

FIRST REGULAR SESSION

SENATE BILL NO. 90

100TH GENERAL ASSEMBLY

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ADRIANE D. CROUSE, Secretary.

0642S.01I

AN ACT

To repeal sections 288.040, 288.130, and 288.245, RSMo, and to enact in lieu thereof four new sections relating to employment security.

Be it enacted by the General Assembly of the State of Missouri, as follows:

Section A. Sections 288.040, 288.130, and 288.245, RSMo, are repealed

2 and four new sections enacted in lieu thereof, to be known as sections 288.040,
3 288.130, 288.245, and 288.247, to read as follows:

288.040. 1. A claimant who is unemployed and has been determined to
2 be an insured worker shall be eligible for benefits for any week only if the deputy
3 finds that:

4 (1) The claimant has registered for work at and thereafter has continued
5 to report at an employment office in accordance with such regulations as the
6 division may prescribe;

7 (2) The claimant is able to work and is available for work. No person
8 shall be deemed available for work unless such person has been and is actively
9 and earnestly seeking work. Upon the filing of an initial or renewed claim, and
10 prior to the filing of each weekly claim thereafter, the deputy shall notify each
11 claimant of the number of work search contacts required to constitute an active
12 search for work. **Unless the deputy directs otherwise, a claimant shall**
13 **make a minimum of three work search contacts during any week for**
14 **which he or she claims benefits.** No person shall be considered not available
15 for work, pursuant to this subdivision, solely because he or she is a substitute
16 teacher or is on jury duty. A claimant shall not be determined to be ineligible
17 pursuant to this subdivision because of not actively and earnestly seeking work
18 if:

EXPLANATION—Matter enclosed in bold-faced brackets [thus] in this bill is not enacted and is intended to be omitted in the law.

19 (a) The claimant is participating in training approved pursuant to Section
20 236 of the Trade Act of 1974, as amended, (19 U.S.C.A. Sec. 2296, as amended);

21 (b) The claimant is temporarily unemployed through no fault of his or her
22 own and has a definite recall date within eight weeks of his or her first day of
23 unemployment; however, upon application of the employer responsible for the
24 claimant's unemployment, such eight-week period may be extended not to exceed
25 a total of sixteen weeks at the discretion of the director;

26 (3) The claimant has reported to an office of the division as directed by
27 the deputy, but at least once every four weeks, except that a claimant shall be
28 exempted from the reporting requirement of this subdivision if:

29 (a) The claimant is claiming benefits in accordance with division
30 regulations dealing with partial or temporary total unemployment; or

31 (b) The claimant is temporarily unemployed through no fault of his or her
32 own and has a definite recall date within eight weeks of his or her first day of
33 unemployment; or

34 (c) The director of the division of employment security has determined
35 that the claimant belongs to a group or class of workers whose opportunities for
36 reemployment will not be enhanced by reporting, or is prevented from reporting
37 due to emergency conditions that limit access by the general public to an office
38 that serves the area where the claimant resides, but only during the time such
39 circumstances exist.

40 Ineligibility pursuant to this subdivision shall begin on the first day of the week
41 which the claimant was scheduled to claim and shall end on the last day of the
42 week preceding the week during which the claimant does report to the division's
43 office;

44 (4) Prior to the first week of a period of total or partial unemployment for
45 which the claimant claims benefits he or she has been totally or partially
46 unemployed for a waiting period of one week. No more than one waiting week
47 will be required in any benefit year. During calendar year 2008 and each
48 calendar year thereafter, the one-week waiting period shall become compensable
49 once his or her remaining balance on the claim is equal to or less than the
50 compensable amount for the waiting period. No week shall be counted as a week
51 of total or partial unemployment for the purposes of this subsection unless it
52 occurs within the benefit year which includes the week with respect to which the
53 claimant claims benefits;

54 (5) The claimant has made a claim for benefits within fourteen days from

55 the last day of the week being claimed. The fourteen-day period may, for good
56 cause, be extended to twenty-eight days;

57 (6) The claimant has reported to an employment office to participate in
58 a reemployment assessment and reemployment services as directed by the deputy
59 or designated staff of an employment office, unless the deputy determines that
60 good cause exists for the claimant's failure to participate in such reemployment
61 assessment and reemployment services. For purposes of this section,
62 "reemployment services" may include, but not be limited to, the following:

63 (a) Providing an orientation to employment office services;

