

Senate File 372 - Introduced

SENATE FILE 372

BY TOWNSEND, DOTZLER, DONAHUE,
TRONE GARRIOTT, STAED,
PETERSEN, QUIRMBACH, WEINER,
and WAHLS

A BILL FOR

1 An Act concerning eligibility for unemployment benefits.

2 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 Section 1. Section 96.4, subsection 3, paragraph b, Code
2 2025, is amended to read as follows:

3 b. Notwithstanding any provision of this chapter to the
4 contrary, the department may establish by rule a process to
5 waive or alter the work search requirements of this subsection
6 for a claim for benefits if an individual has a reasonable
7 expectation that the individual will be returning to employment
8 and is attached to a regular job or industry or a member in good
9 standing of a union therein eligible for referral for employment.
10 To be considered attached to a regular job or industry, an
11 individual must be on a short-term seasonal or temporary layoff.
12 If work is not available at the conclusion of the layoff period
13 due to short-term circumstances beyond the employer's control,
14 the employer may request an extension of the waiver or alteration
15 for up to two weeks from the department. For purposes of this
16 paragraph, "short-term seasonal or temporary layoff" means a
17 layoff period of sixteen weeks or less due to seasonal weather
18 conditions or other conditions that impact the ability to perform
19 work ~~related to highway construction, repair, or maintenance with~~
20 ~~a specific return-to-work date verified by the employer.~~

21 Sec. 2. Section 96.5, subsection 3, paragraph b, Code 2025,
22 is amended by adding the following new subparagraphs:

23 NEW SUBPARAGRAPH. (4) (a) If the individual has a
24 reasonable expectation that the individual will be returning to
25 employment, as defined by the department by rule, and is attached
26 to a regular job or industry or is a member in good standing of a
27 union therein eligible for referral for employment.

28 (b) To be considered attached to a regular job or industry,
29 an individual must be on a short-term seasonal or temporary
30 layoff as defined in section 96.4, subsection 3.

31 NEW SUBPARAGRAPH. (5) If all of the following circumstances
32 apply:

33 (a) The individual is unemployed due to the individual's
34 employer temporarily ceasing operations or going out of business
35 at the factory, establishment, or other premises at which the

1 individual was last employed.

2 (b) The reason for the employer going out of business was a
3 result of unforeseen circumstances, including but not limited to
4 cybersecurity attacks.

5 (c) The individual has a reasonable expectation that the
6 individual will be returning to employment with the employer that
7 temporarily ceased operations or went out of business.

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EXPLANATION

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The inclusion of this explanation does not constitute agreement with

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the explanation's substance by the members of the general assembly.

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This bill relates to unemployment benefits.

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Under current law, the department of workforce development may
13 establish by rule a process to waive or alter the work search
14 requirements for a claim for benefits if an individual has a
15 reasonable expectation that the individual will be returning to
16 employment and is attached to a regular job or industry or a
17 member in good standing of a union therein eligible for referral
18 for employment. To be considered attached to a regular job
19 or industry, an individual must be on a "short-term temporary
20 layoff", which is defined as a layoff period of 16 weeks or
21 less due to seasonal weather conditions that impact the ability
22 to perform work related to highway construction, repair, or
23 maintenance with a specific return-to-work date verified by the
24 employer. The bill changes the defined term to "short-term
25 seasonal or temporary layoff", provides that conditions other
26 than weather conditions are included in the definition, and
27 strikes the language that the work to be performed must be
28 related to highway construction, repair, or maintenance and must
29 have a specific return-to-work date verified by the employer.

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The bill provides that benefits shall not be denied to
31 an eligible individual for refusing to accept work if the
32 individual has a reasonable expectation that the individual will
33 be returning to employment, as defined by the department by
34 rule, and is attached to a regular job or industry or is a
35 member in good standing of a union therein eligible for referral

1 for employment. To be considered attached to a regular job
2 or industry, an individual must be on a short-term seasonal or
3 temporary layoff.

4 The bill provides that benefits shall not be denied to an
5 eligible individual for refusing to accept work if the individual
6 is unemployed due to the individual's employer temporarily
7 ceasing operations or going out of business at the factory,
8 establishment, or other premises at which the individual was last
9 employed; the reason for the employer going out of business was
10 a result of unforeseen circumstances; and the individual has a
11 reasonable expectation that the individual will be returning to
12 employment with the employer that temporarily ceased operations
13 or went out of business.

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