



1 which the employer has the right to expect of ~~his~~an employee, or in  
2 carelessness or negligence of such degree or recurrence as to manifest equal  
3 culpability, wrongful intent or evil design, or to show an intentional and  
4 substantial disregard of the employer's interests or of the employee's duties  
5 and obligations to ~~his~~the employer.

6 'Discharge for misconduct with the work' as used in this section is  
7 defined to include but not be limited to separation initiated by an employer  
8 for reporting to work significantly impaired by alcohol or illegal drugs;  
9 consuming alcohol or illegal drugs on employer's premises; conviction by a  
10 court of competent jurisdiction for manufacturing, selling, or distribution of  
11 a controlled substance punishable under G.S. 90-95(a)(1) or G.S. 90-95(a)(2)  
12 while in the employ of said employer. This phrase does not include  
13 discharge or employer-initiated separation of a severely disabled veteran, as  
14 defined in G.S. 96-8, for acts or omissions of the veteran that the  
15 Commission determines are attributed to a disability incurred or aggravated  
16 in the line of duty during active military service, or to the veteran's absence  
17 from work to obtain care and treatment of a disability incurred or aggravated  
18 in the line of duty during active military service."

19 **SECTION 3.** G.S. 96-14 is amended by adding a new subdivision to read:

20 "(2c) Discharge or employer-initiated separation of a severely disabled veteran, as  
21 defined in G.S. 96-8, for acts or omissions of the veteran that the  
22 Commission determines are attributed to a disability incurred or aggravated  
23 in the line of duty during active military service, or to the veteran's absence  
24 from work to obtain care and treatment of a disability incurred or aggravated  
25 in the line of duty during active military service, shall not disqualify the  
26 veteran from receiving benefits under the substantial fault provisions of  
27 subdivision (2a) of this section for any period of time."

28 **SECTION 4.** This act is effective when it becomes law.