufacturing Employment\*

	Fla.**	Mich.	Minn.	New York	Ohio	Oregon	Utah	Wash.	Wisc.	U.S.
Durable	53.6	80.5	58.3	50.0	71.5	73.7	63.3	70.0	65.9	59.3
24	4.3	1.1	2.6	0.9	0.9	37.9		19.3	3.3	3.1
25										2.6
32	6.1			2.8	5.0					3.4
33		9.4		4.6	12.7		12.2		6.2	6.7
34	7.9	11.2		5.2	11.4		18.6		9.2	7.5
35	5.6	14.8	20.8	10.9	16.6				21.6	11.1
36	11.3	4.1	9.4	10.2	8.9				10.3	10.1
37	8.5	33.5		5.4	11.5	6.2		27.4	7.9	9.1
39				8.0						2.6
19 & 39										2.4
Non-Durable	46.4	19.5	41.7	50.0	28.5	26.3	36.7	30.0	34.1	40.7
20	13.1	4.5	15.0	6.5	5.4	12.0	13.1	11.2	11.2	8.5
21	1.1			0.2						0.4
22				3.4						4.9
23	8.5			12.6						6.7
26			10.0	3.4	3.0	5.1		7.0	8.2	3.5
27	8.2			9.8	4.7			4.6	5.2	5.6
28	6.0	3.9		5.0	4.5					5.3
29										1.0
30					7.6					3.4
31										1.4

\* See Table A-1 for Sources

\*\* Only the most significant sectors are included for States

Exhibit B-3: Unemployment Rate 1970 to 1976

	<u>1970</u>	<u>1971</u>	<u>1972</u>	<u>1973</u>	<u>1974</u>	<u>1975**</u>	<u>1976(9 mos.approx.)</u>
United States	4.9	5.9	5.6	4.9	5.6	8.5	7.9
Florida	4.4	4.9	4.5	4.3	6.2	11.4	10.3
Michigan	6.7	7.6	7.0	5.8	8.7	13.8	10.5
Minnesota	4.2	4.4	4.3	4.4	4.3	5.9	5.2 *
New York	4.5	6.6	6.7	5.4	6.3	10.1	9.4
Ohio	5.4	6.5	5.5	4.3	5.0	8.5	7.5
Oregon	6.2	6.6	5.7	5.3	7.5	10.2	9.6
Utah	6.1	6.4	6.1	5.7	5.9	7.5	6.3
Washington	9.1	10.1	9.5	7.7	7.2	9.3	9.2
Wisconsin	3.9	4.5	4.2	4.1	4.6	7.0	6.1

\* 7 months

\*\*1975 figures = 11 month average

SOURCE: Employment and Earnings, Bureau of Labor Statistics, 1971 to 1976.

Exhibit B-4: Population Variables

	<u>April 1, 1970</u>	<u>July 1, 1974</u>	<u>Net Migration</u>	<u>% Non-white (1970)</u>
United States	--	--	--	12.5
Florida	7,789,443	8,090,000	172,000	15.8
Michigan	8,875,083	9,098,000	- 102,000	11.7
Minnesota	3,805,069	3,917,000	6,000	1.8
New York	18,241,266	18,111,000	- 481,000	13.2
Ohio	10,652,017	10,737,000	- 239,000	9.4
Oregon	2,091,385	2,266,000	123,000	2.8
Utah	1,059,273	1,173,000	29,000	2.6
Washington	3,409,169	3,476,000	- 29,000	4.6
Wisconsin	4,417,933	4,566,000	34,000	3.6

SOURCE: Census P-26 Series and Decennial Census.

Exhibit B-5: Agricultural Employment (for 1974)

		As percent of Total Non-ag. State <u>Employment</u>	Variability of Hires (high quarter vs. <u>low quarter)</u>
Florida	( 95.50) *	3.4%	1.53
Michigan	(115.50)	3.5%	2.63
Minnesota	(206.25)	13.9%	5.57
Ohio	(159.00)	3.8%	1.84
Oregon	( 53.25)	6.4%	6.43
New York	(103.50)	1.5%	1.64
Utah	( 23.75)	5.4%	2.75
Washington	( 81.75)	6.8%	3.82
Wisconsin	(196.25)	11.5%	1.57
United States	(4352.25)	5.6%	2.23

\* Figures in parentheses is average annual number of all agricultural workers in thousands

SOURCE: U.S.D.A., Statistical Research Service, Farm Labor

Exhibit B-6

UI Information Available for Sample States

Demographic Data							Occupational Data							UI Data						
Age	Sex	Educa- tion	Marital Status	Ethnic Group (Race)	Depen- dents	County of Resi- dence	No. of Emp.	Time Charged to Each	Start- End Dates for Each	SIC Codes for Emps.	County of Emp.	Occ. Code	Total Weeks	Total Wages	Local Office	Reason for Separa- tion	Date of Separa- tion	Date Filed	Max. Bene- fit Dura- tion	Bene- fit Amount
New York	✓	✓	✓	✓	✓	✓	✓	✓	?	2	✓	✓	✓	✓	✓	✓	3	1	✓	
Michigan	✓	✓	✓	✓	✓	✓	✓		2	✓	✓	✓	4	5	✓	✓	✓	✓	✓	
Minnesota	✓	✓	✓	✓		✓	✓	✓	✓	2	✓	✓	✓	✓	✓	6	✓	7	✓	
Oregon	✓	✓		✓			✓			✓		✓	✓	✓			✓	✓		

NOTE: Additional information available from individual States:

Welfare (Yes/No) - New York  
 Program - New York  
 Quarterly Wages - Oregon  
 Weeks in High  
 Quarter - Oregon

44

<sup>1</sup> All claimants in New York eligible for 26 weeks.

<sup>2</sup> For last employer only.

<sup>3</sup> Effective date.

<sup>4</sup> Up to 35 weeks only.

<sup>5</sup> Can be calculated from average weekly wage.

<sup>6</sup> Benefit year ending date.

<sup>7</sup> Can be calculated from maximum benefit amount.



Exhibit B-7 (continued)

IF YOU HAVE WORKED FOR MORE THAN ONE EMPLOYER DURING THE PAST 12 MONTHS, CONTINUE BELOW.  
Include any work performed for any Federal, State, or local government agency, any work performed in other states, and military service.

Do not go back more than 12 months.

NEXT TO LAST EMPLOYER	Plant or Location	Kinds of Work	Badge No. and Department	Date Began Work with This Employer	Last Day Worked for This Employer
Firm Name .....					
No. & Street .....	Why did you leave? (Check correct one):				DO NOT WRITE HERE. Date MESC 1555 Mailed
City .....	<input type="checkbox"/> Laid Off For Lack of Work <input type="checkbox"/> Fired <input type="checkbox"/> Quit <input type="checkbox"/> Retired				
State-Zip Code .....	<input type="checkbox"/> Labor Dispute <input type="checkbox"/> Other Reason:				
THIRD LAST EMPLOYER	Plant or Location	Kinds of Work	Badge No. and Department	Date Began Work with This Employer	Last Day Worked for This Employer
Firm Name .....					
No. & Street .....	Why did you leave? (Check correct one):				DO NOT WRITE HERE. Date MESC 1555 Mailed
City .....	<input type="checkbox"/> Laid Off For Lack of Work <input type="checkbox"/> Fired <input type="checkbox"/> Quit <input type="checkbox"/> Retired				
State-Zip Code .....	<input type="checkbox"/> Labor Dispute <input type="checkbox"/> Other Reason:				
FOURTH LAST EMPLOYER	Plant or Location	Kinds of Work	Badge No. and Department	Date Began Work with This Employer	Last Day Worked for This Employer
Firm Name .....					
No. & Street .....	Why did you leave? (Check correct one):				DO NOT WRITE HERE. Date MESC 1555 Mailed
City .....	<input type="checkbox"/> Laid Off For Lack of Work <input type="checkbox"/> Fired <input type="checkbox"/> Quit <input type="checkbox"/> Retired				
State-Zip Code .....	<input type="checkbox"/> Labor Dispute <input type="checkbox"/> Other Reason:				
FIFTH LAST EMPLOYER	Plant or Location	Kinds of Work	Badge No. and Department	Date Began Work with This Employer	Last Day Worked for This Employer
Firm Name .....					
No. & Street .....	Why did you leave? (Check correct one):				DO NOT WRITE HERE. Date MESC 1555 Mailed
City .....	<input type="checkbox"/> Laid Off For Lack of Work <input type="checkbox"/> Fired <input type="checkbox"/> Quit <input type="checkbox"/> Retired				
State-Zip Code .....	<input type="checkbox"/> Labor Dispute <input type="checkbox"/> Other Reason:				

LEAVE BLANK — BRANCH OFFICE USE ONLY

CERTIFICATION: I hereby certify that during the week(s) indicated: 1. I was REGISTERED FOR and SEEKING work unless these requirements were waived under Section 2811(a) of the MESC Act. 2. I did not refuse or fail to REPORT for a work interview or to APPLY for or ACCEPT any work offered me except as reported by me to this Commission. 3. I was ABLE and AVAILABLE to perform suitable full-time work. 4. I did NO WORK (including self employment) other than that for which I had earnings as reported. 5. I did NOT CLAIM or RECEIVE benefits under any STATE or FEDERAL law except as reported. 6. I have not claimed nor did I receive a RETIREMENT BENEFIT except as reported. I KNOW THAT THE LAW PROVIDES PENALTIES OF FINE AND IMPRISONMENT FOR ANY FALSE STATEMENT.	Week Ending
	Earnings
	Week Ending
	Earnings
	Clerk
	Signature .....

NOTICE OF CLAIM RENEWAL

TO THE EMPLOYER:

The claimant named on the reverse side of this form has renewed his/her claim for unemployment benefits. You are named as the most recent employer. Item #15 indicates the reason for separation.

If this claimant has unused credit weeks available from you within his/her current base period, any benefits paid as a result of this claim may be charged to your account.

You must advise this Commission in writing within 7 days from the date of mailing, if you believe the claimant should be disqualified or is ineligible for benefits.

Correspondence regarding this claim must be directed to the Branch Office which forwarded this Notice of Claim Renewal to you. Its number appears in the upper right hand corner on the reverse side. The address of the corresponding Branch Office number is listed in the back of the Employer's Handbook.

FORM MESC 1554  
(REV. 3-75)

Exhibit B-8

Michigan Form 1575A

1. Claim Filed on 5/6/74		IS	<input checked="" type="checkbox"/>	DETERMINED ALLOWED SEE ITEM 13	2. Branch Office No. 22	3. Benefit Year T H R U 5/5/74 5/3/75	
			<input type="checkbox"/>	DETERMINED AS SHOWN IN ITEM			
4. Employer 444 204 Ford Motor Co. Utica Plt. P.O. Box 238 Utica, Michigan. 48087			Emp. No. M 39	5. Claimant 384 32 4201 Jones, Clifford L. 17337 Cherrylawn Detroit, Michigan.			
6. Total Employers & Credit Weeks 1-35		7. Average Weekly Wage \$ 232.44		8. Dep'cy Class and Dependency Code 3-2100		9. Weekly Benefit Rate 98 \$ <del>87</del>	
				10. Credit Weeks Allowed This Det. 35		11. Full Week Payts. Allowed This Det. 26	
						12. Full Week Payts. This & Prior Dets. 26	
13. Stop Order and Processing Instruction							
/ch.							
14. Form MESG 1575A (Rev. 3-75) (State Office Copy)							

Exhibit B-9  
Michigan Coding Form

First Card

- |                                    |   |
|------------------------------------|---|
| 1. Local Office Number             | 1 2 3<br><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>   |
| 2. ID Number                       | 4 5 6 7<br><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>  |
| 3. Claim Date                      | 8 9 10 11 12 13<br><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/><br>m m d d y y<br>14 15 16 17 18 |
| 4. Zip Code of Residence (Item 4)  | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>  |
| 5. Occupation Code                 | 19 20<br><input type="checkbox"/> <input type="checkbox"/>  |
| 6. Race                            | 21<br><input type="checkbox"/>  |
| 7. Education (Item 20)             | 22 23<br><input type="checkbox"/> <input type="checkbox"/>  |
| 8. Sex (Item 21)                   | 24<br><input type="checkbox"/>  |
| 9. Marital Status (Item 22)        | 25<br><input type="checkbox"/>  |
| 10. Number of Dependents (Item 27) | 26<br><input type="checkbox"/>  |
| 11. Age*                           | 27 28<br><input type="checkbox"/> <input type="checkbox"/>  |
| 12. Benefit Year Begins*           | 29 30 31 32 33 34<br><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/><br>m m d d y y                 |
| 13. Credit Weeks*                  | 35 36<br><input type="checkbox"/> <input type="checkbox"/>  |
| 14. Number of Employers*           | 37 38<br><input type="checkbox"/> <input type="checkbox"/>  |
| 15. Weekly Benefit Rate*           | 39 40 41<br><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>  |
| 16. SIC Code*                      | 42 43 44 45<br><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>  |
| 17. Average Weekly Wage*           | 46 47 48 49 50 51<br><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>                                |

\*Denotes information on form 1575. All other information on form 1554.

