

SENATE BILL No. 456

DIGEST OF INTRODUCED BILL

Citations Affected: IC 22-4.

Synopsis: Unemployment insurance. Provides that any part of an unemployment insurance surcharge not used to pay interest on the advances made to the state from the federal unemployment trust fund must be credited against the total amount of benefits charged to the state's unemployment insurance trust fund before determining each employer's share of those benefits. Removes language that requires the extra surcharge amount be credited to each employer's experience account in proportion to the amount of the surcharge the employer paid. Removes language establishing certain limitation periods for the repayment of unemployment benefit overpayments. Repeals a provision allowing an extended repayment period for benefit overpayments in certain circumstances. Requires as a condition precedent to the payment of benefits in a year immediately following a year in which benefits were paid or following a period of disqualification for failure to apply for or accept suitable work that an individual: (1) perform insured work; (2) earn remuneration in employment in at least each of eight weeks; and (3) earn remuneration at least equal to the product of the individual's weekly benefit amount multiplied by eight. Provides that, if an employer does not have a rule regarding attendance, an individual's unsatisfactory attendance is just cause for discharge, if good cause for the absences or tardiness is not established. (Currently, the individual must show good cause for the absences or tardiness.) Establishes that a crime committed using the Internet or another computer network may be prosecuted in any county: (1) from which or to which access to the Internet or another computer network was made; or (2) in which a computer, computer data, computer software, or computer network used to access the Internet or another computer network is located.

Effective: July 1, 2015.

Boots

January 14, 2015, read first time and referred to Committee on Pensions & Labor.



First Regular Session 119th General Assembly (2015)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2014 Regular Session and 2014 Second Regular Technical Session of the General Assembly.

SENATE BILL No. 456



A BILL FOR AN ACT to amend the Indiana Code concerning labor and safety.

Be it enacted by the General Assembly of the State of Indiana:

1 SECTION 1. IC 22-4-10-4.5, AS ADDED BY P.L.2-2011,
2 SECTION 7, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
3 JULY 1, 2015]: Sec. 4.5. (a) This section applies to a calendar year that
4 begins after December 31, 2010, to an employer:
5 (1) that is subject to this article for wages paid during the calendar
6 year;
7 (2) whose contribution rate for the calendar year was determined
8 under this chapter, IC 22-4-11, IC 22-4-11.5, or IC 22-4-37-3; and
9 (3) that:
10 (A) has been subject to this article during the preceding
11 thirty-six (36) consecutive calendar months; and
12 (B) has had a payroll in each of the three (3) preceding twelve
13 (12) month periods;
14 if, during the calendar year, the state is required to pay interest on the
15 advances made to the state from the federal unemployment account in
16 the federal unemployment trust fund under 42 U.S.C. 1321.



1 (b) In addition to the contributions determined under this chapter,
 2 IC 22-4-11, IC 22-4-11.5, or IC 22-4-37-3 for calendar year 2011, each
 3 employer shall pay an unemployment insurance surcharge that is equal
 4 to thirteen percent (13%) of the employer's contribution determined
 5 under this chapter, IC 22-4-11, IC 22-4-11.5, or IC 22-4-37-3 for the
 6 calendar year.

7 (c) For a calendar year that begins after December 31, 2011, in
 8 which employers are required to pay the unemployment insurance
 9 surcharge described in subsection (b), the department shall determine,
 10 not later than January 31, the surcharge percentage for that year based
 11 on factors that include:

12 (1) the interest rate charged the state for the year determined
 13 under 42 U.S.C. 1322(b); and

14 (2) the state's outstanding loan balance to the federal
 15 unemployment account on January 1 of the year.

16 (d) The unemployment insurance surcharge described in subsection
 17 (b) is payable to the department quarterly at the same time as employer
 18 contributions are paid under section 1 of this chapter. Failure to pay the
 19 unemployment insurance surcharge as specified in this section is
 20 considered a delinquency under IC 22-4-11-2.

21 (e) The department:

22 (1) may use amounts received under this section to pay interest on
 23 the advances made to the state from the federal unemployment
 24 account in the federal unemployment trust fund under 42 U.S.C.
 25 1321; and

26 (2) shall deposit any amounts received under this section and not
 27 used for the purposes described in subdivision (1) in the
 28 unemployment insurance benefit fund established under
 29 IC 22-4-26.

