

**Senate File 492 - Introduced**

SENATE FILE 492  
BY COMMITTEE ON LABOR AND  
BUSINESS RELATIONS

(SUCCESSOR TO SSB 1172)

(COMPANION TO 1843HV BY  
COMMITTEE ON LABOR)

**A BILL FOR**

1 An Act relating to unemployment insurance and including  
2 effective date and applicability provisions.  
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 96.1A, Code 2021, is amended by adding  
2 the following new subsections:

3 NEW SUBSECTION. 01. "*Able to work*" means the individual is  
4 physically and mentally able to perform work.

5 NEW SUBSECTION. 1A. "*Available for work*" means the  
6 individual is ready and willing to accept suitable work.

7 NEW SUBSECTION. 32A. "*Severance pay*" means any payment  
8 in connection with separation from employment that is not  
9 conditioned on the individual giving up any legal right or the  
10 release of any rights.

11 Sec. 2. Section 96.1A, subsection 18, unnumbered paragraph  
12 1, Code 2021, is amended to read as follows:

13 "*Exhaustee*" means an individual who, with respect to any  
14 week of unemployment in the individual's eligibility period  
15 has received, prior to such week, all of the regular benefits  
16 that were available to the individual under [this chapter](#) or any  
17 other state law, including ~~dependents' allowances and~~ benefits  
18 payable to federal civilian employees and former armed forces  
19 personnel under 5 U.S.C. ch. 85, in the individual's current  
20 benefit year that includes such weeks. Provided that for the  
21 purposes of [this subsection](#) an individual shall be deemed to  
22 have received all of the regular benefits that were available  
23 to the individual, although as a result of a pending appeal  
24 with respect to wages that were not considered in the original  
25 monetary determination in the individual's benefit year the  
26 individual may subsequently be determined to be entitled to add  
27 regular benefits, or:

28 Sec. 3. Section 96.3, subsection 4, Code 2021, is amended  
29 to read as follows:

30 4. *Determination of benefits.*

31 ~~a. With respect to benefit years beginning on or after July~~  
32 ~~1, 1983, an~~ An eligible individual's weekly benefit amount for  
33 a week of total unemployment shall be an amount equal to the  
34 following fractions of the individual's total wages in insured  
35 work paid during that quarter of the individual's base period

1 in which such total wages were highest. The director shall  
2 determine annually a maximum weekly benefit amount equal to  
3 the following percentages, to vary with the number of based on  
4 whether the individual has dependents, of the statewide average  
5 weekly wage paid to employees in insured work which shall be  
6 effective the first day of the first full week in ~~July~~: July.

7 If the	The weekly	Subject to
8 number of	benefit amount	the following
9 dependents	shall equal	maximum
10 is:	the following	percentage of
11	fraction of high	the statewide
12	quarter wages:	average
13		weekly wage:
14 0	1/23	53%
15 1 <u>or more</u>	1/22	55% <u>57%</u>
16 2	<del>1/21</del>	57%
17 3	<del>1/20</del>	60%
18 <del>4 or more</del>	<del>1/19</del>	65%

19 b. The maximum weekly benefit amount, if not a multiple  
20 of one dollar, shall be rounded to the lower multiple of one  
21 dollar. ~~However, until such time as sixty-five percent of~~  
22 ~~the statewide average weekly wage exceeds one hundred ninety~~  
23 ~~dollars, the~~ The maximum weekly benefit amounts shall be  
24 determined using the statewide average weekly wage computed on  
25 the basis of wages reported for the current calendar year ~~1981~~.  
26 ~~As used in this section, "dependent" means dependent as defined~~  
27 ~~in section 422.12, subsection 1, paragraph "a", as if the~~  
28 ~~individual claimant was a taxpayer, except that an individual~~  
29 ~~claimant's nonworking spouse shall be deemed to be a dependent~~  
30 ~~under this section. "Nonworking spouse" means a spouse who does~~  
31 ~~not earn more than one hundred twenty dollars in gross wages~~  
32 ~~in one week.~~

33 Sec. 4. Section 96.3, subsection 5, paragraph a, Code 2021,  
34 is amended to read as follows:

35 a. *Duration of benefits.* The maximum total amount of

1 benefits payable to an eligible individual during a benefit  
 2 year shall not exceed the total of the wage credits accrued  
 3 to the individual's account during the individual's base  
 4 period, or twenty-six times the individual's weekly benefit  
 5 amount, whichever is the lesser. The director shall maintain  
 6 a separate account for each individual who earns wages in  
 7 insured work. The director shall compute wage credits for  
 8 each individual by crediting the individual's account with  
 9 one-third of the wages for insured work paid to the individual  
 10 during the individual's base period. ~~However, the director~~  
 11 ~~shall recompute wage credits for an individual who is laid~~  
 12 ~~off due to the individual's employer going out of business at~~  
 13 ~~the factory, establishment, or other premises at which the~~  
 14 ~~individual was last employed, by crediting the individual's~~  
 15 ~~account with one-half, instead of one-third, of the wages for~~  
 16 ~~insured work paid to the individual during the individual's~~  
 17 ~~base period.~~ Benefits paid to an eligible individual shall  
 18 be charged against the base period wage credits in the  
 19 individual's account which have not been previously charged,  
 20 in the inverse chronological order as the wages on which the  
 21 wage credits are based were paid. ~~However if the state "off"~~  
 22 ~~indicator is in effect and if the individual is laid off due to~~  
 23 ~~the individual's employer going out of business at the factory,~~  
 24 ~~establishment, or other premises at which the individual was~~  
 25 ~~last employed, the maximum benefits payable shall be extended~~  
 26 ~~to thirty-nine times the individual's weekly benefit amount,~~  
 27 ~~but not to exceed the total of the wage credits accrued to the~~  
 28 ~~individual's account.~~