Exhibit B-9

Page 2

First Card (Continued)

For First Employer

	52 53 54 55 56 57
18. Earnings in last calendar week	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
	58 59 60 61 62 63
19. First Date Worked	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> m m d d y y
	64 65 66 67 68 69
20. Last Date Worked	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> m m d d y y

Exhibit B-9

Page 3

Second Card

1. Local Office Number  1  2  3  
 4  5  6  7  
2. ID Number  8  9  10  11  12  13

For Second Employer

3a. First Date Worked  14  15  16  17  18  19  
m m d d y y  
4a. Last Date Worked  20  21  22  23  24  25  
m m d d y y

For Third Employer

3b. First Date Worked  26  27  28  29  30  31  
m m d d y y  
4b. Last Date Worked  32  33  34  35  36  37  
m m d d y y

For Fourth Employer

3c. First Date Worked  38  39  40  41  42  43  
m m d d y y  
4c. Last Date Worked  44  45  46  47  48  49  
m m d d y y

For Fifth Employer

3d. First Date Worked  50  51  52  53  54  55  
m m d d y y  
4d. Last Date Worked  56  57  58  59  60  61  
m m d d y y

Exhibit B-10

Data Elements - Minnesota File

<u>NUMBER</u>	<u>NAME</u>	<u>DESCRIPTION</u>
1.	CLAIM-DATE	Date of the Sunday of the week which the claim is filed.
2.	CLAIM-TAKEN-DATE	Date claim was actually taken (filed).
3.	BASE-PERIOD-BEGINS	The base period begins 52 weeks prior to the claim date.
4.	BENEFIT-YEAR-ENDS	The date of the Saturday of the 52nd week of the claim.
5.	WEEKLY-BENEFIT-AMOUNT	Amount of claimants benefits on a weekly basis.
6.	MAXIMUM-BENEFIT-AMOUNT	Total amount benefits claimant is eligible to receive during the benefit year.
7.	TOTAL-PARTIAL	Indicates if claimants unemployment is Total or Partial. 1=Total 2=Partial
8.	SEX	1=Male 2=Female
9.	COUNTY	Claimants county of residence (FIPS)
10.	DOT	Claimants occupation code
11.	RACE	1=White 2=Non-White 3=Non-White Negro 4=Non-White Indian 5=Non-White Spanish 6=White Spanish
12.	EDUCATION	
13.	AGE	
14.	SIC	Standard Industrial Classification code of claimants most recent employer
15.	TOTAL-NUMBER-OF-CREDIT-WEEKS	Total number of credit weeks earned from all employers
16.	NUMBER-OF-EMPLOYERS	
17.	BEGAN-EMP-DATE	
18.	END-EMP-DATE	
19.	CREDIT-WEEKS	
20.	WAGE-CREDITS	

Exhibit B-11

New York State

Calendar Year 1976 - Monetary Determinations

February 23, 1977

LOCATION	SUFFICIENT WAGES AND EMPLOYMENT		INSUFFICIENT WAGES AND EMPLOYMENT	
	New Claims: Regular UI	SUA	Regular UI	SUA
New York State	941,831	130,884	96,028	5,674
Troy L.O. #7	8,655	1,942	874	156
Batavia L.O. #54	4,597	477	154	53
Buffalo L.O. #71	17,713	2,998	1,802	218
Elmira L.O. #96	4,815	839	984	27
New York City L.O. #511	16,376	981	2,990	25
New York City L.O. #534	17,947	2,230	3,890	109

Exhibit B-12

Coding Sheet - New York State Office

- 1. Local office number
- 1a. ID number
- 2. Effective date of claim        
M M D D Y Y
- 3. County of residence \_\_\_\_\_
- 4. Age
- 5. Race \_\_\_\_\_ 99 if blank
- 6. Number dependent children
- 7. Last grade in school completed
- 8. Pension benefits    
Y N
- 9. Last employer number \_\_\_\_\_
- 10. Date began work - last employer        
M M D D Y Y
- 11. Last day worked - last employer        
M M D D Y Y
- 12. Total weeks - last employer
- 13. Net weeks - last employer
- 14. Total wages - last employer \$       .
- 15. Net wages - last employer \$       .
- 10a. Date began work - next to last employer        
M M D D Y Y
- 11a. Last day worked - next to last employer        
M M D D Y Y
- 12a. Total weeks - next to last employer
- 13a. Net weeks - next to last employer
- 14a. Total wages - next to last employer (\$) \$       .
- 15a. Net wages - next to last employer

Exhibit B-12

Page Two

10b. Date began work - next employer	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> M M D D Y Y
11b. Last day worked - next employer	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> M M D D Y Y
12b. Total weeks - next employer	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
13b. Net weeks - next employer	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
14b. Total wages - next employer (\$)	\$ <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
15b. Net wages - next employer	\$ <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
10c. Date began work - next employer	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> M M D D Y Y
11c. Last day worked - next employer	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> M M D D Y Y
12c. Total weeks - next employer	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
13c. Net weeks - next employer	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
14c. Total wages - next employer (\$)	\$ <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
15c. Net wages - next employer	\$ <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
10d. Date began work - next employer	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> M M D D Y Y
11d. Last day worked - next employer	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> M M D D Y Y
12d. Total weeks - next employer	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
13d. Net weeks - next employer	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
14d. Total wages - next employer (\$)	\$ <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
15d. Net wages - next employer	\$ <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

Exhibit B-12

Page Three

- 10e. Date began work - next employer        
M M D D Y Y
- 11e. Last day worked - next employer        
M M D D Y Y
- 12e. Total weeks - next employer
- 13e. Net weeks - next employer
- 14e. Total wages - next employer (\$) \$
- 15e. Net wages - next employer \$
- 
- 10 f. Date began work - next employer        
M M D D Y Y
- 11 f. Last day worked - next employer        
M M D D Y Y
- 12 f. Total weeks - next employer
- 13 f. Net weeks - next employer
- 14 f. Total wages - next employer (\$) \$
- 15 f. Net wages - next employer \$
- 
16. Full benefit rate (\$)
17. Benefit year ends        
M M D D Y Y
18. Sex  M  
 F
19. Occupation code
20. Total credit weeks
21. Total wages (\$\$)

Exhibit B-13  
New York State

CLAIMANT CHARACTERISTIC MASTER FILE  
 FIXED LENGTH - 100 CHARACTERS

<u>FIELD</u>	<u>LENGTH</u>	<u>POSITION</u>	<u>DESCRIPTION</u>
Status Flag	1	1	0-8 Active 9 To be deleted in the next purge run
Social Security Number	9	2-10	(File is in SS# - Effective date order)
Effective Date	6	11-16	MM/DD/YY date on which claim became active
Benefit Year Ending Code	4	17-20	YY/WW Year and Statutory week when claim will expire
Wages	5	21-25	Wages upon which rate for claim is based <u>/1</u>
Weeks	2	26-27	Number of weeks in base period upon which rate of claim is determined
Benefit Rate	3	28-30	Rate at which claimant will be paid for a full week of benefits, if payment is not being charged to pensioning agent
Pension Reduction	3	31-33	Pension amount by which payments will be reduced when pensioning employer is being charged
Payment Program	2	34-35	01 100% UCPE 02 100% UCK 04 Joint Program 06 Unemployment Insurance 07 100% Postal Worker 08 Supplemental Unemployment Assistance (S.U.A.)
Sex	1	36	1 = Male 2 = Female 0 = Unknown
Age	2	37-38	Chronological age at last birthdate before claim established
Marital Status <u>/2</u>	1	39	0 = Unknown 1 = Never Married 2 = Married 3 = Widowed 4 = Divorced 5 = Legally Separated
Ethnic Group	1	40	1 = White, except Spanish surname 2 = Negro, except Spanish surname 4 = Non-white (except Negro) 5 = Unknown 6 = White, Spanish surname 7 = Negro, Spanish surname

/1 \$9999 Maximum amount received until March 1976  
/2 Not Recorded Presently for other than SBA claimants

<u>FIELD</u>	<u>LENGTH</u>	<u>POSITION</u>	<u>DESCRIPTION</u>
Education	1	41	Years of Schooling 1 = 0 to 7 years 2 = Completed elementary school 3 = Some high school 4 = Completed high school 5 = Some college 6 = Completed college 9 = Unknown
Dependent Children	2	42-43	0 = 0 1 = 1 etc. 7 = 7 or more 3 = Unknown
Reason for Unemployment <u>/3</u>	1	44	1 = Industrial Controversy 2 = Lack of Work - will be rehired 4 = Lack of Work-no intention to rehired 9 = Other than above
DOT Code	1	45	1 = Professional 2 = Technical 3 = Managerial 4 = Clerical 5 = Sales 6 = Blue Collar 7 = Farming 8 = Services except private household 9 = Private Household
County of Residence	3	46-48	Currently a two-digit research location code (preceded by a 0)
Employer Number	10	49-58	N.Y. registration number for last employer
County of Employer	3	59-61	three-digit research location of last employer
Standard Industrial Classification	6	62-67	Classification of last employer work for (currently high order 5 digit code according to 1972 SIC scheme.
Type of Non-covered SEA	1	68	1 = Local Government (General) 2 = Local Government (School) 3 = State Government 4 = Domestic 5 = Agricultural 6 = Other

/3 Not Recorded Presently

Exhibit B-13

Page 3

<u>FIELD</u>	<u>LENGTH</u>	<u>POSITION</u>	<u>DESCRIPTION</u>
CETA Prime Sponsor Code	2	69-70	Claimant's location in a CETA (Comprehensive Employment & Training Act) area
TRA Petitioner Number <u>/4</u>	7	71-77	Trade Readjustment Allowances ID number
Welfare Case Number <u>/4</u>	7	78-84	Social Services ID Number
Neighborhood Youth Corps Graduate <u>/4</u>	1	85	0 = No 1 = Yes
Original Date of Accession	6	86-91	Date claim was first put on character- istic file beginning in May 1975
Original Local Office	3	92-94	Local Office as of 3/24/76
Zip Code	5	95-99	Claimant's mailing address zip code as of 3/24/76
Filler	1	100	

/4 Not Recorded Presently

Exhibit B-14

State of Oregon - Employment Office

File Description

Bytes 01-04, Claim BYE: The claim benefit year ending (BYE) date contains the week number (2 digits) and the last two digits of the year in which the claim will expire. See enclosed copy of UI PUB 173B, the 1976 claim calendar. This field is four bytes long and contains four digits, not packed.

Bytes 05-06, Year Born: The last two digits of the year of birth of the claimant. The digits "77" indicate year of birth is unknown. This field is two bytes long and contains two digits, not packed.

Byte 07, Sex: A one digit code identifying sex of the claimant, "0" is male and "1" is female. If not known, the program defaults to male. This field is one byte long and contains one digit, not packed.

Byte 08, Race: A one digit code identifying the ethnic group of the claimant. The codes are as follows:

- 1 - Caucasian
- 2 - Negro
- 3 - Oriental
- 4 - American Indian
- 5 - INA (Information not available)
- 6 - NEC (Not elsewhere classified)

The identification of a claimant's ethnic group is made by the claims taker solely on the basis of visual observation. Claimants may not be asked to aid in the identification. The claims taker must use his knowledge of the characteristics common to the above groupings and form his own judgement. This field is one byte long and contains one digit, not packed.

Byte 09: Not used

Bytes 10-15, Occupation Code: Contains the first, second, and fourth digits of the primary occupational code of the claimant, based on the Employment and Training Administration's Dictionary of Occupational Titles publication. This field is six bytes long and contains three digits not packed, in bytes 13, 14, and 15.

Bytes 16-25: Not used

Byte 26, Validity: A one digit code indicating validity of the claim, a "1" if the claim is valid (eligible) and a "2" if the claim is nonvalid (ineligible). If the claim is valid, the amounts in WBA (bytes 55-56) and MBA (bytes 59-61) will be greater than zero. These fields will be zero for a nonvalid claim. This field is one byte long and contains one digit, not packed.

Bytes 27-30, Actual BYE: Contains the week number and the last two digits of the year in which the claim will expire. This item is essentially the same as the claim BYE in bytes 01-04. This field is four bytes long and contains four digits, not packed.

Bytes 31-33, E.B. Benefit Amount Paid: The amount of benefits paid to the claimant under the Extended Benefit program, based on a regular claim established during 1976.

