

SUBSTITUTE for HOUSE BILL No. 2135

By Committee on Commerce and Economic Development

2-22

1 AN ACT concerning certain employees; relating to misclassification of
2 employees to avoid tax withholding, contributions and reporting
3 requirements; amending K.S.A. 2010 Supp. 44-703, 44-766 and 79-
4 3234 and repealing the existing sections.

5
6 *Be it enacted by the Legislature of the State of Kansas:*

7 New Section 1. The secretary or the secretary's designee shall make
8 all determinations regarding the proper classification of any worker
9 pursuant to K.S.A. 44-703(i)(3), and amendments thereto.

10 (b) If the department of revenue has reason to believe that a business
11 has not properly classified a worker pursuant to K.S.A. 44-703(i)(3), and
12 amendments thereto, the department of revenue shall request a
13 determination of such worker's classification pursuant to K.S.A. 44-703(i)
14 (3), and amendments thereto, from the secretary. The department of
15 revenue shall submit to the secretary all relevant information, including
16 withholding tax and payroll information, in the possession of the
17 department of revenue necessary to make such determination.

18 (1) If the secretary deems it necessary to obtain additional
19 information from the department of revenue in order to make such
20 determination or to calculate any assessment of unemployment insurance
21 contributions due, the secretary shall notify the department of revenue. The
22 department of revenue shall obtain and remit the requested information to
23 the secretary.

24 (2) The department of revenue shall accept the secretary's
25 determination made pursuant to subsection (a) and shall rely on such
26 determination in the department of revenue's examination and assessment
27 of the business with regard to such worker.

28 (3) Relying upon the information provided by the department of
29 revenue pursuant to this section, and amendments thereto, and upon
30 making the determination required by subsection (a), the secretary shall
31 notify the business of any unemployment insurance contributions due
32 pursuant to this act. The secretary shall not engage a separate
33 investigation into the same matter once a determination has been made
34 pursuant to subsection (a) based upon information so obtained through the
35 department of revenue.

36 (4) Information shared with the secretary by the department of

1 revenue pursuant to this section, shall be held by the secretary to the same
2 confidentiality standards as may be required by statutes governing the
3 department of revenue.

4 (c) Upon investigation and determination by the secretary that a
5 business has misclassified a worker, the secretary shall notify the
6 department of revenue that a determination has been made, referring the
7 matter for collection of applicable income withholding taxes.

8 (1) Upon request of the department of revenue, the secretary shall
9 make available for its review any information relied upon by the secretary
10 in making the determination.

11 (2) Information shared with the department of revenue by the secretary
12 pursuant to this section shall be held by the department of revenue to the
13 same confidentiality standards as may be required by statutes governing
14 the department of labor.

15 (d) Each of the secretary of labor and the secretary of revenue may
16 adopt rules and regulations necessary to effect the purposes of this section.

17 (e) This section shall be a part of and supplemental to the
18 employment security law.

19 New Sec. 2. The secretary shall make the determination of
20 employment required by K.S.A. 44-703(i)(3)(D), and amendments thereto,
21 by examining the totality of the circumstances in which the individual
22 renders service and shall exercise strict impartiality in the conduct of any
23 such determination.

24 (a) The secretary shall first seek to determine whether the business in
25 question has a reasonable basis upon which it relied when it determined
26 the classification of a worker as an employee or independent contractor. If
27 a reasonable basis is found, the classification shall be deemed valid
28 ***subject to the provisions of K.S.A. 44-703(i)(3)(D), and amendments***
29 ***thereto***. A business has a reasonable basis for its classification of workers
30 if:

31 (1) Any of the following circumstances are present:

32 (A) The business reasonably relied upon a judicial decision regarding
33 employment classification matters rendered by a federal or state court of
34 competent jurisdiction in the state of Kansas;

35 (B) the business previously received a ruling from the internal
36 revenue service, the department of revenue, or the department of labor
37 validating the business' classification of workers;

