

Policy Title: Unemployment Compensation

Policy Number: BU-PP 448

Date Issued: Updated January 15, 2007

**Responsible Executive: Vice President & Chief
Human Resources Officer**

Date Last Revised: September 7, 2021

Responsible Office: Human Resources

Unemployment Compensation BU-PP 448

Policy Statement

Baylor University employees are covered by the Texas Unemployment Compensation Act (TUCA).

Reason for the Policy

Baylor employee benefits are established by law, policy, contracts, and/or Baylor's benefit plan documents. The intent of this policy is to inform employees of unemployment benefits that are available for all faculty and staff required by state law.

Individuals/Entities Affected by this Policy

All faculty and staff members

Exclusions

All student employees

Contacts

Subject	Contact	Telephone	Office email/web site
Policy Questions	Human Resources	254-710-2000	https://www.baylor.edu/hr/

Coverage Under Texas Unemployment Compensation Act

The Unemployment Tax program collects wage information and unemployment taxes from employers subject to the Texas Unemployment Compensation Act (TUCA). The TUCA establishes the provisions of the Unemployment Insurance (UI) system in Texas, 1. Unemployment Compensation (BU-PP 448)

defines employment and establishes which types of employers participate in the unemployment tax system.

The TUCA covers Baylor University employees. The University directly reimburses the Texas Workforce Commission for benefits paid to former employees of the University.