Bytes 31-33--Continued

The amount will reflect the amount paid to the claimant up to the time the CWBH program data were extracted from the claim files. The amount may not reflect the total amount paid to the claimant under the Extended Benefit program. This field is three bytes long and contains four digits packed.

Byte 34, Ownership Code: This one digit code is used in conjunction with the Standard Industrial Classification (SIC) code in bytes 80-83 to indicate the level of ownership. The codes are:

- 1 - Federal government
- 2 - State government
- 3 - Local government
- 5 - Private

This field is one byte long and contains one digit, not packed.

Byte 35, Quarters with Estimated Weeks: A one digit code to indicate the quarters which contain estimated weeks. Less than two percent of the employers fail to report weeks of work data. Rather than leave the field blank, we developed a procedure to estimate the missing weeks of work. This procedure is as follows: If 15 percent or more of the total wages in a base year have weeks reported, an average weekly wage is computed based on these records and applied to the wages with missing weeks to calculate an estimated number of weeks of work. If less than 15 percent of the wages are reported with weeks, an average weekly wage factor based on 2 digit industry code is applied to the wages with missing weeks to calculate the estimated number of weeks of work.

The weeks of work are estimated keeping in mind that total weeks worked in a quarter cannot exceed 13.

The following codes are used to indicate the calendar quarters in which some or all of the weeks of work were estimated:

- 1 = 4th quarter
- 2 = 3rd quarter
- 3 = 3rd and 4th quarters
- 4 = 2nd quarter
- 5 = 2nd and 4th quarters
- 6 = 2nd and 3rd quarters
- 7 = 2nd, 3rd, and 4th quarters
- 8 = 1st quarter
- 9 = 1st and 4th quarters
- < = 1st and 3rd quarters
- ' = 1st, 3rd, and 4th quarters
- > = 1st and 2nd quarters
- ( = 1st, 2nd and 4th quarters
- + = 1st, 2nd, and 3rd quarters
- | = all four quarters

This field is one byte long and contains one character.

Bytes 36-37, Total Number of Firms: This number indicates the number of firms the claimant worked for during his base year. On a combined wage claim, each transferring state is considered one firm, regardless of the number of distinct employers in that state from whom the claimant received wages. This field is two bytes long and contains two digits, packed.

Byte 38, Quarters with Wages: The number of quarters in the claimant's base year in which wages were received. This number will vary from 1 to 4 but valid claims must contain at least two quarters of wages. This field is one byte long and contains one digit, not packed.

Byte 39: Not used

Bytes 40-42, Total Base Year Wages: Includes all wages used in the determination of the claim. This field is three bytes long and contains five digits packed. The field indicates dollars only.

Bytes 43-44, Total Base Year Weeks: The number of calendar weeks worked by the claimant during his base year. The total will not exceed 52. If some weeks of work were estimated, they should be included in this total and the code in byte 35 indicates the calendar quarter(s) in which the weeks were estimated. This field is two bytes long and contains three digits packed.

Bytes 45-47, Base Year High Quarter Wage: The greatest amount of wages found in any of the four quarters of the base year. This field is three bytes long and contains five digits, packed.

Bytes 48-49, Weeks in the High Quarter: Contains the number of weeks worked in the quarter with the most wages. The number cannot exceed 13 weeks. This field is two bytes long and contains two digits packed.

Bytes 50-52, Average Weekly Wage: An amount computed by dividing the total base year wages in bytes 40-42 by the total base year weeks in bytes 43-44. The figure is in unrounded dollars and cents. This field is three bytes long and contains five digits packed.

Bytes 53-54, Claim Type: A 3 digit code which indicates the type of claim filed. The codes are as follows:

- 100 = Oregon UI, either valid or nonvalid, a claim based entirely on Oregon wages.
- 131 = Valid Oregon UI supplemented by UCX. A valid claim based on Oregon wages, but increased by the addition of Federal military wages.
- 142 = Valid Oregon UI, supplemented by UCFE or both UCFE and UCX. A valid claim based on Oregon wages, but increased by the addition of Federal government wages.
- 150 = Valid combined wage claim, all UI. A valid claim based on UI wages transferred from other states. It is not necessary for claimant to have Oregon wages.

Bytes 53-54--Continued

- 161 = Valid combined wage claim, supplemented by UCX. A valid UI combined wage claim, increased by the addition of Federal military wages.
- 162 - Valid combined wage claim, supplemented by UCFE or UCFE and UCX. A valid UI combined wage claim, increased by the addition of Federal government wages.

This field is two bytes long and contains three digits packed.

Bytes 55-56, UI WBA: The weekly benefit amount based on UI wages. This amount may not be the weekly benefit amount of the claim if the claim was supplemented by Federal wages. During the calendar year 1976, two minimum and maximum weekly benefit amounts were in effect. For those claims filed before the week of July 4, 1976, the minimum and maximum amounts were \$26 and \$95, respectively. For those claims filed during and after the week starting July 4, 1976, the minimum and maximum amounts were \$28 and \$102, respectively. A nonvalid claim would show no weekly benefit amount. This field is two bytes long and contains three digits packed.

Bytes 57-58, UI WBA Minus Pension: The weekly benefit amount would be the same as the bytes 55-56 if there is no pension. If there is a pension, this item would contain code "88" to indicate the existence of a deductible pension, not the actual weekly benefit amount minus the pension. This field is two bytes long and contains three digits packed.

Bytes 59-61, UI MBA: The total entitlement of the claim based on UI wages. This amount may not be the total entitlement of the claim if the claim is supplemented by Federal wages. Nonvalid claims will show no maximum benefit amount. This field is three bytes long and contains five digits packed.

Bytes 62-63, Local Office Number: The three digit number of the Oregon local office in which the claim was filed. The number "990" indicates the claim was filed in another state, with Oregon as the liable state. This field is two bytes long and contains three digits packed.

Bytes 64-65, Potential Duration: The potential duration is calculated by dividing the UI maximum benefit amount by the UI weekly benefit amount, and represents the total number of weeks potentially payable on the claim. Fractional parts of weeks are dropped. This field is two bytes long and contains three digits packed.

Bytes 66-67: Not used

Bytes 68-69, Equivalent Weeks Paid: A number calculated by dividing the total amount of benefits paid the claimant (bytes 72-74) by the UI weekly benefit amount (bytes 55-56). Fractional parts of weeks are dropped. This field is two bytes long and contains three digits packed.

Bytes 70-71, Number of Weeks Paid: The actual number of weeks for which benefits were paid. This field is two bytes long and contains three digits packed.

Bytes 72-74, Total Amount of Benefits Paid: The total amount of benefits a claimant received on his claim, up to the time the data were extracted from the claim file for the CWBH program. Any payments were made after this cutoff would not be shown in the CWBH data. This field is three bytes long and contains five digits packed.

Byte 75, Maximum Payment: This code indicates whether or not the claimant was paid the total amount of the claim entitlement. A "1" indicates a maximum payment and "0" indicates the claimant did not receive his total entitlement. A "1" will indicate only that a claimant received his total entitlement before the CWBH data were extracted from the claims file. A claimant may have subsequently received his total entitlement, but the CWBH data will not so indicate. This field is one byte long and contains one digit, not packed.

Bytes 76-79: Not used

Bytes 80-81 and 82-83, 3-digit and 2-digit SIC Codes: These codes are the two and three digit Standard Industrial Classification (SIC) Manual codes (1972 revision) of the base year employer who paid the largest amount of the base year wages to the claimant. The ownership code in byte 34 indicates the ownership code of this firm. The code 999 is used for nonclassifiable establishments. Generally, the combined wage claims, where the wages are transferred in from another state, are coded 999 because the industrial classification of these out-of-state firms are not known. Also, Oregon uses the 2-digit pseudo code 18 for the industry 203. Both fields are each two bytes long and each contains three digits packed.

Byte 84, Multiple Claim: A one digit code which indicates a single or multiple claim filed during the calendar year. A "1" indicates a single claim, a "2" indicates a multiple claim. This field is one byte long and contains one digit, not packed.

Bytes 85-89, Sequence Number: This field normally contains the social security number of the claimant, but to maintain confidentiality, the field now contains a sequence number. This field is five bytes long and contains four digits packed.

Bytes 90-93, Sort BYE: The week number and last two digits of the year in which the claim was filed. This field is four bytes long and contains four digits not packed.

Bytes 94-105, Most Significant Digits of Total Wages and Quarters: The amount of wages and the number of quarters of wages received during the current and in each of the preceding years. The wages are in hundreds of dollars. The data for each year are three bytes long and contain three digits packed in the first two bytes and one digit not packed in the third byte.

Bytes 106-117, Base Year Earnings: The amount of base year earnings in each of the three preceding years, if a claim was filed. The validity codes with each year are: "0" indicates no claim, "1" indicates a valid claim, and "2" indicates a nonvalid claim. The data for each year are four bytes long and contain five digits packed in the first three bytes and one digit not packed in the fourth byte.

Bytes 118-129 Benefits Paid: The amount of benefits paid during each of the three preceding years. The codes for each year indicate "1" maximum payment received and "0" maximum payment not received. The data for each year are four bytes long and contain five digits packed in the first three bytes and one digit not packed in the fourth byte.

Wage File

For the 1,850 claimants, we have obtained their calendar year 1975 wages earned from covered employers.

There is one limitation of these earnings which must be emphasized. These 1975 wages may be incomplete because only wages earned from covered employers in Oregon, who are wage reporting, i.e. employers who send in quarterly reports of wages paid to each employee, are included. Unless used in a claim determination, wages from state government, Federal government, and other states are not available in our wage file. When a claim is filed, the wage data must be requested from these employers for the specific base year period. Since claims filed during 1976 can be based on wages received from the fourth quarter of 1974 to the second quarter of 1976, it is possible to have incomplete 1975 wage history for some claimants. Also, wages received from noncovered employers are not available.

With this limitation of the wages available in mind, an explanation of the wage summary record follows:

Bytes 01-05, Social Security Number: The social security number has been replaced by a sequence number. This field is five bytes long and contains four digits packed. The sequence number assigned is equal to the sequence number assigned to the same individual in the claim record.

Byte 06, Sort Character: The purpose of the symbol "#" is to force the record to sort after the Master Control Record containing the social security number.

Bytes 07-10, Calendar Year: The calendar year in which the wages were received. This field is four bytes long and contains four digits not packed. The first two bytes contain the actual year, i.e. 75 and, bytes 9-10 contain 00.

Bytes 11-13, Calendar Year Total Wages: The total amount of wages received during the calendar year, with the limitations stated above. This field is three bytes long and contains five digits packed.

Bytes 14-33, Quarterly Wages and Weeks: The amount of wages received and the number of weeks worked during each calendar quarter. The data for each quarter's wages are three bytes long and contain five digits packed. The data for each quarter's weeks are two bytes long and contain three digits packed.

Byte 34, High Quarter: This number indicates the calendar quarter in which the greatest wages were received. A zero (0) indicates more than one quarter in which the greatest amount of wages were received. This field is one byte long and contains one digit not packed.

Bytes 35-36, Ratio Total Wages to High Quarter Wages: This is calculated by dividing the total wages by the amount of wages in the high quarter. This field is two bytes long and contains 3 digits packed.

Byte 37, Quarters with Wages: This indicates the number of calendar quarters in which wages were received. This field is one byte long and contains one digit, not packed.

Bytes 38-39, Total Weeks: This is the total number of weeks worked during calendar year 1975. The total cannot be greater than 52. This field is two bytes long and contains three digits packed.

Bytes 40-41, Weeks in the High Quarter: The number of weeks worked in the quarter in which the greatest amount of wages were received. This field is two bytes long and contains three digits packed.

Bytes 42-43, Total Number of Firms: The number of distinct firms for whom the claimant worked during the calendar year 1975. This field is two bytes long and contains three digits packed.

Bytes 44-49, Principal Firm: The firm account number of the employer from whom the most wages were received during the calendar year. This field is six bytes long and contains eleven digits packed.

Bytes 50-51, Total Number of Industries: The total number of distinct 2-digit industries represented by the employers from whom wages were received in the calendar year. This field is two bytes long and contains three digits packed.

Bytes 52-54, Principal Industry: The 2-digit Standard Industrial Classification (SIC) code and the 1-digit ownership code of the employer from whom the most wages were received during the calendar year. This field is three bytes long and contains three digits not packed.

Bytes 55-56, Percent of Wages from the Principal Industry: The percent of wages which were received in the principal industry during the calendar year. This field is two bytes long and contains three digits packed.

Byte 57, Quarters with Estimated Weeks: A one digit code indicating the calendar quarter(s) in which weeks of work were estimated. For explanation of the codes, see claim record. This field is one byte long and contains one digit not packed.

Bytes 58-59, Two Digit Industry Code: The two digit SIC code of the principal employer during the calendar year. Essentially the same as bytes 52-54. This field is two bytes long and contains two digits packed.