30 (f) Amounts paid under this section and used as provided in
 31 subsection (e)(1) do not affect and may not be charged to the
 32 experience account of any employer. Amounts paid under this section
 33 and used as provided in subsection (e)(2) must be ~~credited to each~~
 34 ~~employer's experience account in proportion to the amount the~~
 35 ~~employer paid under this section during the preceding four (4) calendar~~
 36 ~~quarters. subtracted from the total amount of benefits charged to~~
 37 ~~the fund under IC 22-4-11-1 in determining each employer's share~~
 38 ~~of those benefits under IC 22-4-11-2(e).~~

39 SECTION 2. IC 22-4-11-2, AS AMENDED BY P.L.154-2013,
 40 SECTION 3, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 41 JULY 1, 2015]: Sec. 2. (a) Except as provided in IC 22-4-10-6 and
 42 IC 22-4-11.5, the department shall for each year determine the



1 contribution rate applicable to each employer.

2 (b) The balance shall include contributions with respect to the
3 period ending on the computation date and actually paid on or before
4 July 31 immediately following the computation date and benefits
5 actually paid on or before the computation date and shall also include
6 any voluntary payments made in accordance with IC 22-4-10-5 or
7 IC 22-4-10-5.5 (repealed):

8 (1) for each calendar year, an employer's rate shall be determined
9 in accordance with the rate schedules in section 3.3 or 3.5 of this
10 chapter; and

11 (2) for each calendar year, an employer's rate shall be two and
12 five-tenths percent (2.5%), except as otherwise provided in
13 subsection (g) or IC 22-4-37-3, unless:

14 (A) the employer has been subject to this article throughout
15 the thirty-six (36) consecutive calendar months immediately
16 preceding the computation date;

17 (B) there has been some annual payroll in each of the three (3)
18 twelve (12) month periods immediately preceding the
19 computation date; and

20 (C) the employer has properly filed all required contribution
21 and wage reports, and all contributions, penalties, and interest
22 due and owing by the employer or the employer's predecessors
23 have been paid.

24 (c) In addition to the conditions and requirements set forth and
25 provided in subsection (b)(2)(A), (b)(2)(B), and (b)(2)(C), an
26 employer's rate is equal to the sum of the employer's contribution rate
27 determined or estimated by the department under this article plus two
28 percent (2%) unless all required contributions and wage reports have
29 been filed within thirty-one (31) days following the computation date
30 and all contributions, penalties, and interest due and owing by the
31 employer or the employer's predecessor for periods before and
32 including the computation date have been paid:

33 (1) within thirty-one (31) days following the computation date; or

34 (2) within ten (10) days after the department has given the
35 employer a written notice by registered mail to the employer's last
36 known address of:

37 (A) the delinquency; or

38 (B) failure to file the reports;

39 whichever is the later date. The board or the board's designee may
40 waive the imposition of rates under this subsection if the board finds
41 the employer's failure to meet the deadlines was for excusable cause.
42 The department shall give written notice to the employer before this



1 additional condition or requirement shall apply. An employer's rate
2 under this subsection may not exceed twelve percent (12%).

3 (d) However, if the employer is the state or a political subdivision
4 of the state or any instrumentality of a state or a political subdivision,
5 or any instrumentality which is wholly owned by the state and one (1)
6 or more other states or political subdivisions, the employer may
7 contribute at a rate of one and six-tenths percent (1.6%) until it has
8 been subject to this article throughout the thirty-six (36) consecutive
9 calendar months immediately preceding the computation date.

10 (e) On the computation date every employer who had taxable wages
11 in the previous calendar year shall have the employer's experience
12 account charged with the amount determined under the following
13 formula:

14 **STEP ONE: Divide:**

15 (A) the employer's taxable wages for the preceding calendar
16 year; by

17 (B) the total taxable wages for the preceding calendar year.

18 **STEP TWO: Subtract:**

19 (A) the amount described in IC 22-4-10-4.5(e)(2), if any;
20 from

21 (B) the total amount of benefits charged to the fund under
22 section 1 of this chapter.

