

*Substituted  
by HF 236  
3/24/97 (p. 747)*

WITHDRAWN

FILED MAR 13 1997

**467**

SENATE FILE  
BY COMMITTEE ON BUSINESS AND  
LABOR

(SUCCESSOR TO SSB 38)

Passed Senate, Date \_\_\_\_\_ Passed House, Date \_\_\_\_\_  
Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved \_\_\_\_\_

**A BILL FOR**

1 An Act relating to eligibility for unemployment compensation  
2 benefits for temporary employees of a temporary employment  
3 firm.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:  
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**SENATE FILE 467**

**S-3190**

1 Amend Senate File 467 as follows:  
2 1. Page 1, line 10, by inserting after the word  
3 "unless" the following: "any benefits awarded under  
4 this chapter would not be charged against the account  
5 of the temporary employment firm or".

By DICK L. DEARDEN

S-3190 FILED MARCH 20, 1997

**SE 467**

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WITHDRAWN

TLSB 1239SV 77  
ec/jw/5

1 Section 1. Section 96.5, subsection 1, Code 1997, is  
2 amended by adding the following new paragraph:

3 NEW PARAGRAPH. j. The individual is a temporary employee  
4 of a temporary employment firm who notifies the temporary  
5 employment firm of completion of an employment assignment and  
6 who seeks reassignment. Failure of the individual to notify  
7 the temporary employment firm of completion of an employment  
8 assignment within three working days of the completion of each  
9 employment assignment under a contract of hire shall be deemed  
10 a voluntary quit unless the individual was not advised in  
11 writing of the duty to notify the temporary employment firm  
12 upon completion of an employment assignment.

13 For purposes of this paragraph:

14 (1) "Temporary employee" means an individual who is  
15 employed by a temporary employment firm to provide services to  
16 clients to supplement their work force during absences,  
17 seasonal workloads, temporary skill or labor market shortages,  
18 and for special assignments and projects.

19 (2) "Temporary employment firm" means a person engaged in  
20 the business of employing temporary employees.

21 EXPLANATION

22 This bill provides that an employee of a temporary  
23 employment firm who does not contact the firm upon completion  
24 of an employment assignment under a contract of hire is deemed  
25 to have voluntarily quit employment for purposes of denying  
26 that person unemployment benefits. The employee is denied  
27 benefits only if the employee is advised by the temporary  
28 employment firm in writing that the person is required to  
29 contact the temporary help contracting firm upon completion of  
30 the assignment.

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SENATE FILE 467

S-3191

1 Amend Senate File 467 as follows:  
2 1. Page 1, line 9, by inserting after the word  
3 "shall" the following: "not".  
4 2. Page 1, line 10, by striking the word "not".  
5 3. Page 1, line 12, by inserting after the word  
6 "assignment" the following: "and the temporary  
7 employment firm is notified in writing of the  
8 completion of each employment assignment by the client  
9 who sought the services of the temporary employee  
10 through the temporary employment firm".

By DICK L. DEARDEN

S-3191 FILED MARCH 20, 1997

SENATE FILE 467

S-3192

1 Amend Senate File 467 as follows:  
2 1. Page 1, line 5, by striking the words "an  
3 employment assignment" and inserting the following:  
4 "the last employment assignment prior to a claim for  
5 benefits".  
6 2. Page 1, lines 7 and 8, by striking the words  
7 "an employment assignment" and inserting the  
8 following: "the last employment assignment prior to a  
9 claim for benefits".  
10 3. Page 1, line 8, by striking the word "each"  
11 and inserting the following: "that".

By DICK L. DEARDEN

S-3192 FILED MARCH 20, 1997

*Last 3/24/97 (p. 746)*

SENATE FILE 467

S-3205

1 Amend Senate File 467 as follows:  
2 1. Page 1, line 12, by inserting after the word  
3 "assignment." the following: "To show that the  
4 employee was advised in writing of the notification  
5 requirement of this paragraph, the temporary  
6 employment firm shall advise the temporary employee by  
7 requiring the temporary employee, at the time of  
8 employment with the temporary employment firm, to read  
9 and sign a document that provides a clear and concise  
10 explanation of the notification requirement and the  
11 consequences of failure to notify. The document shall  
12 be separate from any contract of hire and a copy of  
13 the signed document shall be provided to the temporary  
14 employee."

By JERRY BEHN

S-3205 FILED MARCH 24, 1997

ADOPTED *(p. 746)*

**SENATE FILE 467  
FISCAL NOTE**

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A fiscal note for Senate File 467 is hereby submitted pursuant to Joint Rule 17. Data used in developing this fiscal note is available from the Legislative Fiscal Bureau to members of the Legislature upon request.

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Senate File 467 provides that an employee of a temporary employment firm who does not notify the firm upon completion of an employment assignment is deemed to have voluntarily quit employment for purposes of determining eligibility for unemployment benefits.

**FISCAL IMPACT**

The Department of Workforce Development reports that during calendar year 1996, 152 claimants collected unemployment benefits after completion of a temporary job while working for a temporary employment firm. Those claimants collected unemployment benefits of \$229,000 in 1996 and had total maximum benefits of \$500,000 if paid for the entire time the claimants were eligible.

If all 152 claimants failed to report as required by the proposed law and therefore ruled ineligible for unemployment benefits, the maximum annual impact to the Unemployment Trust Fund would be a savings of \$500,000. The savings would be reduced by an average of \$3,300 for each claimant who reported as required by the proposed legislation.

**SOURCE**

Department of Workforce Development

(LSB 1239sv, JWR)

FILED MARCH 17, 1997

BY DENNIS PROUTY, FISCAL DIRECTOR

Behn, Chair  
Freeman  
Gettings

SSB 38

Business & Labor

Succeeded By

(SF) HF 467

SENATE FILE  
BY (PROPOSED COMMITTEE ON  
BUSINESS AND LABOR BILL  
BY CHAIRPERSON RIFE)

Passed Senate, Date \_\_\_\_\_ Passed House, Date \_\_\_\_\_  
Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved \_\_\_\_\_

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SSB 31

S.F. \_\_\_\_\_ H.F. \_\_\_\_\_

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LSB 1239SC 77  
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