APPENDIX C

APPENDIX TO CHAPTER 3: CROSSTABULATIONS

I. Weeks of Work Crosstabulations

Michigan

Exhibit C-1: <u>Weeks of Work by Sex</u>		
<u>Weeks of Work</u>	<u>Percent of Each Group</u>	
	<u>Male</u>	<u>Female</u>
0-13	64.9	35.1
14-15	61.6	38.4
16-19	57.9	42.1
20-25	58.9	41.2
26-30	63.9	36.1
>30	69.0	31.0

Exhibit C-2: <u>Weeks of Work by Race</u>			
<u>Weeks of Work</u>	<u>Percent of Each Race Group</u>		
	<u>White</u>	<u>Black</u>	<u>NS*</u>
0-13	85.4	7.3	6.3
14-15	82.8	9.1	8.1
16-19	81.9	9.4	8.7
20-25	79.9	5.3	14.8
26-30	77.3	8.1	14.6
>30	79.7	7.0	13.3

\*NS = Not Specified

Michigan (continued)

Exhibit C-3: <u>Weeks of Work by Age</u>							
Percent of Each Age Group							
<u>Weeks of Work</u>	<u>&lt;20</u>	<u>20-24</u>	<u>25-34</u>	<u>35-44</u>	<u>45-54</u>	<u>55-64</u>	<u>65+</u>
0-13	5.4	17.1	31.7	20.0	15.6	8.8	1.5
14-15	2.0	16.2	33.3	16.2	17.2	13.1	2.0
16-19	5.8	14.6	31.0	22.8	13.5	9.4	2.9
20-25	1.4	15.8	33.5	14.4	18.2	12.9	3.8
26-30	1.7	13.4	34.9	21.5	13.4	13.4	1.7
>30	1.1	8.9	26.6	21.3	23.4	14.8	4.0

Michigan (continued)

Exhibit C-4: <u>Weeks of Work by Education</u> (Percent of Each Education Group)						
<u>Weeks of Work</u>	<u>Years of School Completed</u>					
	<u>0-7</u>	<u>8</u>	<u>9-11</u>	<u>12</u>	<u>13-15</u>	<u>16+</u>
0-13	14.6	5.9	13.7	39.0	17.6	9.3
14-15	21.2	2.0	14.1	29.3	13.1	20.2
16-19	18.1	4.7	7.0	35.7	14.6	19.9
20-25	18.7	4.8	10.5	29.2	19.6	17.2
26-30	20.3	5.2	14.5	32.0	11.0	16.9
>30	19.0	6.3	13.0	29.6	14.2	18.0

Exhibit C-5: Weeks of Work by OccupationPercent of Each Occupation Group

<u>Weeks of Work</u>	<u>Professional</u>	<u>Technical</u>	<u>Managerial</u>	<u>Clerical</u>	<u>Sales</u>	<u>Blue Collar</u>	<u>Farm*</u>	<u>Services</u>	Other or
									<u>NS</u>
0-13	4.9	4.4	3.9	11.7	6.3	54.2	1.5	11.7	1.5
14-15	8.1	4.0	6.1	10.1	6.1	46.5	1.0	14.1	4.0
16-19	9.4	8.8	9.4	8.2	3.5	47.4	0.6	12.3	0.6
20-25	6.2	4.8	7.7	14.4	4.8	42.6	3.4	14.4	1.9
26-30	7.6	7.0	5.8	9.9	5.2	48.3	1.7	12.8	1.7
>30	9.5	6.6	10.9	9.4	5.5	47.1	1.3	8.2	1.7

Exhibit C-6: Weeks of Work by Industry of EmploymentPercent of Each Industry Group

<u>Weeks of Work</u>	<u>Construction</u>	<u>Non-Durables</u>	<u>Durables</u>	<u>Transporation</u>	<u>Trade</u>	<u>Finance</u>	<u>Services</u>	<u>Government</u>	<u>Other or Missing</u>
0-13	16.5	3.4	22.9	6.8	18.1	2.0	16.1	3.9	10.2
14-15	8.1	10.1	20.2	6.1	21.3	1.0	23.2	4.0	6.1
16-19	14.0	5.9	15.8	3.5	19.2	1.8	29.9	5.9	4.1
20-25	6.7	7.6	23.4	5.3	18.6	1.0	27.2	3.8	6.2
26-30	16.3	8.7	19.8	7.0	14.5	2.4	20.9	5.2	5.2
>30	7.1	6.8	32.8	4.3	16.7	2.3	20.5	6.4	3.5

Michigan (continued)

Exhibit C-7: <u>Average Weekly Wage by Weeks of Work</u>						
	<u>Percent of Each Weeks of Work Group</u>					
<u>Average Weekly Wage</u>	<u>0-13</u>	<u>14-15</u>	<u>16-19</u>	<u>20-25</u>	<u>26-30</u>	<u>&gt;30</u>
\$0-50	23.4	21.2	29.8	29.2	20.3	16.8
\$51-100	15.6	23.2	15.2	8.6	15.1	8.0
\$101-150	16.1	12.1	17.0	14.8	15.1	12.3
\$151-200	11.7	15.2	11.7	13.9	15.1	14.8
>\$200	33.2	28.3	26.3	33.5	34.4	48.2

Minnesota

Exhibit C-8: <u>Weeks of Work by Sex</u>		
<u>Weeks of Work</u>	<u>Percent of Each Group</u>	
	<u>Male</u>	<u>Female</u>
0-13	68.5	31.5
14-15	84.6	15.4
16-19	69.4	30.6
20-25	68.0	32.0
26-30	65.3	34.7
31-40	72.3	27.7
41-47	58.8	41.2
48-52	61.1	38.9

Exhibit C-9: <u>Weeks of Work by Age</u>							
<u>Weeks of Work</u>	<u>Percent of Each Age Group</u>						
	<u>&lt;20</u>	<u>20-24</u>	<u>25-34</u>	<u>35-44</u>	<u>45-54</u>	<u>55-64</u>	<u>65+</u>
0-13	24.9	27.6	22.7	9.8	8.4	6.2	0.4
14-15	26.9	23.1	23.1	7.7	11.5	7.7	0.0
16-19	17.5	22.5	30.0	9.4	10.0	8.1	2.5
20-25	14.4	25.6	32.1	12.8	7.1	6.4	0.6
26-30	10.4	18.1	47.2	9.0	6.3	9.0	0.0
31-40	11.4	21.8	31.4	11.4	13.2	10.5	0.5
41-47	11.1	18.3	34.0	14.4	8.5	13.1	0.7
48-52	7.8	16.2	39.9	15.4	10.6	9.4	0.8

Minnesota (continued)

<u>Weeks of Work</u>	<u>Years of School Completed</u>					
	<u>0-7</u>	<u>8</u>	<u>9-11</u>	<u>12</u>	<u>13-15</u>	<u>16+</u>
0-13	15.1	5.3	20.4	36.9	15.1	7.1
14-15	0.0	11.5	26.9	53.8	7.7	0.0
16-19	5.6	6.3	13.8	50.6	20.6	3.1
20-25	1.9	6.4	17.3	51.3	15.4	7.7
26-30	7.6	6.3	12.5	59.7	9.0	4.2
31-40	5.5	5.5	15.0	54.1	15.5	4.5
41-47	3.9	5.9	17.6	47.1	14.4	11.1
48-52	2.8	6.5	9.0	55.1	17.3	9.2

Exhibit C-11: Weeks of Work by Occupation

Percent of Each Occupation Group

<u>Weeks of Work</u>	<u>Professional</u>	<u>Technical</u>	<u>Managerial</u>	<u>Clerical</u>	<u>Sales</u>	<u>Blue Collar</u>	<u>Farm*</u>	<u>Services</u>	<u>Private Household</u>
0-13	6.2	19.1	2.7	7.1	4.9	46.2	1.3	11.1	1.3
14-15	3.9	7.7	3.9	0.0	3.9	61.5	0.0	15.4	3.9
16-19	2.5	8.8	1.3	8.8	5.0	63.8	2.5	6.9	0.6
20-25	1.9	7.1	1.9	8.3	4.5	64.1	0.6	11.5	0.0
26-30	0.0	8.3	4.9	9.0	4.2	64.6	3.5	4.9	0.7
31-40	1.8	11.4	3.6	7.7	4.1	63.6	1.8	5.5	0.5
41-47	3.9	13.1	4.6	8.5	7.2	53.6	2.0	7.2	0.0
48-52	5.9	9.2	5.6	10.1	6.6	53.2	0.8	8.1	0.5

Exhibit C-12: <u>Weeks of Work by Industry of Employment</u>									
<u>Percent of Each Industry Group</u>									
<u>Weeks of Work</u>	<u>Construction</u>	<u>Non-Durables</u>	<u>Durables</u>	<u>Transportation</u>	<u>Trade</u>	<u>Finance</u>	<u>Services</u>	<u>Government</u>	<u>Other or Not Specified</u>
0-13	9.8	10.7	10.2	3.6	27.6	3.1	22.2	1.8	11.1
14-15	11.5	7.7	7.7	11.5	26.9	0.0	23.1	0.0	11.5
16-19	26.3	13.1	18.1	3.8	12.5	0.6	15.6	2.5	7.5
20-25	26.9	16.7	10.3	2.6	22.0	1.9	11.5	3.2	5.1
26-30	31.9	11.1	11.1	2.1	12.5	0.0	14.6	3.5	13.2
31-40	27.7	9.1	15.0	6.4	18.2	1.8	14.6	2.7	4.5
41-47	19.0	13.7	15.7	2.6	21.6	1.3	14.4	2.6	9.2
48-52	15.7	13.4	16.7	3.1	21.5	2.7	21.2	2.3	3.4

Minnesota (continued)

Exhibit C-13: <u>Average Weekly Wage by Weeks of Work</u>								
<u>Average Weekly Wage</u>	<u>Percent of Each Week Group</u>							
	<u>0-13</u>	<u>14-15</u>	<u>16-19</u>	<u>20-25</u>	<u>26-30</u>	<u>31-40</u>	<u>41-47</u>	<u>48-52</u>
\$0-50	54.7	7.7	1.9	9.0	11.1	9.1	13.7	7.0
\$51-100	13.3	42.3	26.3	24.4	18.1	20.4	18.3	13.2
\$101-150	15.1	23.1	20.0	26.3	18.1	19.1	19.0	22.4
\$151-200	3.1	7.7	18.1	16.0	12.5	19.6	17.7	20.4
>\$200	13.8	19.2	33.8	24.4	40.3	30.9	30.4	36.9

New York

Exhibit C-14: Weeks of Work by Sex

Percent of Each Sex Group

<u>Weeks of Work</u>	<u>Male</u>	<u>Female</u>
0-13	56.1	43.9
14-15	54.4	45.6
16-19	48.2	51.8
20-25	59.5	40.5
26-30	55.8	44.2
31-40	56.1	43.9
41-47	50.9	49.1
48-52	61.7	38.3

Exhibit C-15: Weeks of Work by Race

Percent of Each Race Group

<u>Weeks of Work</u>	<u>White</u>	<u>Black</u>	<u>Spanish</u>	<u>Other or NS</u>
0-13	71.6	16.9	6.5	5.0
14-15	82.6	7.8	4.3	5.2
16-19	80.3	7.4	7.7	4.6
20-25	80.2	7.6	8.4	3.8
26-30	77.0	7.9	11.5	3.6
31-40	79.4	8.7	7.8	4.0
41-47	79.7	6.8	8.1	5.4
48-52	80.4	12.1	5.0	2.5

New York (continued)

Exhibit C-16: <u>Weeks of Work by Age</u>							
<u>Weeks of Work</u>	<u>Percent of Each Age Group</u>						
	<u>&lt;20</u>	<u>20-24</u>	<u>25-34</u>	<u>35-44</u>	<u>45-54</u>	<u>55-64</u>	<u>65+</u>
0-13	8.0	22.5	27.5	10.7	14.5	10.3	6.5
14-15	7.0	16.5	24.3	13.9	17.4	11.3	9.6
16-19	11.6	17.6	15.8	12.0	15.8	20.1	7.0
20-25	7.4	19.3	26.0	14.9	13.4	12.3	6.7
26-30	10.1	20.1	21.3	16.0	18.9	10.1	3.6
31-40	8.9	13.8	20.8	20.8	18.0	14.4	3.4
41-47	4.9	18.6	23.0	18.6	16.8	15.5	2.7
48-52	4.9	17.8	24.9	19.5	16.6	16.0	0.4