23 ~~STEP TWO: THREE:~~ Multiply the quotient determined under
24 STEP ONE by the total amount of benefits charged to the fund
25 under section 1 of this chapter: **difference determined under**
26 **STEP TWO.**

27 (f) One (1) percentage point of the rate imposed under subsection
28 (c), or the amount of the employer's payment that is attributable to the
29 increase in the contribution rate, whichever is less, shall be imposed as
30 a penalty that is due and shall be deposited upon collection into the
31 special employment and training services fund established under
32 IC 22-4-25-1. The remainder of the contributions paid by an employer
33 pursuant to the maximum rate shall be:

34 (1) considered a contribution for the purposes of this article; and

35 (2) deposited in the unemployment insurance benefit fund
36 established under IC 22-4-26.

37 (g) Except as otherwise provided in IC 22-4-37-3, this subsection,
38 instead of subsection (b)(2), applies to an employer in the construction
39 industry. As used in the subsection, "construction industry" means
40 business establishments whose proper primary classification in the
41 current edition of the North American Industry Classification System
42 Manual - United States, published by the National Technical



1 Information Service of the United States Department of Commerce is
 2 23 (construction). For each calendar year beginning after December 31,
 3 2013, an employer's rate shall be equal to the lesser of four percent
 4 (4%) or the average of the contribution rates paid by all employers in
 5 the construction industry subject to this article during the twelve (12)
 6 months preceding the computation date, unless:

7 (1) the employer has been subject to this article throughout the
 8 thirty-six (36) consecutive calendar months immediately
 9 preceding the computation date;

10 (2) there has been some annual payroll in each of the three (3)
 11 twelve (12) month periods immediately preceding the
 12 computation date; and

13 (3) the employer has properly filed all required contribution and
 14 wage reports, and all contributions, penalties, and interest due and
 15 owing by the employer or the employer's predecessors have been
 16 paid.

17 SECTION 3. IC 22-4-13-1, AS AMENDED BY P.L.108-2006,
 18 SECTION 23, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 19 JULY 1, 2015]: Sec. 1. (a) Whenever an individual receives benefits or
 20 extended benefits to which the individual is not entitled under:

21 (1) this article; or

22 (2) the unemployment insurance law of the United States;
 23 the department shall establish that an overpayment has occurred and
 24 establish the amount of the overpayment.

25 (b) An individual described in subsection (a) is liable to repay the
 26 established amount of the overpayment.

27 (c) Any individual who knowingly:

28 (1) makes, or causes to be made by another, a false statement or
 29 representation of a material fact knowing it to be false; or

30 (2) fails, or causes another to fail, to disclose a material fact; and
 31 as a result thereof has received any amount as benefits to which the
 32 individual is not entitled under this article, shall be liable to repay such
 33 amount, with interest at the rate of one-half percent (0.5%) per month,
 34 to the department for the unemployment insurance benefit fund or to
 35 have such amount deducted from any benefits otherwise payable to the
 36 individual under this article. ~~within the six (6) year period following~~
 37 ~~the later of the date the department establishes that an overpayment has~~
 38 ~~occurred or the date that the determination of an overpayment becomes~~
 39 ~~final following the exhaustion of all appeals.~~

40 (d) Any individual who, for any reason other than misrepresentation
 41 or nondisclosure as specified in subsection (c), has received any
 42 amount as benefits to which the individual is not entitled under this



1 article or because of the subsequent receipt of income deductible from
2 benefits which is allocable to the week or weeks for which such
3 benefits were paid becomes not entitled to such benefits under this
4 article shall be liable to repay such amount to the department for the
5 unemployment insurance benefit fund or to have such amount deducted
6 from any benefits otherwise payable to the individual under this article.
7 ~~within the three (3) year period following the later of the date the~~
8 ~~department establishes that the overpayment occurred or the date that~~
9 ~~the determination that an overpayment occurred becomes final~~
10 ~~following the exhaustion of all appeals.~~

11 (e) When benefits are paid to an individual who was eligible or
12 qualified to receive such payments, but when such payments are made
13 because of the failure of representatives or employees of the
14 department to transmit or communicate to such individual notice of
15 suitable work offered, through the department, to such individual by an
16 employing unit, then and in such cases, the individual shall not be
17 required to repay or refund amounts so received, but such payments
18 shall be deemed to be benefits improperly paid.