38 (C) the business has been previously audited by the internal revenue
39 service, the department of revenue, or the department of labor at a time
40 when the business classified workers similarly situated in the same manner
41 to those workers currently in question, and such audit did not result in
42 reclassification of those workers so similarly situated; or

43 (D) the business reasonably relied on the application of worker

- 1 classifications customary among a significant segment of its industry; and
- 2 (2) The business showed consistency in its practices by:
- 3 (A) The business classified the worker in question and any similarly
- 4 situated worker in the same manner; and
- 5 (B) the business has consistently and properly reported to the
- 6 appropriate taxing authorities wages or payments to the workers in
- 7 question and those similarly situated.
- 8 (b) If a reasonable basis as articulated herein cannot be ascertained,
- 9 then when making a determination the secretary shall then consider the
- 10 following factors:
- 11 (1) Must the individual comply with specific instructions from the
- 12 business regarding when, where, and how to perform services so
- 13 provided?
- 14 (2) Are the activities of the individual integrated into the ongoing
- 15 operations of the business?
- 16 (3) If needed to accomplish the desired end result, does the individual
- 17 have the responsibility to hire, supervise and pay assistants?
- 18 (4) Must the individual work exclusively for the business in question?
- 19 (5) Is payment by the business to the individual for services
- 20 contingent on completion of established benchmarks or tasks?
- 21 (6) Does the individual provide significant tools, materials or other
- 22 equipment used in the accomplishment of the desired end result?
- 23 (7) Is the individual responsible for any expenses incurred in the
- 24 performance of services?
- 25 (8) Can the individual suffer a loss in the course of performing
- 26 services?
- 27 (c) The secretary shall seek to educate the business by assisting the
- 28 business in identifying facts which may establish either classification.
- 29 (d) If imposition of a penalty or interest could otherwise be imposed
- 30 by this act due to a misclassification of a worker, before imposition of such
- 31 assessment, the secretary shall consider the appropriateness of the penalty
- 32 or interest to the business charged with the violation of misclassifying a
- 33 worker given the circumstances in which the misclassification occurred,
- 34 ***including whether or not a reasonable basis for the classification exists.***
- 35 ***If a reasonable basis for the classification exists, then the secretary shall***
- 36 ***not impose penalties or interest or seek recovery of back taxes for the***
- 37 ***time period prior to the secretary's determination that a reasonable basis***
- 38 ***exists.***
- 39 (e) This section shall be a part of and supplemental to the
- 40 employment security law.
- 41 Sec. 3. K.S.A. 2010 Supp. 44-703 is hereby amended to read as
- 42 follows: 44-703. As used in this act, unless the context clearly requires
- 43 otherwise:

1 (a) (1) "Annual payroll" means the total amount of wages paid or
2 payable by an employer during the calendar year.

3 (2) "Average annual payroll" means the average of the annual
4 payrolls of any employer for the last three calendar years immediately
5 preceding the computation date as hereinafter defined if the employer has
6 been continuously subject to contributions during those three calendar
7 years and has paid some wages for employment during each of such years.
8 In determining contribution rates for the calendar year, if an employer has
9 not been continuously subject to contribution for the three calendar years
10 immediately preceding the computation date but has paid wages subject to
11 contributions during only the two calendar years immediately preceding
12 the computation date, such employer's "average annual payroll" shall be
13 the average of the payrolls for those two calendar years.

14 (3) "Total wages" means the total amount of wages paid or payable
15 by an employer during the calendar year, including that part of
16 remuneration in excess of the limitation prescribed as provided in
17 subsection (o)(1) of this section.

18 (b) "Base period" means the first four of the last five completed
19 calendar quarters immediately preceding the first day of an individual's
20 benefit year, except that the base period in respect to combined wage
21 claims means the base period as defined in the law of the paying state.