29 Sec. 5. Section 96.4, Code 2021, is amended by adding the  
 30 following new subsection:

31 NEW SUBSECTION. 8. The individual has satisfied a single  
 32 one-week waiting period during the individual's benefit year.  
 33 To satisfy the one-week waiting period, the individual, with  
 34 respect to the week in question, must be eligible for benefits  
 35 from this state, but must not have received benefits from this

1 state, and must not be eligible for benefits from another  
2 state.

3 Sec. 6. Section 96.5, subsection 3, paragraph a,  
4 subparagraph (1), subparagraph divisions (a), (b), and (c),  
5 Code 2021, are amended to read as follows:

6 (a) ~~One hundred~~ Eighty percent, if the work is offered  
7 during the first ~~five~~ four weeks of unemployment.

8 (b) ~~Seventy-five~~ Seventy percent, if the work is offered  
9 during the ~~sixth~~ fifth through the ~~twelfth~~ eighth week of  
10 unemployment.

11 (c) Seventy Sixty percent, if the work is offered ~~during~~  
12 ~~the thirteenth through the eighteenth~~ after the ninth week of  
13 unemployment.

14 Sec. 7. Section 96.5, subsection 3, paragraph a,  
15 subparagraph (1), subparagraph division (d), Code 2021, is  
16 amended by striking the subparagraph division.

17 Sec. 8. Section 96.6, subsection 2, Code 2021, is amended  
18 to read as follows:

19 2. *Initial determination.*

20 a. A representative designated by the director shall  
21 promptly notify all interested parties to the claim of its  
22 filing, and the parties have ten days from the date of issuing  
23 the notice of the filing of the claim to protest payment  
24 of benefits to the claimant. All interested parties shall  
25 select a format as specified by the department to receive such  
26 notifications. The representative shall promptly examine  
27 the claim and any protest, take the initiative to ascertain  
28 relevant information concerning the claim, and, on the basis of  
29 the facts found by the representative, shall determine whether  
30 or not the claim is valid, the week with respect to which  
31 benefits shall commence, the weekly benefit amount payable and  
32 its maximum duration, and whether any disqualification shall  
33 be imposed.

34 b. The claimant has the burden of proving that the claimant  
35 meets the basic eligibility conditions of [section 96.4](#). The

1 employer has the burden of proving that the claimant is  
 2 disqualified for benefits pursuant to [section 96.5](#), except as  
 3 provided by [this subsection](#). The claimant has the initial  
 4 burden to produce evidence showing that the claimant is not  
 5 disqualified for benefits in cases involving section 96.5,  
 6 subsections 10 and 11, and has the burden of proving that a  
 7 voluntary quit pursuant to [section 96.5, subsection 1](#), was  
 8 for good cause attributable to the employer and that the  
 9 claimant is not disqualified for benefits in cases involving  
 10 section 96.5, subsection 1, paragraphs "a" through "h". ~~Unless~~  
 11 ~~the claimant or other interested party, after notification~~  
 12 ~~or within ten calendar days after notification was issued,~~  
 13 ~~files an appeal from the decision, the decision is final~~  
 14 ~~and benefits shall be paid or denied in accordance with the~~  
 15 ~~decision. If an administrative law judge affirms a decision of~~  
 16 ~~the representative, or the appeal board affirms a decision of~~  
 17 ~~the administrative law judge allowing benefits, the benefits~~  
 18 ~~shall be paid regardless of any appeal which is thereafter~~  
 19 ~~taken, but if the decision is finally reversed, no employer's~~  
 20 ~~account shall be charged with benefits so paid and this relief~~  
 21 ~~from charges shall apply to both contributory and reimbursable~~  
 22 ~~employers, notwithstanding [section 96.8, subsection 5](#).~~

23 Sec. 9. Section 96.6, subsection 4, Code 2021, is amended  
 24 by striking the subsection and inserting in lieu thereof the  
 25 following:

26 4. *Effect of decision — payment of benefits.* Unless the  
 27 claimant or other interested party, after notification or  
 28 within ten calendar days after notification was issued, files  
 29 an appeal from the decision of the representative of the  
 30 department, the decision is final and benefits shall be paid or  
 31 denied in accordance with the decision. If an administrative  
 32 law judge affirms a decision of the representative, or the  
 33 appeal board affirms a decision of the administrative law judge  
 34 allowing benefits, the benefits shall be paid regardless of  
 35 any appeal which is thereafter taken, but if the decision is

1 finally reversed, no employer's account shall be charged with  
2 benefits so paid and this relief from charges shall apply to  
3 both contributory and reimbursable employers, notwithstanding  
4 section 96.8, subsection 5.

