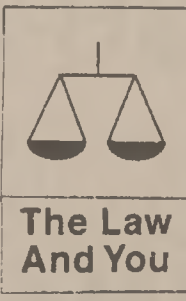


Unemployment insurance: benefits for unemployed workers

Workers who become unemployed may receive up to 26 weeks of unemployment insurance (UI) benefits. Eligibility for benefits is based on the type of work performed, wages earned, and the reason a worker is unemployed. Employees whose work hours are reduced to part-time status may also be eligible for benefits. Even employees who are fired or quit their jobs may receive benefits.



**The Law
And You**

Applications for unemployment insurance benefits must be made at local offices of the Employment Security Commission (ESC), a division of the N.C. Department of Commerce. The addresses and telephone numbers of local ESC offices are listed under Employment Security Commission in the white pages of local telephone directories. When workers who become unemployed for reasons other than lack of work apply for benefits they are required to explain in writing

the reasons they are unemployed. They may respond later to information provided by their former employer.

After an application for benefits is made at a local ESC office, the available information is reviewed and a decision is made by ESC local office employees or an ESC claims adjudicator in Raleigh. If either the employee or employer is dissatisfied with the decision, he or she can appeal and a hearing will be held before an Appeals Referee either by telephone or in person at a local ESC office. The question to be decided by the Appeals Referee is usually whether the employee (called the claimant) is disqualified from receiving benefits because he or she quit work without good cause attributable to the employer or was discharged for misconduct or substantial fault connected with his or her work. Although the hearing procedure is informal, decisions must be based on legally com-

petent evidence. Therefore, it is important to consult an attorney before the hearing by the Appeals Referee.

A decision that an employee quit without good cause attributable to the employer will result in disqualification for all benefits. The employee has the burden of proving good cause attributable to the employer. For example, an employee may be eligible for benefits if he or she quits work because a health condition prevents that employee from performing his or her job. To qualify for benefits in such an instance the employee is required to give the employer notice of the health condition before quitting. Permanent reduction in work hours of more than 20 percent or permanent reductions of rate of pay of more than 15 percent are also considered good cause attributable to the employer for quitting, provided the reductions were not the employee's fault. If an employee is told that he or she will be discharged unless they resign, the ESC treats the resignation

as a discharge.

A decision that an employee was discharged for misconduct results in disqualification for all benefits. A decision that an employee was discharged for substantial fault results in the loss of benefits for four weeks, 9 weeks or 13 weeks depending on the degree of fault. The employer has the burden of proving misconduct or substantial fault. The decision whether a claimant was discharged for misconduct or substantial fault depends on the evidence presented at the hearing. State law defines substantial fault as follows:

Substantial fault is defined to include those acts or omissions of employees over which they exercised reasonable control and which violate reasonable requirements of the job but shall not include (1) minor infractions of rules unless such infractions are repeated after a warning was received by the employee, (2) inadvertent mistakes made by the employee, nor (3) failures to perform work because of insufficient skill, ability, or equip-

ment.

Misconduct is a more serious degree of fault than substantial fault and often includes intentional violations of reasonable work rules, refusal to obey reasonable instructions, falsification of records, and violation of drug policies.

Applicants and recipients of unemployment benefits are required to conduct a weekly job search for suitable employment to maintain their eligibility for benefits and cannot refuse an offer of suitable employment. The minimum job search requirement is usually at least one application for employment on two separate days each week for a total of two applications per week. The procedure for recording application information, filing weekly claims for benefits, and reporting any wages received will be explained by ESC employees at the local ESC office. Although unemployed workers are usually not required to accept a part-time job while they are looking for full-time work, quitting a part-

time job may disqualify a worker for additional benefits. Applicants who are disqualified for benefits and appeal the disqualification should continue their job search and file claims for benefits while their case is on appeal.

A party dissatisfied with the decision of the Appeals Referee may appeal to the ESC in Raleigh and that decision may be appealed to court; however, the only opportunity to present evidence is usually at the Appeals Referee hearing. The ESC sends a written explanation of the appeals procedure with a decision granting or denying benefits.

(Author Richard Klein is an attorney and co-director of Legal Service of the Lower Cape Fear, Inc., Wilmington. "The Law and You" addresses general legal issues.)

For answers to your specific questions, contact a private lawyer or call Legal Services of North Carolina at (919) 856-2564, where you will be directed to the Legal Services program serving your area.)

Job Service report

During the month of June, the Edenton Employment Security Commission (Job Service) placed 222 individuals in jobs and processed 434 application for employment.

Since the beginning of the program year, the office has placed 1,398 individuals in jobs and has processed 4,215 applications for employment. In addition, 7 individuals obtained employment as a result of other services provided by Job Service.

The unemployment rate for Perquimans County is 4.0 percent compared with a statewide rate of 3.2 percent.

The primary mission of the Edenton Job Service office is to take applications for employment from job seekers and job orders from employers and then refer the best qualified applicants available for

each job opening.