Exhibit C-17: <u>Weeks of Work by Education</u> (Percent of Each Education Group)						
<u>Weeks of Work</u>	<u>Years of School Completed</u>					
	<u>0-7</u>	<u>8</u>	<u>9-11</u>	<u>12</u>	<u>13-15</u>	<u>16+</u>
0-13	11.1	12.3	23.0	34.5	11.1	8.0
14-15	18.4	7.0	28.1	28.9	11.4	6.1
16-19	15.2	12.1	21.6	35.1	8.9	7.1
20-25	8.8	10.8	22.0	39.6	12.0	6.8
26-30	9.3	11.2	24.2	39.8	11.2	4.3
31-40	11.3	11.0	23.6	36.6	12.3	5.2
41-47	8.4	11.2	17.3	42.1	16.8	4.2
48-52	4.7	7.8	17.4	43.8	17.0	8.9

Exhibit C-18: Weeks of Work by OccupationPercent of Each Occupation Group

<u>Weeks of Work</u>	<u>Professional</u>	<u>Technical</u>	<u>Managerial</u>	<u>Clerical</u>	<u>Sales</u>	<u>Blue Collar</u>	<u>Services</u>	<u>Farm or NS</u>	<u>Pvt HH</u>
0-13	5.0	0.0	1.1	11.8	3.1	56.9	15.6	4.2	2.3
14-15	4.4	0.0	2.6	11.4	5.3	66.7	6.1	0.9	2.6
16-19	6.7	1.4	1.1	12.7	3.5	64.1	9.9	0.0	0.7
20-25	6.1	1.5	1.5	9.2	2.7	66.7	11.9	0.0	0.4
26-30	2.4	1.2	3.0	10.4	3.7	64.6	14.0	0.6	0.0
31-40	3.7	0.9	2.5	10.9	3.4	62.3	14.6	0.9	0.6
41-47	6.3	1.4	3.6	15.4	6.8	55.7	10.9	0.0	0.0
48-52	8.0	3.0	7.5	19.3	6.1	45.0	10.9	0.0	0.2

Exhibit C-19: Weeks of Work by Industry of Employment

Percent of Each Occupation Group

<u>Weeks of Work</u>	<u>Construction</u>	<u>Manufacturing</u>	<u>Transportation</u>	<u>Trade</u>	<u>Finance</u>	<u>Services</u>	<u>Government</u>	<u>Other, NS</u>
0-13	7.3	28.2	3.8	19.1	4.6	14.5	0.4	22.1
14-15	15.7	40.0	0.9	12.2	4.3	14.8	0.0	12.2
16-19	7.4	43.3	2.8	14.8	3.2	15.1	0.0	13.4
20-25	16.4	30.1	5.6	16.4	0.7	19.0	0.7	11.2
26-30	13.0	33.7	3.0	17.2	2.4	21.9	0.6	8.3
31-40	11.0	34.0	7.4	18.4	1.2	19.9	0.6	7.4
41-47	9.3	36.3	7.1	19.9	3.1	18.6	0.0	5.8
48-52	9.4	26.9	4.0	23.6	6.3	20.6	1.7	7.3

New York (continued)

Exhibit C-20: <u>Average Weekly Wage by Weeks of Work</u>								
<u>Average Weekly Wage</u>	<u>Percent of Each Weeks Group</u>							
	<u>0-13</u>	<u>14-15</u>	<u>16-19</u>	<u>20-25</u>	<u>26-30</u>	<u>31-40</u>	<u>41-47</u>	<u>48-52</u>
\$0-50	22.9	3.5	4.9	3.3	4.1	3.4	3.1	1.0
\$51-100	22.9	26.1	24.6	25.1	22.5	21.4	15.0	12.4
\$101-150	22.1	27.8	27.5	21.9	25.4	28.4	30.1	20.9
\$151-200	14.5	13.9	17.3	19.0	16.0	16.4	19.9	29.1
>\$200	17.6	28.7	25.7	30.9	32.0	30.3	31.9	36.5

Oregon

Exhibit C-21: Weeks of Work by Sex

<u>Weeks of Work</u>	<u>Percent of Each Sex Group</u>	
	<u>Male</u>	<u>Female</u>
0-13	68.5	31.5
14-15	29.2	70.8
16-19	56.1	43.9
20-25	65.4	34.6
26-30	68.1	31.9
31-40	69.0	31.0
41-47	63.1	36.9
48-52	56.9	43.1

Exhibit C-22: Weeks of Work by Age

<u>Weeks of Work</u>	<u>Percent of Each Age Group</u>						
	<u>&lt;20</u>	<u>20-24</u>	<u>25-34</u>	<u>35-44</u>	<u>45-54</u>	<u>55-64</u>	<u>65+</u>
0-13	14.2	29.3	35.7	8.4	6.7	3.1	2.8
14-15	12.5	29.2	16.7	12.5	12.5	8.3	8.3
16-19	11.0	25.9	25.9	13.6	12.3	9.2	2.2
20-25	10.3	28.7	27.6	9.7	12.4	9.2	2.2
26-30	8.8	28.1	28.1	9.4	13.8	10.6	1.3
31-40	5.1	24.2	32.0	16.8	12.1	7.4	2.4
41-47	4.6	25.3	31.8	14.1	12.6	9.1	2.5
48-52	4.3	20.8	38.1	15.0	10.8	9.5	1.5

Exhibit C-23: <u>Weeks of Work by Occupation</u>									
<u>Percent of Each Occupation Group</u>									
<u>Weeks of Work</u>	<u>Professional</u>	<u>Technical</u>	<u>Managerial</u>	<u>Clerical</u>	<u>Sales</u>	<u>Blue Collar</u>	<u>Farm</u>	<u>Services</u>	<u>Pvt HH</u>
0-13	4.5	0.8	4.7	13.4	4.7	57.4	2.0	12.0	0.6
14-15	0.0	0.0	0.0	4.2	8.3	66.7	8.3	12.5	0.0
16-19	2.6	0.4	4.8	9.2	5.7	60.5	4.0	12.7	0.0
20-25	2.7	1.6	1.1	5.4	3.2	67.0	2.2	16.2	0.5
26-30	4.3	0.0	2.5	6.9	5.0	69.4	3.8	8.1	0.0
31-40	4.7	0.0	3.4	7.1	4.4	64.0	1.7	14.5	0.3
41-47	6.1	1.0	3.5	11.6	6.1	54.0	4.0	13.6	0.0
48-52	4.3	2.0	7.3	17.5	7.8	47.9	1.3	11.5	0.5

Oregon (continued)

Exhibit C-24: Weeks of Work by Industry of Employment

Percent of Each Industry Group

<u>Weeks of Work</u>	<u>Construction</u>	<u>Non-Durables</u>	<u>Durables</u>	<u>Transportation</u>	<u>Trade</u>	<u>Finance</u>	<u>Services</u>	<u>Government</u>	<u>NS</u>	<u>Other</u>
0-13	4.5	10.3	9.5	0.6	8.4	1.4	13.7	1.1	39.0	1.7
14-15	0.0	0.0	12.5	0.0	54.2	0.0	29.2	0.0	0.0	4.2
16-19	8.8	18.9	15.8	4.0	29.8	1.3	16.7	2.2	0.0	2.6
20-25	16.2	14.6	20.0	4.3	27.0	1.6	12.4	2.7	0.0	1.1
26-30	17.5	11.9	25.0	5.0	20.0	3.1	14.4	1.9	0.0	1.3
31-40	14.8	11.1	23.6	4.4	22.9	0.7	17.9	3.4	0.0	1.3
41-47	8.6	13.1	25.8	3.0	20.2	0.5	20.2	7.1	0.0	1.5
48-52	6.5	8.3	24.6	5.3	26.8	5.3	20.1	2.8	0.3	0.3

Oregon (continued)

Exhibit C-25: <u>Average Weekly Wage by Weeks of Work</u>								
<u>Average Weekly Wage</u>	<u>Percent of Each Weeks of Work Group</u>							
	<u>0-13</u>	<u>14-15*</u>	<u>16-19</u>	<u>20-25</u>	<u>26-30</u>	<u>31-40</u>	<u>41-47</u>	<u>48-52</u>
\$0-50	55.2	25.0	4.4	4.3	3.8	2.7	2.5	2.8
\$51-100	24.5	66.7	36.4	30.3	25.6	22.9	19.2	11.5
\$101-150	15.6	8.3	29.0	25.4	26.3	21.6	25.3	27.6
\$151-200	2.5	0.0	14.9	13.0	14.4	14.8	22.7	25.1
>\$200	2.2	0.0	15.4	27.0	30.0	38.0	30.0	33.1

\*Too few observations to draw meaningful conclusions

APPENDIX D

APPENDIX TO CHAPTER 4: DATA FOR IMPACT ANALYSIS

The data contained in this Appendix is raw data, and thus, has not been reweighted to reflect the actual distribution by weeks of work for all UI claimants in 1976 in that State.\* The results contained in the following exhibits are, however, indicative, in a qualitative manner, of results obtained after reweighting.

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\*Note that reweighting is not necessary in Michigan, since a stratified sample was drawn. Reweighting was not possible in Minnesota.

APPENDIX D

APPENDIX TO CHAPTER 4: DATA FOR IMPACT ANALYSIS

A. Michigan Impact Analysis

Exhibit D-1: <u>Weeks of Work by Sex</u>					
Percent of Each Sex Group Who Are Eligible Under Each Requirement					
	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of ob- servations</u>
Males	91.6	87.7	81.4	73.6	1574
Females	91.0	86.2	77.2	66.5	799

Exhibit D-2: <u>Weeks of Work by Race</u>					
Percent of Each Race Group Who Are Eligible Under Each Requirement					
	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of ob- servations</u>
White	90.8	86.5	79.2	70.5	1909
Black	91.3	86.1	76.7	70.4	172
Race Not Specified	94.9	92.2	87.1	76.6	295

Michigan (continued)

Exhibit D-3: Weeks of Work by Education

Percent of Each Education Group Who Are Eligible Under Each Requirement

<u>Years of School Completed</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of observations</u>
0-7	93.3	88.5	81.6	72.8	445
8	91.2	89.8	83.9	76.6	137
9-11	90.6	86.0	81.9	74.6	299
12	89.1	85.2	76.9	68.6	735
13-15	89.7	86.0	78.8	67.1	349
16+	95.4	90.5	82.2	73.5	411

Exhibit D-4: Weeks of Work by Age

Percent of Each Age Group Who Are Eligible Under Each Requirement

<u>Years of Age</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of observations</u>
<20	76.6	72.3	51.1	44.7	47
20-24	86.9	80.9	71.5	59.2	267
25-34	90.5	85.7	78.0	67.7	685
35-44	91.6	88.3	80.3	74.1	487
45-54	93.4	90.0	85.3	77.5	488
55-64	94.4	90.3	85.4	77.0	321
65+	96.3	93.8	87.7	77.8	81

Michigan (continued)

Exhibit D-5: Weeks of Work by Average Weekly Wage

Percent of Each Wage Group Who Are  
Eligible Under Each Requirement

<u>Average Weekly Wage</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of ob- servations</u>
\$ 0-25	91.2	86.8	76.7	64.6	387
26-50	83.3	78.6	64.3	47.6	84
51-75	88.1	79.4	69.0	60.3	126
76-100	86.1	74.6	63.9	58.2	122
101-150	89.6	85.8	76.7	67.0	318
151-200	92.9	86.5	82.6	74.0	339
>200	93.2	90.6	86.1	79.1	1000

Exhibit D-6: Weeks of Work by Occupation

Percent of Each Occupation Group Who  
Are Eligible Under Each Requirement

<u>Occupation</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of ob- servations</u>
Professional	95.1	91.2	83.3	77.0	204
Technical	94.0	91.3	81.3	74.7	150
Managerial	96.4	93.7	86.4	79.2	221
Clerical	89.9	85.7	79.8	67.2	238
Sales	89.8	85.0	80.3	72.4	127
Blue Collar	90.1	86.1	78.9	71.0	1126
Farm	91.2	88.2	85.3	64.7	34
Services	89.8	83.8	74.9	62.1	235
Private Household	66.7	66.7	66.7	66.7	3
Not Specified	94.7	84.2	81.6	71.1	38

Michigan (continued)

Exhibit D-7: <u>Weeks of Work by Industry of Employment</u>					
Percent of Each Industry Group Who Are Eligible Under Each Requirement					
<u>Industry of Employment*</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of ob- observations</u>
Missing	70.6	64.7	55.9	41.2	34
Agriculture, Forestry	87.5	87.5	75.0	62.5	8
Mining	80.0	80.0	80.0	70.0	10
Construction	84.3	80.7	69.6	63.1	217
Non-Durables Manufacturing	95.6	89.4	83.1	73.1	160
Durables Manufacturing	93.0	90.1	86.1	78.8	674
Transportation	87.7	82.5	77.2	67.5	114
Trade	90.9	85.8	77.7	68.1	408
Finance	91.7	89.6	83.3	79.2	48
Service	93.5	89.0	79.0	67.8	510
Government	94.1	91.1	83.7	77.8	135
Not Specified	86.2	79.3	74.1	63.8	58
*Based on SIC Code Classification system					