19 (f) Where it is finally determined by a deputy, an administrative law
20 judge, the review board, or a court of competent jurisdiction that an
21 individual has received benefits to which the individual is not entitled
22 under this article, the department shall relieve the affected employer's
23 experience account of any benefit charges directly resulting from such
24 overpayment, **except as provided under IC 22-4-11-1.5.** However, an
25 employer's experience account will not be relieved of the charges
26 resulting from an overpayment of benefits which has been created by
27 a retroactive payment by such employer directly or indirectly to the
28 claimant for a period during which the claimant claimed and was paid
29 benefits unless the employer reports such payment by the end of the
30 calendar quarter following the calendar quarter in which the payment
31 was made or unless and until the overpayment has been collected.
32 Those employers electing to make payments in lieu of contributions
33 shall not have their account relieved as the result of any overpayment
34 unless and until such overpayment has been repaid to the
35 unemployment insurance benefit fund.

36 (g) Where any individual is liable to repay any amount to the
37 department for the unemployment insurance benefit fund for the
38 restitution of benefits to which the individual is not entitled under this
39 article, the amount due may be collectible without interest, except as
40 otherwise provided in subsection (c), by civil action in the name of the
41 state of Indiana, on relation of the department, which remedy by civil
42 action shall be in addition to all other existing remedies and to the



1 methods for collection provided in this article.

2 (h) Liability for repayment of benefits paid to an individual (other
3 than an individual employed by an employer electing to make payments
4 in lieu of contributions) for any week may be waived upon the request
5 of the individual if:

6 (1) the benefits were received by the individual without fault of
7 the individual;

8 (2) the benefits were the result of payments made:

9 (A) during the pendency of an appeal before an administrative
10 law judge or the review board under IC 22-4-17 under which
11 the individual is determined to be ineligible for benefits; or

12 (B) because of an error by the employer or the department; and

13 (3) repayment would cause economic hardship to the individual.

14 SECTION 4. IC 22-4-13-4 IS REPEALED [EFFECTIVE JULY 1,
15 2015]. Sec. 4: (a) This section applies to an individual:

16 (1) for whom the department has established an overpayment by
17 a final written determination under section 1(a) or 1(b) of this
18 chapter; and

19 (2) whose overpayment amount that is due and payable equals or
20 exceeds:

21 (A) the individual's weekly benefit amount; multiplied by

22 (B) four (4).

23 (b) Notwithstanding any other law and subject to subsection (c); an
24 individual is entitled to repay the established amount of an
25 overpayment over a period:

26 (1) beginning on the date the determination of the amount of the
27 overpayment is final; and

28 (2) ending on a date not later than the date occurring thirty-six
29 (36) months after the date specified in subdivision (1).

30 (c) An individual to whom this section applies may repay an
31 overpayment over time as provided in subsection (b) not more than
32 once during the individual's lifetime.

33 SECTION 5. IC 22-4-14-5, AS AMENDED BY P.L.175-2009,
34 SECTION 21, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
35 JULY 1, 2015]: Sec. 5. (a) As further conditions precedent to the
36 payment of benefits to an individual with respect to benefit periods
37 established on and after July 1, 1995, but before January 1, 2010:

38 (1) the individual must have established, after the last day of the
39 individual's last base period, if any, wage credits (as defined in
40 IC 22-4-4-3 and within the meaning of IC 22-4-22-3) equal to at
41 least one and one-quarter (1.25) times the wages paid to the
42 individual in the calendar quarter in which the individual's wages



1 were highest; and

2 (2) the individual must have established wage credits in the last
3 two (2) calendar quarters of the individual's base period in a total
4 amount of not less than one thousand six hundred fifty dollars
5 (\$1,650) and an aggregate in the four (4) calendar quarters of the
6 individual's base period of not less than two thousand seven
7 hundred fifty dollars (\$2,750).

8 (b) As a further condition precedent to the payment of benefits to an
9 individual with respect to a benefit year established on and after July
10 1, 1995, an insured worker may not receive benefits in a benefit year
11 unless after the beginning of the immediately preceding benefit year
12 during which the individual received benefits, the individual:

13 **(1) performed insured work; and earned wages in employment**
14 **under IC 22-4-8 in an amount not less than the individual's**
15 **weekly benefit amount established for the individual in the**
16 **preceding benefit year in each of eight (8) weeks.**

17 **(2) earned remuneration in employment in at least each of**
18 **eight (8) weeks; and**

19 **(3) earned remuneration equal to or exceeding the product of**
20 **the individual's weekly benefit amount multiplied by eight (8).**

21 (c) As further conditions precedent to the payment of benefits to an
22 individual with respect to benefit periods established on and after
23 January 1, 2010:

24 (1) the individual must have established, after the last day of the
25 individual's last base period, if any, wage credits (as defined in
26 IC 22-4-4-3 and within the meaning of wages under IC 22-4-22-3)
27 equal to at least one and five-tenths (1.5) times the wages paid to
28 the individual in the calendar quarter in which the individual's
29 wages were highest; and

30 (2) the individual must have established wage credits in the last
31 two (2) calendar quarters of the individual's base period in a total
32 amount of not less than two thousand five hundred dollars
33 (\$2,500) and a total amount in the four (4) calendar quarters of
34 the individual's base period of not less than four thousand two
35 hundred dollars (\$4,200).