64 (b) Providing job search assistance; and

65 (c) Providing labor market statistics or analysis;

66 Ineligibility under this subdivision shall begin on the first day of the week which
67 the claimant was scheduled to report for the reemployment assessment or
68 reemployment services and shall end on the last day of the week preceding the
69 week during which the claimant does report in person to the employment office
70 for such reemployment assessment or reemployment services;

71 (7) The claimant is participating in reemployment services, such as job
72 search assistance services, as directed by the deputy if the claimant has been
73 determined to be likely to exhaust regular benefits and to need reemployment
74 services pursuant to a profiling system established by the division, unless the
75 deputy determines that:

76 (a) The individual has completed such reemployment services; or

77 (b) There is justifiable cause for the claimant's failure to participate in
78 such reemployment services.

79 2. A claimant shall be ineligible for waiting week credit or benefits for any
80 week for which the deputy finds he or she is or has been suspended by his or her
81 most recent employer for misconduct connected with his or her
82 work. Suspensions of four weeks or more shall be treated as discharges.

83 3. (1) Benefits based on "service in employment", described in subsections
84 7 and 8 of section 288.034, shall be payable in the same amount, on the same
85 terms and subject to the same conditions as compensation payable on the basis
86 of other service subject to this law; except that:

87 (a) With respect to service performed in an instructional, research, or
88 principal administrative capacity for an educational institution, benefits shall not
89 be paid based on such services for any week of unemployment commencing during
90 the period between two successive academic years or terms, or during a similar

91 period between two regular but not successive terms, or during a period of paid
92 sabbatical leave provided for in the individual's contract, to any individual if such
93 individual performs such services in the first of such academic years (or terms)
94 and if there is a contract or a reasonable assurance that such individual will
95 perform services in any such capacity for any educational institution in the
96 second of such academic years or terms;

97 (b) With respect to services performed in any capacity (other than
98 instructional, research, or principal administrative capacity) for an educational
99 institution, benefits shall not be paid on the basis of such services to any
100 individual for any week which commences during a period between two successive
101 academic years or terms if such individual performs such services in the first of
102 such academic years or terms and there is a contract or a reasonable assurance
103 that such individual will perform such services in the second of such academic
104 years or terms;

105 (c) With respect to services described in paragraphs (a) and (b) of this
106 subdivision, benefits shall not be paid on the basis of such services to any
107 individual for any week which commences during an established and customary
108 vacation period or holiday recess if such individual performed such services in the
109 period immediately before such vacation period or holiday recess, and there is
110 reasonable assurance that such individual will perform such services immediately
111 following such vacation period or holiday recess;

112 (d) With respect to services described in paragraphs (a) and (b) of this
113 subdivision, benefits payable on the basis of services in any such capacity shall
114 be denied as specified in paragraphs (a), (b), and (c) of this subdivision to any
115 individual who performed such services at an educational institution while in the
116 employ of an educational service agency, and for this purpose the term
117 "educational service agency" means a governmental agency or governmental
118 entity which is established and operated exclusively for the purpose of providing
119 such services to one or more educational institutions.

120 (2) If compensation is denied for any week pursuant to paragraph (b) or
121 (d) of subdivision (1) of this subsection to any individual performing services at
122 an educational institution in any capacity (other than instructional, research or
123 principal administrative capacity), and such individual was not offered an
124 opportunity to perform such services for the second of such academic years or
125 terms, such individual shall be entitled to a retroactive payment of the
126 compensation for each week for which the individual filed a timely claim for

127 compensation and for which compensation was denied solely by reason of
128 paragraph (b) or (d) of subdivision (1) of this subsection.

129 4. (1) A claimant shall be ineligible for waiting week credit, benefits or
130 shared work benefits for any week for which he or she is receiving or has received
131 remuneration exceeding his or her weekly benefit amount or shared work benefit
132 amount in the form of:

133 (a) Compensation for temporary partial disability pursuant to the workers'
134 compensation law of any state or pursuant to a similar law of the United States;

135 (b) A governmental or other pension, retirement or retired pay, annuity,
136 or other similar periodic payment which is based on the previous work of such
137 claimant to the extent that such payment is provided from funds provided by a
138 base period or chargeable employer pursuant to a plan maintained or contributed
139 to by such employer; but, except for such payments made pursuant to the Social
140 Security Act or the Railroad Retirement Act of 1974 (or the corresponding
141 provisions of prior law), the provisions of this paragraph shall not apply if the
142 services performed for such employer by the claimant after the beginning of the
143 base period (or remuneration for such services) do not affect eligibility for or
144 increase the amount of such pension, retirement or retired pay, annuity or similar
145 payment.