B. Minnesota Impact Analyses

Weeks of Work

Exhibit D-8: Weeks of Work by Sex

Percent of Each Sex Group Who Are  
Eligible Under Each Requirement

<u>Sex</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of ob- servations</u>
Male	86.5	84.6	74.7	65.3	1126
Female	88.3	87.6	79.4	71.0	597

Exhibit D-9: Weeks of Work by Education

Percent of Each Education Group Who Are  
Eligible Under Each Requirement

<u>Year of School Completed</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of ob- servations</u>
0-7	63.4	63.4	53.8	50.5	93
8	88.8	86.0	76.6	67.3	107
9-11	80.7	77.7	68.5	57.1	238
12	90.7	89.1	80.0	71.0	889
13-15	87.6	86.9	74.8	66.1	274
16+	87.2	87.2	83.2	73.6	125

Minnesota (continued)

Exhibit D-10: Weeks of Work by Age

Percent of Each Age Group Who Are  
Eligible Under Each Requirement

<u>Years of Age</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of ob- servations</u>
<16	34.3	34.3	31.4	28.6	35
16-19	82.4	78.6	64.2	51.9	187
20-24	82.3	80.6	70.3	58.9	350
25-34	91.5	90.5	82.5	74.2	600
35-44	89.9	89.0	82.1	72.9	218
45-59	88.7	86.9	77.4	70.8	168
55-64	91.0	89.7	81.3	74.8	155
65+	92.3	92.3	61.5	53.9	13

Exhibit D-11: Weeks of Work by Average Weekly Wage

Percent of Each Wage Group Who Are  
Eligible Under Each Requirement

<u>Average Weekly Wage</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of ob- servations</u>
\$ 0-25	28.2	27.5	27.5	25.5	149
26-50	83.2	82.1	79.0	67.4	95
51-75	88.6	84.6	77.2	65.0	123
76-100	91.3	88.0	70.1	57.6	184
101-150	90.4	88.7	79.7	68.1	354
151-200	97.5	96.8	86.5	77.7	282
>200	94.2	93.3	83.3	76.3	539

Minnesota (continued)

Exhibit D-12: Weeks of Work by Total Base Year Wages

Percent of Each Wage Group Who Are Eligible Under Each Requirement

<u>Total Base Year Wages</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of observations</u>
\$ 0- 500	23.6	22.6	22.6	19.8	106
500- 1000	50.0	43.8	35.9	23.4	64
1001- 2000	77.2	71.3	48.0	33.2	202
2001- 3000	93.7	91.4	69.7	46.3	175
3001- 5000	91.0	89.6	76.8	61.9	289
5001- 9000	96.0	95.7	89.0	83.4	446
9001-15000	97.5	97.5	96.5	94.6	317
15001-20000	96.8	96.8	96.8	96.8	93
>20,000	100.0	100.0	100.0	100.0	34

Exhibit D-13: Weeks of Work by Occupation

Percent of Each Occupation Group Who Are Eligible Under Each Requirement

<u>Occupation</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of observations</u>
Professional	80.0	78.6	72.9	68.6	70
Technical	76.9	75.8	68.3	62.4	186
Managerial	91.4	90.0	87.1	82.9	70
Clerical	89.4	89.4	80.1	71.5	151
Sales	88.4	87.4	79.0	71.6	95
Blue Collar	89.4	87.7	77.3	67.1	978
Farm	88.0	88.0	72.0	68.0	25
Services	82.1	79.3	71.4	58.6	140
Private Household	70.0	60.0	50.0	50.0	10

Minnesota (continued)

Exhibit D-14: <u>Weeks of Work by Industry of Employment</u>					
Percent of Each Industry Group Who Are Eligible Under Each Requirement					
<u>Industry of Employment</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of observations</u>
Not Specified	68.7	68.7	56.7	47.1	67
Agriculture, Forestry	87.0	78.3	65.2	56.5	23
Mining	95.7	91.3	87.0	87.0	23
Construction	93.6	92.8	80.6	68.5	346
Non-Durables Manufacturing	88.9	88.0	78.2	66.2	250
Durables Manufacturing	90.8	90.0	78.4	72.0	216
Transportation	87.1	82.3	72.6	66.1	62
Trade	82.4	80.4	74.7	65.1	352
Finance	79.4	79.4	76.5	67.7	34
Services	83.9	81.9	73.9	68.1	310
Government	90.7	90.7	81.4	69.8	43

Multiple of Weekly Benefit Amount (Minnesota)

Exhibit D-15: Multiple of Weekly Benefit Amount by Sex

<u>Sex</u>	<u>Percent of Each Sex Group Who Are Eligible Under Each Requirement</u>		
	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
Male	88.6	80.5	72.7
Female	90.5	81.9	74.7

Exhibit D-16: Multiple of Weekly Benefit Amount by Education

<u>Years of School Completed</u>	<u>Percent of Each Education Group Who Are Eligible Under Each Requirement</u>		
	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
0-7	71.0	61.3	58.1
8	92.5	86.0	77.6
9-11	83.6	74.4	64.3
12	91.8	83.5	76.6
13-15	89.8	80.7	71.9
16+	89.6	84.8	76.0

Minnesota (continued)

Exhibit D-17: Multiple of Weekly Benefit Amount By Age

Percent of Each Age Group Who Are Eligible Under Each Requirement

Multiple of Weekly Benefit Amount

<u>Year of Age</u>	<u>30</u>	<u>40</u>	<u>50</u>
<16	54.3	48.6	45.7
16-19	82.9	67.4	55.6
20-24	84.3	73.7	64.0
25-34	92.0	85.7	79.2
35-44	93.6	87.6	80.7
45-54	89.3	81.0	75.0
55-64	96.8	92.3	85.8
65+	100.0	76.9	69.2

Exhibit D-18: Multiple of Weekly Benefit Amount by Average Weekly Wage

Percent of Each Wage Group Who Are Eligible Under Each Requirement

Multiple of Weekly Benefit Amount

<u>Average Weekly Wage</u>	<u>30</u>	<u>40</u>	<u>50</u>
\$ 0- 25	47.7	47.0	45.6
26- 50	87.0	83.7	71.7
51- 75	89.8	80.5	67.8
76-100	89.1	69.4	57.9
101-150	89.7	78.9	69.7
151-200	96.8	85.5	78.4
>200	96.1	92.0	88.1

Minnesota (continued)

Exhibit D-19: Multiple of Weekly Benefit Amount by Total Base Year Wages

Percent of Each Wage Group Who Are Eligible Under Each Requirement

Total Base Year Wages	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
\$ 0- 500	10.4	9.4	7.6
501- 1000	51.6	42.2	29.7
1001- 2000	76.2	51.0	37.1
2001- 3000	95.4	69.7	50.3
3001- 5000	97.9	84.1	68.9
5001- 9000	100.0	100.0	96.4
9001-15000	100.0	100.0	100.0
15001-20000	100.0	100.0	100.0
>20,000	100.0	100.0	100.0

Exhibit D-20: Multiple of Weekly Benefit Amount by Occupation

Percent of Each Occupation Group Who Are Eligible Under Each Requirement

Occupation	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
Professional	84.3	82.9	77.1
Technical	80.7	73.7	67.2
Managerial	94.3	90.0	85.7
Clerical	89.4	80.1	71.5
Sales	89.5	81.1	73.7
Blue Collar	91.4	82.5	74.9
Farm	88.0	80.0	76.0
Services	85.0	75.7	63.6
Private Household	70.0	50.0	50.0

Minnesota (continued)

Exhibit D-21: <u>Multiple of Weekly Benefit Amount</u> <u>by Industry of Employment</u>			
<u>Percent of Each Industry Group Who</u> <u>Are Eligible Under Each Requirement</u>			
<u>Industry of</u> <u>Employment</u>	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
Not Specified	67.2	52.2	46.3
Agricultural, Forestry	82.6	69.6	56.5
Mining	92.7	91.3	87.0
Construction	96.2	91.0	83.2
Non-Durables Manufacturing	92.1	80.1	70.4
Durables Manufacturing	93.2	81.6	75.6
Transportation	88.7	79.0	74.2
Trade	84.4	78.7	69.9
Finance	82.4	76.5	67.7
Services	86.8	79.0	72.6
Government	88.4	79.1	69.8

Minnesota (continued)

Exhibit D-22: Multiple of Weekly Benefit Amount by Quarters  
with Wages

Percent of Each Quarters Group Who  
Are Eligible Under Each Requirement

<u>Quarters With Wages</u>	<u>Multiple of Weekly Benefit Amount</u>			<u># of ob- servations</u>
	<u>30</u>	<u>40</u>	<u>50</u>	
0	0.0	0.0	0.0	62
1	6.7	1.7	1.7	60
2	84.8	43.6	13.1	282
3	95.2	89.0	77.6	335
4	98.8	98.5	97.7	948

Multiple of High Quarter Earnings (Minnesota)

Exhibit D-23: Multiple of High Quarter Earnings by Sex

Percent of Each Sex Group Who Are Eligible Under Each Requirement

Multiple of High Quarter Earnings

<u>Sex</u>	<u>1.25</u>	<u>1.50</u>	<u>2.0</u>
Male	87.8	80.3	63.7
Female	87.4	81.6	66.7

Exhibit D-24: Multiple of High Quarter Earnings by Education

Percent of Each Education Group Who Are Eligible Under Each Requirement

Multiple of High Quarter Earnings

<u>Years of School Completed</u>	<u>1.25</u>	<u>1.50</u>	<u>2.0</u>
0-7	67.7	62.4	47.3
8	89.7	78.5	63.6
9-11	85.7	74.8	57.1
12	89.9	83.9	67.7
13-15	88.0	80.7	65.0
16+	86.4	83.2	69.6

Minnesota (continued)

Exhibit D-25: Multiple of High Quarter Earnings by Age

<u>Years of Age</u>	<u>Percent of Each Age Group Who Are Eligible Under Each Requirement</u>		
	<u>Multiple of High Quarter Earnings</u>		
	<u>1.25</u>	<u>1.50</u>	<u>2.0</u>
<16	51.4	45.7	34.3
16-19	85.6	70.6	51.9
20-24	82.3	73.7	56.0
25-34	90.7	86.0	70.7
35-44	93.1	87.2	69.7
45-54	85.7	80.4	67.3
55-64	91.6	85.8	73.6
65+	92.3	84.6	53.9

Exhibit D-26: Multiple of High Quarter Earnings by Average  
Weekly Wage

<u>Average Weekly Wage</u>	<u>Percent of Each Wage Group Who Are Eligible Under Each Requirement</u>		
	<u>Multiple of High Quarter Earnings</u>		
	<u>1.25</u>	<u>1.5</u>	<u>2.0</u>
\$ 0- 25	18.1	16.8	12.8
26- 50	90.5	85.3	65.3
51- 75	90.2	82.1	57.7
76-100	91.3	78.3	54.4
101-150	92.7	83.9	67.8
151-200	96.5	90.4	75.5
>200	96.3	90.5	76.1

Exhibit D-27: Multiple of High Quarter Earnings by Total Base Year Wages

Total Base Year Wages	<u>Percent of Each Wage Group Who Are Eligible Under Each Requirement</u>		
	<u>Multiple of High Quarter Earnings</u>		
	<u>1.25</u>	<u>1.5</u>	<u>2.0</u>
\$ 0- 500	12.3	8.5	2.8
501- 1000	54.7	46.9	26.6
1001- 2000	79.7	61.9	31.2
2001- 3000	92.0	76.0	43.4
3001- 5000	94.1	83.4	60.2
5001- 9000	97.3	94.2	81.4
9001-15000	98.4	97.8	93.7
15001-20000	96.8	96.8	96.8
>20,000	97.1	97.1	94.1

Exhibit D-28: Multiple of High Quarter Earnings by Occupation

Occupation	<u>Percent of Each Occupation Group Who Are Eligible Under Each Requirement</u>		
	<u>Multiple of High Quarter Earnings</u>		
	<u>1.25</u>	<u>1.50</u>	<u>2.0</u>
Professional	78.6	74.3	62.9
Technical	81.2	74.2	61.8
Managerial	91.4	88.6	80.0
Clerical	86.1	78.2	65.6
Sales	86.3	81.1	70.5
Blue Collar	90.6	83.2	64.9
Farm	76.0	68.0	44.0
Services	83.6	76.4	58.6
Private Household	60.0	50.0	50.0

Minnesota (continued)