36 SECTION 6. IC 22-4-15-1, AS AMENDED BY P.L.121-2014,
37 SECTION 12, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
38 JULY 1, 2015]: Sec. 1. (a) Regarding an individual's most recent
39 separation from employment before filing an initial or additional claim
40 for benefits, an individual who voluntarily left the employment without
41 good cause in connection with the work or was discharged from the
42 employment for just cause is ineligible for waiting period or benefit



1 rights for the week in which the disqualifying separation occurred and
2 until:

- 3 (1) the individual has earned remuneration in employment in at
4 least eight (8) weeks; and
5 (2) the remuneration earned equals or exceeds the product of the
6 weekly benefit amount multiplied by eight (8).

7 If the qualification amount has not been earned at the expiration of an
8 individual's benefit period, the unearned amount shall be carried
9 forward to an extended benefit period or to the benefit period of a
10 subsequent claim.

11 (b) When it has been determined that an individual has been
12 separated from employment under disqualifying conditions as outlined
13 in this section, the maximum benefit amount of the individual's current
14 claim, as initially determined, shall be reduced by an amount
15 determined as follows:

- 16 (1) For the first separation from employment under disqualifying
17 conditions, the maximum benefit amount of the individual's
18 current claim is equal to the result of:

19 (A) the maximum benefit amount of the individual's current
20 claim, as initially determined; multiplied by

21 (B) seventy-five percent (75%);

22 rounded (if not already a multiple of one dollar (\$1)) to the next
23 higher dollar.

- 24 (2) For the second separation from employment under
25 disqualifying conditions, the maximum benefit amount of the
26 individual's current claim is equal to the result of:

27 (A) the maximum benefit amount of the individual's current
28 claim determined under subdivision (1); multiplied by

29 (B) eighty-five percent (85%);

30 rounded (if not already a multiple of one dollar (\$1)) to the next
31 higher dollar.

- 32 (3) For the third and any subsequent separation from employment
33 under disqualifying conditions, the maximum benefit amount of
34 the individual's current claim is equal to the result of:

35 (A) the maximum benefit amount of the individual's current
36 claim determined under subdivision (2); multiplied by

37 (B) ninety percent (90%);

38 rounded (if not already a multiple of one dollar (\$1)) to the next
39 higher dollar.

40 (c) The disqualifications provided in this section shall be subject to
41 the following modifications:

- 42 (1) An individual shall not be subject to disqualification because



- 1 of separation from the individual's employment if:
- 2 (A) the individual left to accept with another employer
- 3 previously secured permanent full-time work which offered
- 4 reasonable expectation of continued covered employment and
- 5 betterment of wages or working conditions and thereafter was
- 6 employed on said job;
- 7 (B) having been simultaneously employed by two (2)
- 8 employers, the individual leaves one (1) such employer
- 9 voluntarily without good cause in connection with the work
- 10 but remains in employment with the second employer with a
- 11 reasonable expectation of continued employment; or
- 12 (C) the individual left to accept recall made by a base period
- 13 employer.
- 14 (2) An individual whose unemployment is the result of medically
- 15 substantiated physical disability and who is involuntarily
- 16 unemployed after having made reasonable efforts to maintain the
- 17 employment relationship shall not be subject to disqualification
- 18 under this section for such separation.
- 19 (3) An individual who left work to enter the armed forces of the
- 20 United States shall not be subject to disqualification under this
- 21 section for such leaving of work.
- 22 (4) An individual whose employment is terminated under the
- 23 compulsory retirement provision of a collective bargaining
- 24 agreement to which the employer is a party, or under any other
- 25 plan, system, or program, public or private, providing for
- 26 compulsory retirement and who is otherwise eligible shall not be
- 27 deemed to have left the individual's work voluntarily without
- 28 good cause in connection with the work. However, if such
- 29 individual subsequently becomes reemployed and thereafter
- 30 voluntarily leaves work without good cause in connection with the
- 31 work, the individual shall be deemed ineligible as outlined in this
- 32 section.
- 33 (5) An otherwise eligible individual shall not be denied benefits
- 34 for any week because the individual is in training approved under
- 35 Section 236(a)(1) of the Trade Act of 1974, nor shall the
- 36 individual be denied benefits by reason of leaving work to enter
- 37 such training, provided the work left is not suitable employment,
- 38 or because of the application to any week in training of provisions
- 39 in this law (or any applicable federal unemployment
- 40 compensation law), relating to availability for work, active search
- 41 for work, or refusal to accept work. For purposes of this
- 42 subdivision, the term "suitable employment" means with respect



