

# Labor and Employment

See full summary documents for additional detail

## **H611 - Employment Contract Exception. (SL 2018-26)**

S.L. 2018-26 creates an exception to the restriction on public officers benefiting from public contracts for superintendents of local school administrative units whose spouses have been employed by a local board of education after the spousal relationship has been disclosed to and approved by the local board.

This act became effective June 22, 2018.

## **H931 - UI Technical Changes. (SL 2018-94)**

S.L. 2018-94 makes the following changes to the unemployment insurance (UI) system:

- Excludes direct sellers from the definition of employment for UI.
- Delays the effective date for a requirement that employers respond to UI claims in 10 days until January 1, 2019.
- Reduces the number of job contacts required for UI to 3 contacts per week.
- Requires electronic filing of employer's quarterly report if the employer has 10 or more employees (currently, employer with 25 or more employees must file electronically).
- Creates a procedure to withdraw a UI claim for good cause.

S.L. 2018-94 is currently effective, except the electronic filing requirement which becomes effective January 1, 2019.

## **S99 - Appropriations Act of 2018.**

### **Sec. 26A.1: Office of State Human Resources/Criminal Record Checks for Prospective Temporary Employees. (SL 2018-5)**

Section 26A.1 of S.L. 2018-5 authorizes fingerprint background checks on prospective temporary employees of State agencies and departments, if a criminal record check is a requirement for employment by the agency or department to which the temporary employee will be assigned, the Department of Public Safety is authorized to charge a fee for the costs incurred. Effective July 1, 2018.

## **S99 - Appropriations Act of 2018.**

### **Sec. 26A.2: OSHR/Temporary Employment Needs of Cabinet & Council of State Agencies. (SL 2018-5)**

Sec. 26A.2 of S.L. 2018-5 allows Council of State agencies to have discretion in utilizing the Temporary Solutions Program administered by the Office of State Human Resources when hiring temporary employees to perform work that is not information technology-related.

Cabinet agencies granted an exception from using the Temporary Solutions Program and Council of State agencies electing not to use the Temporary Solutions Program are required to record time worked by each temporary employee in the agency, and, to the extent possible, use BEACON for payroll purposes.

This section became effective July 1, 2018.