146 (2) If the remuneration referred to in this subsection is less than the
147 benefits which would otherwise be due, the claimant shall be entitled to receive
148 for such week, if otherwise eligible, benefits reduced by the amount of such
149 remuneration, and, if such benefit is not a multiple of one dollar, such amount
150 shall be lowered to the next multiple of one dollar.

151 (3) Notwithstanding the provisions of subdivisions (1) and (2) of this
152 subsection, if a claimant has contributed in any way to the Social Security Act or
153 the Railroad Retirement Act of 1974, or the corresponding provisions of prior law,
154 no part of the payments received pursuant to such federal law shall be deductible
155 from the amount of benefits received pursuant to this chapter.

156 5. A claimant shall be ineligible for waiting week credit or benefits for any
157 week for which or a part of which he or she has received or is seeking
158 unemployment benefits pursuant to an unemployment insurance law of another
159 state or the United States; provided, that if it be finally determined that the
160 claimant is not entitled to such unemployment benefits, such ineligibility shall
161 not apply.

162 6. (1) A claimant shall be ineligible for waiting week credit or benefits for

163 any week for which the deputy finds that such claimant's total or partial
164 unemployment is due to a stoppage of work which exists because of a labor
165 dispute in the factory, establishment or other premises in which such claimant
166 is or was last employed. In the event the claimant secures other employment
167 from which he or she is separated during the existence of the labor dispute, the
168 claimant must have obtained bona fide employment as a permanent employee for
169 at least the major part of each of two weeks in such subsequent employment to
170 terminate his or her ineligibility. If, in any case, separate branches of work
171 which are commonly conducted as separate businesses at separate premises are
172 conducted in separate departments of the same premises, each such department
173 shall for the purposes of this subsection be deemed to be a separate factory,
174 establishment or other premises. This subsection shall not apply if it is shown
175 to the satisfaction of the deputy that:

176 (a) The claimant is not participating in or financing or directly interested
177 in the labor dispute which caused the stoppage of work; and

178 (b) The claimant does not belong to a grade or class of workers of which,
179 immediately preceding the commencement of the stoppage, there were members
180 employed at the premises at which the stoppage occurs, any of whom are
181 participating in or financing or directly interested in the dispute.

182 (2) "Stoppage of work" as used in this subsection means a substantial
183 diminution of the activities, production or services at the establishment, plant,
184 factory or premises of the employing unit. This definition shall not apply to a
185 strike where the employees in the bargaining unit who initiated the strike are
186 participating in the strike. Such employees shall not be eligible for waiting week
187 credit or benefits during the period when the strike is in effect, regardless of
188 diminution, unless the employer has been found guilty of an unfair labor practice
189 by the National Labor Relations Board or a federal court of law for an act or
190 actions preceding or during the strike.

191 7. On or after January 1, 1978, benefits shall not be paid to any
192 individual on the basis of any services, substantially all of which consist of
193 participating in sports or athletic events or training or preparing to so
194 participate, for any week which commences during the period between two
195 successive sport seasons (or similar periods) if such individual performed such
196 services in the first of such seasons (or similar periods) and there is a reasonable
197 assurance that such individual will perform such services in the later of such
198 seasons (or similar periods).

199 8. Benefits shall not be payable on the basis of services performed by an
200 alien, unless such alien is an individual who was lawfully admitted for permanent
201 residence at the time such services were performed, was lawfully present for
202 purposes of performing such services, or was permanently residing in the United
203 States under color of law at the time such services were performed (including an
204 alien who was lawfully present in the United States as a result of the application
205 of the provisions of Section 212(d)(5) of the Immigration and Nationality Act).

206 (1) Any data or information required of individuals applying for benefits
207 to determine whether benefits are not payable to them because of their alien
208 status shall be uniformly required from all applicants for benefits.

209 (2) In the case of an individual whose application for benefits would
210 otherwise be approved, no determination that benefits to such individual are not
211 payable because of such individual's alien status shall be made except upon a
212 preponderance of the evidence.