Exhibit D-29 : Multiple of High Quarter Earnings by Industry of Employment

Percent of Each Industry Group Who Are Eligible Under Each Requirement

Multiple of High Quarters Earnings

<u>Industry of Employment</u>	<u>1.25</u>	<u>1.5</u>	<u>2.0</u>
Not Specified	61.2	52.2	34.3
Agriculture, Forestry	82.6	65.2	47.8
Mining	95.7	95.7	87.0
Construction	94.8	88.7	66.2
Non-Durables Manufacturing	91.7	84.7	66.2
Durables Manufacturing	92.0	83.2	69.6
Transportation	91.9	87.1	69.4
Trade	83.2	77.0	66.2
Finance	82.4	82.4	82.4
Services	83.6	75.8	64.2
Government	83.7	76.7	60.5

C. New York Impact Analyses

Weeks of Work

Exhibit D-30: <u>Weeks of Work by Sex</u> <u>Percent of Each Sex Group Who Are</u> <u>Eligible Under Each Requirement</u>					
<u>Sex</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of observations</u>
Male	88.0	83.3	72.2	59.5	1230
Female	88.1	82.1	66.9	55.9	963

Exhibit D-31: <u>Weeks of Work by Race</u> <u>Percent of Each Race Group Who Are</u> <u>Eligible Under Each Requirement</u>					
<u>Race</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of observations</u>
White	89.2	83.7	70.5	58.4	1729
Black	79.8	75.7	66.1	56.9	218
Spanish	88.5	85.4	71.3	57.3	157
Other or Not Specified	89.3	84.3	73.6	59.5	121

New York (continued)

Exhibit D-32: Weeks of Work by Education

Percent of Each Education Group Who Are Eligible Under Each Requirement

<u>Years School Completed</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of ob- servations</u>
0-7	86.1	76.1	55.5	45.0	209
8	85.5	81.8	66.4	54.1	220
9-11	86.8	79.7	66.2	54.1	453
12	89.2	85.2	73.3	61.3	830
13-15	89.8	85.2	76.3	65.7	283
16+	85.6	80.8	67.1	55.5	146
Not Specified	98.8	97.6	96.4	95.2	84

Exhibit D-33: Weeks of Work by Age

Percent of Each Age Group Who Are  
Eligible Under Each Requirement

<u>Years Of Age</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of ob- servations</u>
<20	84.3	78.4	53.7	44.0	134
20-24	85.3	80.5	68.0	55.0	400
25-34	85.9	80.4	71.5	57.8	509
35-44	92.3	87.9	78.5	67.5	363
45-54	89.4	83.9	71.4	61.4	360
55-64	91.5	87.4	69.5	59.1	318
65+	84.4	74.3	56.0	39.4	109
Not Specified	100.0	100.0	100.0	78.1	32

Exhibit D-34: Weeks of Work by Average Weekly Wage

Percent of Each Wage Group Who Are  
Eligible Under Each Requirement

<u>Average Weekly Wage</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of ob- servations</u>
\$ 0-25	23.0	18.0	11.5	9.8	61
26-50	75.9	74.1	55.6	40.7	54
51-75	84.5	77.4	57.7	42.3	168
76-100	87.2	80.5	66.5	52.3	266
101-150	91.2	85.3	71.0	59.7	544
151-200	91.5	87.9	77.0	66.0	447
>200	93.2	88.3	77.5	64.1	675

Exhibit D-35: Weeks of Work by Total Base Year Wages

<u>Total Base Year Wages</u>	<u>Percent of Each Wage Group Who Are Eligible Under Each Requirement</u>				<u># of observations</u>
	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	
\$ 0- 500	9.9	6.2	1.2	0.0	81
501- 1000	40.2	29.4	10.8	4.9	102
1001- 2000	80.7	63.9	33.5	15.2	269
2001- 3000	89.9	81.1	53.2	30.6	297
3001- 5000	92.2	90.9	75.7	58.0	460
5001- 9000	99.4	98.7	94.2	83.1	533
9001-15000	100.0	100.0	99.4	98.0	351
15001-20000	100.0	100.0	100.0	98.6	69
>20,000	100.0	100.0	100.0	100.0	39

Exhibit D-36: Weeks of Work by Occupation

<u>Occupation</u>	<u>Percent of Each Occupation Group Who Are Eligible Under Each Requirement</u>				<u># of observations</u>
	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	
Professional	89.8	85.9	71.1	58.6	128
Technical	100.0	100.0	87.9	75.8	33
Managerial	96.1	92.1	88.2	82.9	76
Clerical	89.6	85.2	73.2	65.1	298
Sales	91.8	85.6	75.3	68.0	97
Blue Collar	88.2	82.2	67.7	54.0	1262
Farm	100.0	100.0	100.0	100.0	4
Services	84.4	81.7	71.0	59.2	262
Private Household	60.0	40.0	26.7	20.0	15
Not Specified	78.0	74.0	74.0	58.0	50

New York (continued)

Exhibit D-37 : Weeks of Work by Industry of Employment

<u>Industry of Employment</u>	<u>Percent of Each Industry Group Who Are Eligible Under Each Requirement</u>				<u># of ob- servations</u>
	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	
Missing or NS	78.1	67.0	48.8	37.7	215
Agriculture	100.0	100.0	100.0	75.0	12
Mining	100.0	100.0	100.0	60.0	5
Construction	91.9	84.3	75.3	56.6	235
Manufacturing	89.8	83.5	66.6	55.5	728
Transportation	90.2	89.2	81.4	66.7	102
Trade	88.1	84.7	74.7	64.2	419
Finance	84.8	78.5	67.1	64.6	79
Services	90.8	86.7	75.2	63.9	413
Government	93.8	93.8	81.3	81.3	16

Multiple of Weekly Benefit Amount (New York)

Exhibit D-38: Multiple of Weekly Benefit Amount by Sex

Percent of Each Age Group Who Are Eligible Under Each Requirement

<u>Sex</u>	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
Male	87.9	76.3	68.2
Female	85.2	67.9	58.6

Exhibit D-39: Multiple of Weekly Benefit Amount by Race

Percent of Each Wage Group Who Are Eligible Under Each Requirement

<u>Race</u>	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
White	88.1	74.0	65.1
Black	78.4	67.4	62.4
Spanish	89.2	73.9	61.1
Other or Not Specified	91.7	76.9	72.7

New York (continued)

Exhibit D-40: Multiple of Weekly Benefit Amount by Education

<u>Years of School Completed</u>	<u>Percent of Each Education Group Who Are Eligible Under Each Requirement</u>		
	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
0-7	83.7	59.8	49.8
8	85.5	68.6	59.5
9-11	83.4	69.3	60.9
12	88.2	74.7	67.1
13-15	88.3	78.8	69.3
16+	87.0	76.0	63.7

New York (continued)

Exhibit D-41: Multiple of Weekly Benefit Amount By Age

<u>Years of Age</u>	<u>Percent Of Each Age Group Who Are Eligible Under Each Requirement</u>		
	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
<20	79.1	55.2	46.3
20-24	83.5	69.8	60.3
25-34	86.1	75.2	65.4
35-44	92.6	82.4	75.5
45-54	90.3	74.4	68.6
55-64	90.3	74.8	65.7
65+	80.7	59.6	45.9

Exhibit D-42: Multiple of Weekly Benefit Amount by Average Weekly Wage

<u>Average Weekly Wage</u>	<u>Percent of Each Wage Group Who Are Eligible Under Each Requirement</u>		
	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
\$ 0-25	32.1	25.0	21.4
26-50	77.2	56.1	43.9
51-75	78.1	55.6	41.4
76-100	85.2	67.5	56.5
101-150	86.2	67.8	59.9
151-200	89.4	76.1	67.8
>200	96.3	89.1	81.6

Exhibit D-43: Multiple of Weekly Benefit Amount by Total Base Year Wages

<u>Total Base Year Wages</u>	<u>Percent of Each Wage Group Who Are Eligible Under Each Requirement</u>		
	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
\$ 0- 500	3.7	1.2	0.0
501- 1000	32.4	9.8	4.9
1001- 2000	66.2	29.4	0.3
2001- 3000	84.8	51.2	35.0
3001- 5000	100.0	83.9	63.3
5001- 9000	100.0	100.0	100.0
9001-15000	100.0	100.0	100.0
15001-20000	100.0	100.0	100.0
>20,000	100.0	100.0	100.0

Exhibit D-44: Multiple of Weekly Benefit Amount by Occupation

<u>Occupation</u>	<u>Percent of Each Occupation Group Who Are Eligible Under Each Requirement</u>		
	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
Professional	93.0	82.8	73.4
Technical	100.0	90.9	81.8
Managerial	96.1	89.5	85.5
Clerical	87.9	74.2	66.4
Sales	90.7	76.3	71.1
Blue Collar	86.8	71.0	62.0
Farming	100.0	100.0	100.0
Services	84.0	72.9	62.2
Private Household	46.7	26.7	20.0

New York (continued)

Exhibit D-45: Multiple of Weekly Benefit Amount  
by Industry of Employment

Percent of Each Industry Group Who Are  
Eligible Under Each Requirement

<u>Industry</u>	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
Agriculture	100.0	91.7	83.3
Mining	100.0	100.0	80.0
Construction	92.3	84.3	76.2
Manufacturing	87.2	68.0	59.5
Transportation	91.2	84.3	76.5
Trade	86.6	75.2	67.1
Finance	83.5	69.6	65.8
Services	89.8	79.4	69.0
Government	93.8	93.8	81.3
Missing	78.6	60.5	55.8

D. Oregon Impact Analyses

Weeks of Work

Exhibit D-46: Weeks of Work by Sex

Percent of Each Sex Group Who Are  
Eligible Under Each Requirement

<u>Sex</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of ob- servations</u>
Male	78.9	78.3	67.4	57.0	1,168
Female	83.4	80.9	66.3	56.9	682

Exhibit D-47: Weeks of Work by Age

Percent of Each Age Group Who Are  
Eligible Under Each Requirement

<u>Years Of Age</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of ob- servations</u>
<20	66.7	64.7	48.4	36.0	153
20-24	77.9	76.4	63.9	52.7	474
25-34	78.6	77.9	68.0	59.5	597
35-44	87.2	86.0	72.8	65.1	235
45-54	88.2	86.8	73.0	61.8	204
55-64	92.5	91.1	76.7	65.1	146
65+	75.6	70.7	58.5	48.8	41

Oregon (continued)

Exhibit D-48: Weeks of Work by Average Weekly Wage

Percent of Each Wage Group Who Are Eligible Under Each Requirement

<u>Average Weekly Wage</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of Observations</u>
\$ 0- 25	2.3	1.7	1.2	1.2	173
26- 50	63.3	57.0	45.6	35.4	79
57- 75	77.2	75.0	53.3	41.3	184
76-100	81.8	77.0	59.9	46.4	252
101-150	87.2	86.7	71.6	60.9	437
151-200	96.8	96.8	84.6	76.0	279
>200	98.2	98.2	90.4	79.2	44.6

Exhibit D-49: Weeks of Work by Total Base Year Wages

Percent of Each Wage Group Who Are Eligible Under Each Requirement

<u>Total Base Year Wages</u>	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	<u># of Observations</u>
\$ 0- 500	1.6	0.4	0.0	0.0	251
501- 1000	30.2	24.5	8.5	2.8	106
1001- 2000	83.3	77.1	37.9	18.5	227
2001- 3000	100.0	99.5	68.7	42.3	201
3001- 5000	100.0	100.0	85.8	73.3	303
5001- 9000	100.0	100.0	96.6	87.6	436
9001-15000	100.0	100.0	99.7	98.1	307
15001-20000	100.0	100.0	100.0	100.0	19
>20000	--	--	--	--	0

Oregon (continued)

Exhibit D-50: Weeks of Work by Occupation

<u>Occupation</u>	<u>Percent of Each Occupation Who Are Eligible Under Each Requirement</u>				<u># of observations</u>
	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	
Professional	79.2	79.2	71.4	64.9	77
Technical	82.4	82.4	76.5	58.8	17
Managerial	78.8	78.8	65.0	62.5	80
Clerical	76.6	76.1	65.9	61.0	205
Sales	83.3	81.4	68.6	62.8	102
Blue Collar	81.0	79.5	66.8	55.3	1083
Farming	84.8	80.4	60.9	52.2	46
Services	81.6	80.3	68.0	55.1	234
Private Household	66.7	66.7	66.7	50.0	6

