

# Employers & Unemployment Insurance

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## ***Benefits to employers***

The Oklahoma Employment Security Commission (OESC) provides a variety of services from which employers can benefit. Employers have access to job candidates, recruiting services, skilled labor pools, labor market information, assistance with job fairs, onsite recruitment, and assistance with major workforce shifts and/or reductions in their workforce. Employers can also obtain assistance through the Incumbent Worker Training program, Rapid Response program and Alien Labor Certification as well as the Partial Claims program that helps sustain their workforce through a temporary layoff. OESC also participates in the Quality Jobs program and other tax incentive programs.

The business community also profits through the payment of regular unemployment benefits to qualified workers and the payment of benefits and training through trade assistance programs, disaster assistance programs, youth training programs and dislocated workers programs.

## ***Oklahoma's unemployment insurance (UI) law***

The Oklahoma unemployment insurance program is established and governed by the Employment Security Act of 1980, Oklahoma Statutes, Title 40, Sections 1-101 through 9-104. This law establishes:

- definitions
- contributions (tax)
- benefits and eligibility
- the unemployment compensation fund
- program administration

## ***Federal unemployment insurance (UI) law***

Federal legislation authorizing and governing state unemployment programs is found in both the Social Security Act and the Federal Unemployment Tax Act.

The Social Security Act establishes:

- funding for state UI program administration
- state law requirements
- federal unemployment compensation accounts