1 to an individual, work of a substantially equal or higher skill level
 2 than the individual's past adversely affected employment (as
 3 defined for purposes of the Trade Act of 1974), and wages for
 4 such work at not less than eighty percent (80%) of the individual's
 5 average weekly wage as determined for the purposes of the Trade
 6 Act of 1974.

7 (6) An individual is not subject to disqualification because of
 8 separation from the individual's employment if:

9 (A) the employment was outside the individual's labor market;

10 (B) the individual left to accept previously secured full-time
 11 work with an employer in the individual's labor market; and

12 (C) the individual actually became employed with the
 13 employer in the individual's labor market.

14 (7) An individual who, but for the voluntary separation to move
 15 to another labor market to join a spouse who had moved to that
 16 labor market, shall not be disqualified for that voluntary
 17 separation, if the individual is otherwise eligible for benefits.
 18 Benefits paid to the spouse whose eligibility is established under
 19 this subdivision shall not be charged against the employer from
 20 whom the spouse voluntarily separated.

21 (8) An individual shall not be subject to disqualification if the
 22 individual voluntarily left employment or was discharged due to
 23 circumstances directly caused by domestic or family violence (as
 24 defined in IC 31-9-2-42). An individual who may be entitled to
 25 benefits based on this modification may apply to the office of the
 26 attorney general under IC 5-26.5 to have an address designated by
 27 the office of the attorney general to serve as the individual's
 28 address for purposes of this article.

29 As used in this subsection, "labor market" means the area surrounding
 30 an individual's permanent residence, outside which the individual
 31 cannot reasonably commute on a daily basis. In determining whether
 32 an individual can reasonably commute under this subdivision, the
 33 department shall consider the nature of the individual's job.

34 (d) "Discharge for just cause" as used in this section is defined to
 35 include but not be limited to:

36 (1) separation initiated by an employer for falsification of an
 37 employment application to obtain employment through
 38 subterfuge;

39 (2) knowing violation of a reasonable and uniformly enforced rule
 40 of an employer, including a rule regarding attendance;

41 (3) if an employer does not have a rule regarding attendance, an
 42 individual's unsatisfactory attendance, if ~~the individual cannot~~



- 1 ~~show~~ good cause for absences or tardiness **is not established;**
- 2 (4) damaging the employer's property through willful negligence;
- 3 (5) refusing to obey instructions;
- 4 (6) reporting to work under the influence of alcohol or drugs or
- 5 consuming alcohol or drugs on employer's premises during
- 6 working hours;
- 7 (7) conduct endangering safety of self or coworkers;
- 8 (8) incarceration in jail following conviction of a misdemeanor or
- 9 felony by a court of competent jurisdiction; or
- 10 (9) any breach of duty in connection with work which is
- 11 reasonably owed an employer by an employee.

12 (e) To verify that domestic or family violence has occurred, an
 13 individual who applies for benefits under subsection (c)(8) shall
 14 provide one (1) of the following:

- 15 (1) A report of a law enforcement agency (as defined in
- 16 IC 10-13-3-10).
- 17 (2) A protection order issued under IC 34-26-5.
- 18 (3) A foreign protection order (as defined in IC 34-6-2-48.5).
- 19 (4) An affidavit from a domestic violence service provider
- 20 verifying services provided to the individual by the domestic
- 21 violence service provider.