Anyone seeking employment is encouraged to come in to the office and register for employment and/or utilize the self-service Job Information System (JIS). Upon registering for work applicants can utilize the toll free Jobs Line (1-800-768-5627) and can call Tuesday through Saturday between the hours of 6 a.m. and midnight for information on available job openings.

Employers may call 482-2195 or fax 482-2188 to list available job openings and receive screening and referral services.

The Edenton Job Service office is located at 1316-C North Broad Street, and is open from 8 a.m.-4:30 p.m. All services are provided free of charge.

Computer classes

Albemarle Computer Outlet is pleased to announce the following students who have recently completed computer training: Jan Lassiter, Cathy Williams, Carol Hewett, Frank Norman, Betty Eure, Mickey Cooke, Sherry Smithson,

Linda Long, Sandra Smith, Olethia Taylor, Carolyn Chambers, Peggy Davenport, Carlisle Harrell and Carlton Boyce.


For more information about training, please call Albemarle Computer at 426-7171.

Centura Banks income

Centura Banks Inc. (NYSE:CBC) today announced that net income for the second quarter of 1998 increased 20.4 percent to \$24.1 million, compared to \$20.0 million for the

comparable quarter in 1997. Diluted earnings per share increased to \$0.89 in the second quarter of 1998 compared to \$0.76 in the same quarter last year.

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Per Mo.

\$169
Per Mo.

\$189
Per Mo.

\$249
Per Mo.

\$299
Per Mo.

\$299
Per Mo.


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P169	96	GEO	PRIZM	AUTO, FULL POWER	\$6,989	\$2488	60	8.9	\$131
P114A	94	NISSAN	SENTRA	AUTO, POWER EQUIPPED	\$6,847	\$2853	60	9.9	\$131
P061C	96	DODGE	NEON	HIGHKINE, NICE CAR	\$6,964	\$3880	60	9.9	\$132
2226A	94	LINCOLN	CONTINENTAL	SIGNATURE	\$12,899	\$3108	60	9.9	\$247
P174A	97	NISSAN	SENTRA	GXE, LOADED	\$10,120	\$3120	66	8.9	\$173
P190	97	NISSAN	ALTIMA	PW, PL, TILT, CRUISE	\$11,400	\$3220	66	8.9	\$189
P257	97	NISSAN	4X2 X-CAB	LOADED, 4K MI	\$12,820	\$3160	66	8.5	\$214
P205	96	NISSAN	QUEST	XE, LOADED	\$13,880	\$3120	66	8.9	\$239
P176	96	NISSAN	MAXIMA	LOADED	\$13,963	\$3120	66	8.9	\$239
P185	95	NISSAN	MAXIMA GXE	LOADED, NICE CAR	\$12,980	\$3160	60	9.9	\$244
P295	96	CADILLAC	DEVILLE	LOADED, LEATHER	\$19,980	\$2860	66	8.9	\$246
P144	94	JIMMY	GMC 4	DR, LEATHER, LOADED	\$11,980	\$3220	54	9.9	\$247
P250A	94	FORD	PROBE	SE, ALLOYS	\$8,998	\$2415	60	9.9	\$172
2230A	96	DODGE	CARAVAN	LOADED	\$14,350	\$2820	66	8.9	\$249
P265	96	HONDA	ACCORD	LX 4DR, CLEAN	\$14,920	\$3180	60	9.9	\$287
P213	97	FORD	XLT F-150	V8, BLK. BEAUTY, POWER	\$17,257	\$2820	66	8.5	\$299
P244	97	ISUZU	RODEO	4X4, 4DR, AUTO, NICE	\$18,980	\$3120	66	8.9	\$327
P275A	93	FORD	TEMPO	GL, LOADED	\$4,488	\$1848	48	9.9	\$103
P292	97	CHEVY	SILVERADO	LOADED, 3,000 MILES	\$19,320	\$4208	66	8.9	\$329
P270	96	FORD	EXPLORER	LOADED, LEATHER	\$19,406	\$3720	66	8.9	\$331
2101A	94	FORD	MUSTANG	GT, PERFECT	\$10,998	\$2564	60	9.9	\$210
P148	96	NISSAN	MAXIMA 3LE	ROOF, LEATHER, BOSE	\$18,880	\$3400	60	9.9	\$359
P297	97	CHEVY	4X4	EXTRA CAB 271	\$21,880	\$3480	66	8.9	\$379


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**TOWN OF HERTFORD
PUBLIC MEETING NOTICE
PLANNING & ZONING BOARD**

The Hertford Planning Board and the Town Council will hold a joint public meeting on Thursday Aug. 6, 1998 at 7:00 PM in the Municipal Building. The purpose of the public meeting is to consider the following request:

- (1) Rezone from C-2 to R-8 approximately 3 acres of land located on Grubb Street. The land borders RPS, Grubb Street, Chappell land, and within approx 225 ft. of Sunshine Lane (SR1130)
- (2) Include DayCare operations as a permitted or conditional use in a C-3, Neighborhood Commercial zone.

Call the Municipal Building 426-1969 for further details.

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