Exhibit D-51: Weeks of Work by Industry of Employment

<u>Industry of Employment</u>	<u>Percent of Each Industry Group Who Are Eligible Under Each Requirement</u>				<u># of observations</u>
	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	
Agriculture					
Forestry	76.5	70.6	47.1	35.3	17
Mining	75.0	75.0	50.0	50.0	8
Construction	91.2	91.2	80.1	63.5	181
Non-Durables Mfg.	83.0	83.0	63.3	50.9	218
Durables Mfg.	90.8	90.0	80.2	70.2	369
Transportation	97.0	97.0	83.6	71.6	67
Trade	85.1	82.2	66.9	55.6	444
Finance	87.5	87.5	80.0	72.5	40
Services	84.4	82.1	70.0	62.6	313
Cost	92.3	92.3	82.7	73.1	52
Not Specified	0.7	0.7	0.7	0.7	141
All	80.6	79.3	67.0	57.0	
All exc. Not Specified	87.2	85.8	72.4	61.6	

Oregon (continued)

Exhibit D-52: Weeks of Work by Quarters with Wages

<u>Quarters With Wages</u>	<u>Percent of Each Quarters Group Who Are Eligible Under Each Requirement</u>				<u># of ob- servations</u>
	<u>14 weeks</u>	<u>16 weeks</u>	<u>20 weeks</u>	<u>26 weeks</u>	
0	0.0	0.0	0.0	0.0	156
1	0.0	0.0	0.0	0.0	109
2	72.5	66.0	23.7	4.6	262
3	94.6	93.3	69.3	45.4	388
4	99.9	99.7	97.1	92.6	935

Oregon (continued)

Exhibit D-53: Multiple of Weekly Benefit Amount by Sex

Percent of Each Sex Group Who Are Eligible Under Each Requirement

Multiple of Weekly Benefit Amount

<u>Sex</u>	<u>30</u>	<u>40</u>	<u>50</u>
Male	78.6	69.7	63.3
Female	82.3	66.0	58.4

Exhibit D-54: Multiple of Weekly Benefit Amount by Age

Percent of Each Age Group Who Are Eligible Under Each Requirement

Multiple of Weekly Benefit Amount

<u>Years of Age</u>	<u>30</u>	<u>40</u>	<u>50</u>
<20	65.4	47.7	37.9
20-24	77.4	64.4	55.9
25-34	78.2	68.7	62.8
35-44	86.8	75.3	70.6
45-54	87.8	77.0	71.6
55-64	91.1	80.8	72.6
65+	70.3	58.5	51.2

Oregon (continued)

Exhibit D-55: Multiple of Weekly Benefit  
Amount by Average Weekly Wage

Percent of Each Wage Group Who Are  
Eligible Under Each Requirement

<u>Average Weekly Wage</u>	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
\$ 0- 25	2.3	1.2	1.2
26- 50	60.8	45.6	35.4
51- 75	76.1	52.7	42.9
76-100	79.4	59.5	49.2
101-150	86.7	71.6	62.5
151-200	96.8	83.9	78.1
>200	98.2	96.9	92.6

Oregon (continued)

Exhibit D-56: Multiple of Weekly Benefit Amount  
by Total Base Year Wages

Percent of Each Wage Group Who Are  
Eligible Under Each Requirement

<u>Total Base Year Wages</u>	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
\$ 0- 500	0.8	0.0	0.0
501- 1000	28.3	8.5	2.8
1001- 2000	80.2	37.0	19.8
2001- 3000	99.5	68.7	47.8
3001- 5000	100.0	89.4	76.2
5001- 9000	100.0	100.0	100.0
9001-15000	100.0	100.0	100.0
15001-20000	100.0	100.0	100.0
>20,000	--	--	--

Exhibit D-57: Multiple of Weekly Benefit Amount by Occupation

Percent of Each Occupation Group Who Are Eligible Under Each Requirement

<u>Occupation</u>	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
Professional	79.2	71.4	66.2
Technical	82.4	76.5	58.8
Managerial	78.8	66.3	65.0
Clerical	76.6	65.4	62.9
Sales	83.3	68.6	63.7
Blue Collar	80.2	69.2	61.9
Farming	80.4	60.9	56.5
Services	81.2	67.5	56.0
Private Household	66.7	66.7	50.0

Oregon (continued)

Exhibit D-58: Multiple of Weekly Benefit Amount  
by Industry of Employment

Percent of Each Industry Group Who Are  
Eligible Under Each Requirement

<u>Industry of</u> <u>Employment</u>	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
Agriculture			
Forestry	70.6	47.1	35.3
Mining	75.0	75.0	62.5
Construction	91.2	85.6	80.1
Non-Durables			
Manufacturing	83.0	64.2	51.8
Durables			
Manufacturing	90.5	82.1	77.0
Transportation	97.0	88.1	83.6
Trade	83.8	67.3	57.9
Finance	87.5	80.0	75.0
Services	83.1	69.3	64.5
Government	92.3	84.6	73.1
Not Specified	0.7	0.7	0.7

Oregon (continued)

Exhibit D-59: Multiple of Weekly Benefit Amount  
by Quarters With Wages

Percent of Each Quarters Group Who Are  
Eligible Under Each Requirement

<u>Quarters</u> <u>With Wages</u>	<u>Multiple of Weekly Benefit Amount</u>		
	<u>30</u>	<u>40</u>	<u>50</u>
0	0.0	--	--
1	0.0	--	--
2	69.1	27.5	12.6
3	94.1	72.2	56.4
4	99.8	97.5	94.7

Oregon (continued)

Exhibit D-60: Multiple of High Quarter Earnings by Sex

Percent of Each Sex Group Who Are Eligible Under Each Requirement

Multiple of High Quarter Earnings

<u>Sex</u>	<u>1.25</u>	<u>1.50</u>	<u>2.0</u>
Male	80.6	73.2	56.3
Female	82.8	75.5	57.0

Exhibit D-61: Multiple of High Quarter Earnings by Age

Percent of Each Age Group Who Are Eligible Under Each Requirement

Multiple of High Quarter Earnings

<u>Years of Age</u>	<u>1.25</u>	<u>1.50</u>	<u>2.0</u>
<20	69.3	60.1	37.3
20-24	80.2	70.9	53.4
25-34	79.3	73.4	58.0
35-44	86.4	80.4	66.4
45-54	88.2	80.9	57.4
55-64	89.7	83.6	65.1
65+	73.2	68.3	53.7

Oregon (continued)

Exhibit D-62: Multiple of High Quarter Earnings  
by Average Weekly Wage

Percent of Each Wage Group Who Are  
Eligible Under Each Requirement

<u>Average</u> <u>Weekly Wage</u>	<u>Multiple of High Quarter Earnings</u>		
	<u>1.25</u>	<u>1.50</u>	<u>2.0</u>
\$ 0- 25	5.2	3.5	1.2
26- 50	63.3	53.2	38.0
51- 75	78.8	67.9	44.0
76-100	83.3	71.4	50.4
101-150	90.2	82.2	58.1
151-200	96.1	88.2	72.8
>200	96.4	92.4	78.3

Oregon (continued)

Exhibit D-63: Multiple of High Quarter Earnings  
by Total Base Year Wages

Percent of Each Wage Group Who Are  
Eligible Under Each Requirement

<u>Total Base Year Wages</u>	<u>Multiple of High Quarter Earnings</u>		
	<u>1.25</u>	<u>1.50</u>	<u>2.0</u>
\$ 0- 500	8.8	4.4	1.2
501- 1000	50.9	34.9	7.6
1001- 2000	78.9	58.6	26.9
2001- 3000	98.0	86.1	43.3
3001- 5000	97.7	89.8	67.7
5001- 9000	99.3	96.3	84.2
9001-15000	99.7	99.4	96.4
15001-20000	100.0	100.0	100.0
>20,000	--	--	--

Oregon (continued)

Exhibit D-64: <u>Multiple of High Quarter Earnings by Occupation</u>			
Percent of Each Occupation Group Who Are <u>Eligible Under Each Requirement</u>			
<u>Occupation</u>	<u>Multiple of High Quarter Earnings</u>		
	<u>1.25</u>	<u>1.50</u>	<u>2.0</u>
Professional	80.5	74.0	62.3
Technical	82.4	70.6	47.1
Managerial	78.8	72.5	56.3
Clerical	79.5	72.2	60.0
Sales	85.3	77.5	57.8
Blue Collar	81.6	74.5	55.4
Farming	87.0	71.7	56.5
Services	80.8	73.5	57.3
Private Household	66.7	66.7	50.0

Oregon (continued)

Exhibit D-65: Multiple of High Quarter Earnings by Industry of Employment

Percent of Each Occupation Group Who Are Eligible Under Each Requirement

<u>Industry of Employment</u>	<u>Multiple of High Quarter Earnings</u>		
	<u>1.25</u>	<u>1.50</u>	<u>2.0</u>
Agriculture, Forestry	88.2	64.7	47.1
Mining	75.0	62.5	50.0
Construction	92.3	85.6	65.2
Non-Durables Manufacturing	87.2	79.4	49.5
Durables Manufacturing	91.9	86.2	68.6
Transportation	95.5	85.1	71.6
Trade	84.7	76.1	55.9
Finance	87.5	75.0	65.0
Services	85.0	76.4	62.0
Government	90.4	82.7	73.1
Not Specified	0.7	0.7	0.7

Oregon (continued)

Exhibit D-66: <u>Multiple of High Quarter Earnings by</u> <u>Quarters with Wages</u>			
<u>Percent of Each Quarters Group Who Are</u> <u>Eligible Under Each Requirement</u>			
<u>Quarters</u> <u>With Wages</u>	<u>Multiple of High Quarter Earnings</u>		
	<u>1.25</u>	<u>1.50</u>	<u>2.0</u>
0	0.0	0.0	0.0
1	0.0	0.0	0.0
2	76.7	47.7	0.8
3	96.4	83.3	48.2
4	99.6	98.6	91.7

Exhibit E-1: Seasonality of Claims Data (by Percent of Total Claimants  
in Each Sector Filing in Each Month)

<u>MICHIGAN</u>		<u>Month of Claim</u>											
Sector	Jan.	Feb.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.	
Non-Seasonal*	7.6	9.1	8.3	9.4	9.4	9.1	4.8	9.1	9.6	8.2	7.5	7.8	
Construction	9.7	10.1	10.1	6.5	10.6	7.4	2.3	2.8	7.4	7.8	9.7	15.7	
Motor Vehicle Manufacturing	9.0	4.9	4.6	2.6	3.5	3.2	29.9	6.4	3.8	7.2	14.8	10.1	
All Claimants	7.9	8.6	8.0	8.0	8.8	8.3	8.3	8.1	8.0	8.0	8.6	8.9	
*Includes all claimants except those in the five designated "seasonal" industries (see text)													
<u>MINNESOTA</u>		<u>Month of Claim</u>											
Sector	Jan.	Feb.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.	
Non-Seasonal*	11.9	7.9	4.9	4.0	13.3	13.2	7.1	7.0	4.3	6.3	8.9	11.3	
Construction	22.0	7.5	7.5	3.8	3.8	4.0	2.0	3.5	1.4	3.5	18.8	22.3	
All Claimants	13.8	7.8	5.5	4.1	11.2	11.1	5.9	6.2	3.8	5.7	11.0	13.8	
*Includes all claimants except those in the five designated "seasonal" industries (see text)													

Exhibit E-1 (continued)

<u>NEW YORK</u>	<u>Month of Claim</u>											
	Sector	Jan.	Feb.	March	April	May	June	July	August	Sept.	Oct.	Nov.
Non-Seasonal*	10.9	3.1	8.6	6.5	8.5	7.8	8.5	8.7	7.3	7.2	9.0	7.8
Construction	17.0	6.0	8.9	6.8	7.7	4.7	3.4	5.1	5.1	6.4	12.8	16.2
Apparel	9.4	5.4	7.2	5.8	11.2	6.5	14.1	6.9	4.0	5.4	10.1	13.4
All Claimants	11.2	7.5	8.8	6.4	8.7	7.2	8.9	8.0	6.7	6.8	9.6	10.2

\*Includes all claimants except those in the five designated "seasonal" industries (see text)

<u>OREGON</u>	<u>Month of Claim*</u>												
	Sector	1	2	3	4	5	6	7	8	9	10	11	12
Non-Seasonal**	7.1	6.6	10.1	7.7	6.3	7.7	6.6	6.7	8.0	9.3	8.8	9.7	5.4
Construction	12.9	9.0	12.9	5.5	6.8	2.5	4.9	2.5	1.8	6.1	14.1	8.6	13.5
Canning	7.2	2.1	21.7	1.0	4.1	15.5	5.2	1.0	3.1	5.2	10.3	10.3	13.4
Wood Products Manufacturing	10.5	11.4	13.2	6.8	3.7	7.8	3.2	3.2	3.7	7.8	5.0	15.5	8.2
All Claimants	8.1	7.0	11.3	6.9	5.9	7.5	5.9	5.6	6.6	8.6	9.0	10.6	6.9

\*Thirteen four-week periods were used in Oregon. The first period roughly corresponds to January, the last to December.

\*\*Includes all claimants except those in the designated "seasonal" industries (see text)