22 SECTION 7. IC 22-4-15-2, AS AMENDED BY P.L.121-2014,
 23 SECTION 13, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 24 JULY 1, 2015]: Sec. 2. (a) With respect to benefit periods established
 25 on and after July 3, 1977, an individual is ineligible for waiting period
 26 or benefit rights, or extended benefit rights, if the department finds that,
 27 being totally, partially, or part-totally unemployed at the time when the
 28 work offer is effective or when the individual is directed to apply for
 29 work, the individual fails without good cause:

- 30 (1) to apply for available, suitable work when directed by the
- 31 commissioner, the deputy, or an authorized representative of the
- 32 department of workforce development or the United States
- 33 training and employment service;
- 34 (2) to accept, at any time after the individual is notified of a
- 35 separation, suitable work when found for and offered to the
- 36 individual by the commissioner, the deputy, or an authorized
- 37 representative of the department of workforce development or the
- 38 United States training and employment service, or an employment
- 39 unit; or
- 40 (3) to return to the individual's customary self-employment when
- 41 directed by the commissioner or the deputy.

42 (b) With respect to benefit periods established on and after July 6,



1 1980, the ineligibility shall continue for the week in which the failure
 2 occurs and until the individual earns:

- 3 **(1) remuneration in employment equal to or exceeding the weekly**
 4 **benefit amount of the individual's claim in at least** each of eight
 5 **(8) weeks; and**
 6 **(2) remuneration equal to or exceeding the product of the**
 7 **individual's weekly benefit amount multiplied by eight (8).**

8 If the qualification amount has not been earned at the expiration of an
 9 individual's benefit period, the unearned amount shall be carried
 10 forward to an extended benefit period or to the benefit period of a
 11 subsequent claim.

12 (c) With respect to extended benefit periods established on and after
 13 July 5, 1981, the ineligibility shall continue for the week in which the
 14 failure occurs and until the individual earns remuneration in
 15 employment equal to or exceeding the weekly benefit amount of the
 16 individual's claim in each of four (4) weeks.

17 (d) If an individual failed to apply for or accept suitable work as
 18 outlined in this section, the maximum benefit amount of the
 19 individual's current claim, as initially determined, shall be reduced by
 20 an amount determined as follows:

21 (1) For the first failure to apply for or accept suitable work, the
 22 maximum benefit amount of the individual's current claim is
 23 equal to the result of:

24 (A) the maximum benefit amount of the individual's current
 25 claim, as initially determined; multiplied by

26 (B) seventy-five percent (75%);

27 rounded (if not already a multiple of one dollar (\$1)) to the next
 28 higher dollar.

29 (2) For the second failure to apply for or accept suitable work, the
 30 maximum benefit amount of the individual's current claim is
 31 equal to the result of:

32 (A) the maximum benefit amount of the individual's current
 33 claim determined under subdivision (1); multiplied by

34 (B) eighty-five percent (85%);

35 rounded (if not already a multiple of one dollar (\$1)) to the next
 36 higher dollar.

37 (3) For the third and any subsequent failure to apply for or accept
 38 suitable work, the maximum benefit amount of the individual's
 39 current claim is equal to the result of:

40 (A) the maximum benefit amount of the individual's current
 41 claim determined under subdivision (2); multiplied by

42 (B) ninety percent (90%);



- 1 rounded (if not already a multiple of one dollar (\$1)) to the next
2 higher dollar.
- 3 (e) In determining whether or not any such work is suitable for an
4 individual, the department shall consider:
- 5 (1) the degree of risk involved to such individual's health, safety,
6 and morals;
 - 7 (2) the individual's physical fitness and prior training and
8 experience;
 - 9 (3) the individual's length of unemployment and prospects for
10 securing local work in the individual's customary occupation; and
 - 11 (4) the distance of the available work from the individual's
12 residence.

13 However, work under substantially the same terms and conditions
14 under which the individual was employed by a base-period employer,
15 which is within the individual's prior training and experience and
16 physical capacity to perform, shall be considered to be suitable work
17 unless the claimant has made a bona fide change in residence which
18 makes such offered work unsuitable to the individual because of the
19 distance involved. During the fifth through the eighth consecutive week
20 of claiming benefits, work is not considered unsuitable solely because
21 the work pays not less than ninety percent (90%) of the individual's
22 prior weekly wage. After eight (8) consecutive weeks of claiming
23 benefits, work is not considered unsuitable solely because the work
24 pays not less than eighty percent (80%) of the individual's prior weekly
25 wage. However, work is not considered suitable under this section if
26 the work pays less than Indiana's minimum wage as determined under
27 IC 22-2-2. For an individual who is subject to section 1(c)(8) of this
28 chapter, the determination of suitable work for the individual must
29 reasonably accommodate the individual's need to address the physical,
30 psychological, legal, and other effects of domestic or family violence.

