

# Your HR Problems, Solved!



## The other day you asked me this question:

We have company, in Indiana, with 75 employees and they have terminated an employee for not having a vaccination and terminate them for violating a company policy. Is the employee eligible for unemployment benefits? If the company decides to fight the claim, can the employee still get benefits?

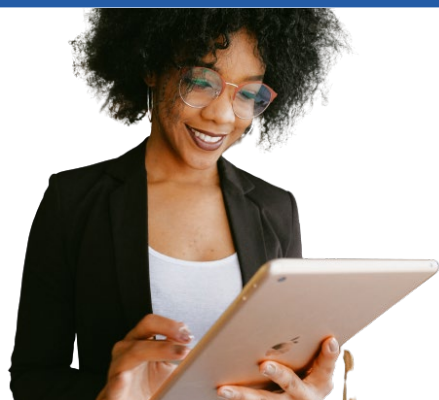
## I did some research and here's what I came up with:

In short, assuming the employee is not refusing the vaccine because of medical or religious needs that may require the employer to provide reasonable accommodations absent undue hardship, you could likely proceed with termination for violating your policy.

However, whether the employee will be eligible for unemployment insurance (UI) benefits will be determined by the state. We expect more states to provide further clarification regarding unemployment claims for this purpose. Likely, an employee refusing mandatory vaccinations would generally be ineligible for UI as refusing to follow a company safety policy would likely disqualify them in most states, but it is best to speak with the UI department in your state to determine how they are handling these claims.

Note too that if an employee does make a claim, it's the employer's right to contest the claim. Therefore, it's important to maintain good documentation and ensure documented facts are presented should you choose to appeal.

Contact your state's UI department for more information.



I do my best to make sure YOU are protected!  
I always like to ask:

1. Have you and your employees taken *harassment prevention and diversity* training this year?
2. When was the last time you updated your *employee handbook*?

[Let's chat about it!](#)

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