

Senate Study Bill 1111 - Introduced

SENATE FILE _____
BY (PROPOSED COMMITTEE ON
WORKFORCE BILL BY CHAIRPERSON
DICKY)

A BILL FOR

1 An Act providing for disqualification for unemployment benefits
2 due to separation from short-term employment with a fixed end
3 date and including applicability provisions.
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 Section 1. Section 96.5, Code 2025, is amended by adding the
2 following new subsection:

3 NEW SUBSECTION. 15. *Short-term employment with fixed end*
4 *date.* If the department finds that the individual became
5 separated from employment due to the conclusion of employment of
6 a fixed period of one hundred eighty days or less, provided the
7 department also finds all of the following:

8 a. That the individual entered into a written employment
9 contract with the employer prior to the date on which the
10 employment began.

11 b. That the contract specified the end date of the
12 employment, which was no more than one hundred eighty days after
13 the beginning date.

14 c. That the contract acknowledged that the individual would
15 not be eligible for benefits upon the conclusion of the
16 employment.

17 d. That the employment actually concluded no more than one
18 hundred eighty days after the beginning date.

19 e. That the employer is not entering into such contracts with
20 the individual on an ongoing basis in order to avoid or reduce
21 liability under this chapter.

22 f. That the employment was not on federal active duty, state
23 active duty, or national guard duty, as defined in section 29A.1.

24 Sec. 2. APPLICABILITY. This Act applies to employment
25 beginning on or after the effective date of this Act.

26 EXPLANATION

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

29 This bill provides that an individual is disqualified for
30 unemployment benefits if the department of workforce development
31 finds that the individual became separated from employment due to
32 the conclusion of employment of a fixed period of 180 days or
33 less, provided the department makes additional findings about the
34 employment specified in the bill.

35 The bill applies to employment beginning on or after the

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1 effective date of the bill.

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