- 31 (f) Notwithstanding any other provisions of this article, no work
32 shall be considered suitable and benefits shall not be denied under this
33 article to any otherwise eligible individual for refusing to accept new
34 work under any of the following conditions:
- 35 (1) If the position offered is vacant due directly to a strike,
36 lockout, or other labor dispute.
 - 37 (2) If the remuneration, hours, or other conditions of the work
38 offered are substantially less favorable to the individual than
39 those prevailing for similar work in the locality.
 - 40 (3) If as a condition of being employed the individual would be
41 required to join a company union or to resign from or refrain from
42 joining a bona fide labor organization.



- 1 (4) If as a condition of being employed the individual would be
 2 required to discontinue training into which the individual had
 3 entered with the approval of the department.
- 4 (g) Notwithstanding subsection (e), with respect to extended benefit
 5 periods established on and after July 5, 1981, "suitable work" means
 6 any work which is within an individual's capabilities. However, if the
 7 individual furnishes evidence satisfactory to the department that the
 8 individual's prospects for obtaining work in the individual's customary
 9 occupation within a reasonably short period are good, the
 10 determination of whether any work is suitable work shall be made as
 11 provided in subsection (e).
- 12 (h) With respect to extended benefit periods established on and after
 13 July 5, 1981, no work shall be considered suitable and extended
 14 benefits shall not be denied under this article to any otherwise eligible
 15 individual for refusing to accept new work under any of the following
 16 conditions:
- 17 (1) If the gross average weekly remuneration payable to the
 18 individual for the position would not exceed the sum of:
- 19 (A) the individual's average weekly benefit amount for the
 20 individual's benefit year; plus
- 21 (B) the amount (if any) of supplemental unemployment
 22 compensation benefits (as defined in Section 501(c)(17)(D) of
 23 the Internal Revenue Code) payable to the individual for such
 24 week.
- 25 (2) If the position was not offered to the individual in writing or
 26 was not listed with the department of workforce development.
- 27 (3) If such failure would not result in a denial of compensation
 28 under the provisions of this article to the extent that such
 29 provisions are not inconsistent with the applicable federal law.
- 30 (4) If the position pays wages less than the higher of:
- 31 (A) the minimum wage provided by 29 U.S.C. 206(a)(1) (the
 32 Fair Labor Standards Act of 1938), without regard to any
 33 exemption; or
- 34 (B) the state minimum wage (IC 22-2-2).
- 35 (i) The department of workforce development shall refer individuals
 36 eligible for extended benefits to any suitable work (as defined in
 37 subsection (g)) to which subsection (h) would not apply.
- 38 (j) An individual is considered to have refused an offer of suitable
 39 work under subsection (a) if an offer of work is withdrawn by an
 40 employer after an individual:
- 41 (1) tests positive for drugs after a drug test given on behalf of the
 42 prospective employer as a condition of an offer of employment;



1 or
 2 (2) refuses, without good cause, to submit to a drug test required
 3 by the prospective employer as a condition of an offer of
 4 employment.

5 (k) The department's records concerning the results of a drug test
 6 described in subsection (j) may not be admitted against a defendant in
 7 a criminal proceeding.

8 SECTION 8. IC 22-4-35-2, AS AMENDED BY P.L.108-2006,
 9 SECTION 63, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE
 10 JULY 1, 2015]: Sec. 2. All criminal actions for violations of this article
 11 shall be prosecuted by the prosecuting attorney, ~~of any county~~; or with
 12 the assistance of the attorney general or a United States attorney, if
 13 requested by the commissioner, **in any county**:

14 (1) in which the employer has a place of business; ~~or~~
 15 (2) **in which** the alleged violator resides; ~~or~~
 16 (3) **if an offense is committed using the Internet or another**
 17 **computer network (as defined in IC 35-43-2-3):**
 18 (A) **from which or to which access to the Internet or**
 19 **another computer network was made; or**
 20 (B) **in which a computer, computer data, computer**
 21 **software, or computer network that was used to access the**
 22 **Internet or another computer network is located.**