5 Sec. 10. EFFECTIVE DATE. This Act takes effect July 1,  
6 2022.

7 Sec. 11. APPLICABILITY.

8 1. Except as otherwise provided in this section, this Act  
9 applies to any week of unemployment benefits beginning on or  
10 after July 3, 2022.

11 2. The sections of this Act enacting section 96.4,  
12 subsection 8, and amending section 96.6, subsection 4, apply to  
13 any new claim of unemployment benefits beginning on or after  
14 July 3, 2022.

15 EXPLANATION

16 The inclusion of this explanation does not constitute agreement with  
17 the explanation's substance by the members of the general assembly.

18 This bill relates to unemployment insurance under Code  
19 chapter 96.

20 The bill defines "able to work", for purposes of  
21 unemployment benefits, to mean the individual is physically and  
22 mentally able to perform work. The bill defines "available  
23 for work", for purposes of unemployment benefits, to mean the  
24 individual is ready and willing to accept suitable work.

25 The bill defines "severance pay", for purposes of Code  
26 chapter 96, as any payment in connection with separation from  
27 employment that is not conditioned on the individual giving up  
28 any legal right or the release of any rights.

29 The bill strikes language providing that an eligible  
30 individual's maximum weekly benefit amount varies with the  
31 number of dependents the individual has. The bill instead  
32 provides that an individual with dependents is subject to a  
33 maximum of 57 percent of the statewide average weekly wage.  
34 The division strikes language defining "dependent". The bill  
35 strikes additional obsolete language.

1 The bill strikes language requiring the director of the  
2 department of workforce development to recompute wage credits  
3 for purposes of calculating an individual's maximum total  
4 amount of unemployment benefits payable during a benefit year.  
5 The stricken language applied to an individual who is laid  
6 off due to the individual's employer going out of business at  
7 the factory, establishment, or other premises at which the  
8 individual was last employed by crediting the individual's  
9 account with one-half, instead of one-third, of the wages for  
10 insured work paid to the individual during the individual's  
11 base period. The bill also strikes language providing an  
12 additional 13 weeks of benefits to such individuals if the  
13 state "off" indicator, which relates to the rate of insured  
14 unemployment in the state, is in effect.

15 The bill provides that in order to be eligible for  
16 unemployment benefits, an individual must satisfy a single  
17 one-week waiting period during the individual's benefit year.  
18 To satisfy the one-week waiting period, the individual, with  
19 respect to the week in question, must be eligible for benefits  
20 from this state, but must not have received benefits from this  
21 state, and must not be eligible for benefits from another  
22 state.

23 The bill modifies the percentages of the individual's  
24 average weekly wage for insured work paid to the individual  
25 during the quarter of the individual's base period in which  
26 the individual's wages were highest, which the gross weekly  
27 wages for new work by the individual must equal or exceed for  
28 the new work to be considered suitable. Under current law, if  
29 an individual fails without good cause to apply for or accept  
30 suitable work, the individual is disqualified from eligibility  
31 for unemployment benefits. Under current law, the percentages  
32 are 100 percent, if the work is offered during the first five  
33 weeks of unemployment; 75 percent, if the work is offered  
34 during the sixth through the twelfth week of unemployment; 70  
35 percent, if the work is offered during the thirteenth through

1 the eighteenth week of unemployment; and 65 percent, if the  
2 work is offered after the eighteenth week of unemployment.  
3 Under the bill, the percentages are 80 percent, if the work  
4 is offered during the first four weeks of unemployment; 70  
5 percent, if the work is offered during the fifth through eighth  
6 week of unemployment; and 60 percent, if the work is offered  
7 after the ninth week of unemployment.

8       The bill strikes language providing that a finding of  
9 fact or law, judgment, conclusion, or final order regarding  
10 a determination of eligibility for unemployment benefits is  
11 binding only upon the parties to proceedings and is not binding  
12 upon any other proceedings or action involving the same facts  
13 brought by the same or related parties before the division of  
14 labor services, division of workers' compensation, other state  
15 agency, arbitrator, court, or judge of this state or the United  
16 States.

17       The bill takes effect July 1, 2022. The provisions of  
18 the bill providing for a one-week waiting period in order to  
19 be eligible for unemployment benefits and striking language  
20 providing that a finding of fact or law, judgment, conclusion,  
21 or final order regarding a determination of eligibility for  
22 unemployment benefits is binding only upon the parties to  
23 proceedings apply to any new claim of unemployment benefits  
24 beginning on or after July 3, 2022. The remainder of the bill  
25 applies to any week of unemployment benefits beginning on or  
26 after July 3, 2022.