213 9. A claimant shall be ineligible for waiting week credit or benefits for any
214 week such claimant has an outstanding penalty which was assessed based upon
215 an overpayment of benefits, as provided for in subsection 9 of section 288.380.

216 10. The directors of the division of employment security and the division
217 of workforce development shall submit to the governor, the speaker of the house
218 of representatives, and the president pro tem of the senate no later than October
219 15, 2006, a report outlining their recommendations for how to improve work
220 search verification and claimant reemployment activities. The recommendations
221 shall include, but not limited to how to best utilize "greathires.org", and how to
222 reduce the average duration of unemployment insurance claims. Each calendar
223 year thereafter, the directors shall submit a report containing their
224 recommendations on these issues by December thirty-first of each year.

225 11. For purposes of this section, a claimant may satisfy reporting
226 requirements provided under this section by reporting by internet communication
227 or any other means deemed acceptable by the division of employment security.

288.130. 1. Each employing unit shall keep true and accurate payroll and
2 other related records, containing such information as the division may by
3 regulation prescribe for a period of at least three calendar years after the record
4 was made. Such records shall be open to inspection and be subject to being
5 copied by authorized representatives of the division at any reasonable time and
6 as often as may be necessary. Any authorized person engaged in administering
7 this law may require from any employing unit any sworn or unsworn reports,

8 with respect to individuals performing services for it, which are deemed necessary
9 for the effective administration of this law.

10 2. All employers [required to report W-2 copy A information on magnetic
11 media tape to the Social Security Administration pursuant to 26 CFR Section
12 301.6011-2, or successor regulations, are likewise required to] **with fifty or**
13 **more workers shall** report quarterly wage information due pursuant to section
14 288.090 to the division [on magnetic tape or diskette] in [a] **an electronic**
15 format prescribed by the division.

16 3. Each employer shall post and maintain in places readily accessible to
17 the employer's workers printed statements concerning benefit rights, claims for
18 benefits and such other matters related to the administration of this law as the
19 division may by regulation prescribe. Each employer shall supply to workers
20 copies of any printed statements relating to claims for benefits when and as the
21 division may by regulation prescribe. Such printed statements and other
22 materials shall be supplied by the division without cost.

23 4. A deputy shall make an ex parte determination after investigation but
24 without hearing with respect to any matter pertaining to the liability of an
25 employing unit which does not involve a claimant. The deputy shall promptly
26 notify any interested employing units of each such determination and the reason
27 for it. The division shall grant a hearing before an appeals tribunal to any
28 employing unit appealing from any such ex parte determination provided an
29 appeal is filed in writing within thirty days following the date of notification or
30 the mailing of such determination to the party's last known address. In the
31 absence of an appeal any such determination shall become final at the expiration
32 of a thirty-day period. The deputy may, however, at any time within a year from
33 the date of the deputy's determination, for good cause, reconsider the
34 determination and shall promptly notify all interested employing units of his
35 amended determination and the reason for it.

36 5. The thirty-day period provided in subsection 4 of this section may, for
37 good cause, be extended.

288.245. The records of the division shall constitute prima facie evidence
2 of the date of mailing **or the date of electronic transmission** of any notice,
3 determination or other paper mailed **or electronically transmitted** under this
4 chapter.

288.247. 1. **Except as otherwise required by law, any notice,**
2 **determination, decision, or other paper required to be mailed by the**

3 division to an employing unit or claimant under this chapter may be
4 transmitted solely by electronic means to any employing unit or
5 claimant, unless an alternative method of transmittal is requested by
6 the employing unit or claimant. The date the division transmits such
7 notice, determination, decision, or other paper shall be the date of
8 mailing or notification.

9 2. Any protest, notice of appeal, or other paper required to be
10 filed with the division under this chapter may be filed by electronic
11 means to the website specified by the division. The date and time of
12 receipt shall be determined by the division's computer system.

13 3. Any function required to be performed by a representative of
14 the division under this chapter may be performed by the computer or
15 other automated means programmed and tested by a representative of
16 the division, office of administration, or a vendor retained to perform
17 such programming under the direction of the division or office of
18 administration. However, any issued raised by an employer in a timely
19 protest and any issue of fraud under section 288.380 shall be decided
20 by a deputy of the division after investigation. Further, any appeal to
21 a determination issued by the division or deputy shall be decided by an
22 order or decision of an appeals referee after an opportunity for a fair
23 hearing as provided in section 288.190.

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