22 (1) (A) If an individual lacks sufficient base period wages in order to
23 establish a benefit year in the manner set forth above and satisfies the
24 requirements of subsection (g) of K.S.A. 44-705 and subsection (hh) of
25 K.S.A. 44-703, and amendments thereto, the claimant shall have an
26 alternative base period substituted for the current base period so as not to
27 prevent establishment of a valid claim. For the purposes of this
28 subsection, "alternative base period" means the last four completed
29 quarters immediately preceding the date the qualifying injury occurred. In
30 the event the wages in the alternative base period have been used on a
31 prior claim, then they shall be excluded from the new alternative base
32 period.

33 (B) If an individual lacks sufficient base period wages in order to
34 establish a benefit year in the manner set forth above the claimant shall
35 have an alternative base period substituted for the current base period. For
36 the purposes of this subsection, "alternative base period" means eligibility
37 shall be determined using a base period that consists of the four most
38 recently completed calendar quarters preceding the start of the benefit
39 year.

40 (2) For the purposes of this chapter, the term "base period" includes
41 the alternative base period.

42 (c) (1) "Benefits" means the money payments payable to an
43 individual, as provided in this act, with respect to such individual's

1 unemployment.

2 (2) "Regular benefits" means benefits payable to an individual under
3 this act or under any other state law, including benefits payable to federal
4 civilian employees and to ex-servicemen pursuant to 5 U.S.C. chapter 85,
5 other than extended benefits.

6 (d) "Benefit year" with respect to any individual, means the period
7 beginning with the first day of the first week for which such individual
8 files a valid claim for benefits, and such benefit year shall continue for one
9 full year. In the case of a combined wage claim, the benefit year shall be
10 the benefit year of the paying state. Following the termination of a benefit
11 year, a subsequent benefit year shall commence on the first day of the first
12 week with respect to which an individual next files a claim for benefits.
13 When such filing occurs with respect to a week which overlaps the
14 preceding benefit year, the subsequent benefit year shall commence on the
15 first day immediately following the expiration date of the preceding
16 benefit year. Any claim for benefits made in accordance with subsection
17 (a) of K.S.A. 44-709, and amendments thereto, shall be deemed to be a
18 "valid claim" for the purposes of this subsection if the individual has been
19 paid wages for insured work as required under subsection (e) of K.S.A. 44-
20 705, and amendments thereto. Whenever a week of unemployment
21 overlaps two benefit years, such week shall, for the purpose of granting
22 waiting-period credit or benefit payment with respect thereto, be deemed
23 to be a week of unemployment within that benefit year in which the
24 greater part of such week occurs.

25 (e) "Commissioner" or "secretary" means the secretary of labor.

26 (f) (1) "Contributions" means the money payments to the state
27 employment security fund which are required to be made by employers on
28 account of employment under K.S.A. 44-710, and amendments thereto,
29 and voluntary payments made by employers pursuant to such statute.

30 (2) "Payments in lieu of contributions" means the money payments to
31 the state employment security fund from employers which are required to
32 make or which elect to make such payments under subsection (e) of
33 K.S.A. 44-710, and amendments thereto.

34 (g) "Employing unit" means any individual or type of organization,
35 including any partnership, association, limited liability company, agency
36 or department of the state of Kansas and political subdivisions thereof,
37 trust, estate, joint-stock company, insurance company or corporation,
38 whether domestic or foreign including nonprofit corporations, or the
39 receiver, trustee in bankruptcy, trustee or successor thereof, or the legal
40 representatives of a deceased person, which has in its employ one or more
41 individuals performing services for it within this state. All individuals
42 performing services within this state for any employing unit which
43 maintains two or more separate establishments within this state shall be

1 deemed to be employed by a single employing unit for all the purposes of
 2 this act. Each individual employed to perform or to assist in performing
 3 the work of any agent or employee of an employing unit shall be deemed
 4 to be employed by such employing unit for all the purposes of this act,
 5 whether such individual was hired or paid directly by such employing unit
 6 or by such agent or employee, provided the employing unit had actual or
 7 constructive knowledge of the employment.

8 (h) "Employer" means:

9 (1) (A) Any employing unit for which agricultural labor as defined in
 10 subsection (w) of this section is performed and which during any calendar
 11 quarter in either the current or preceding calendar year paid remuneration
 12 in cash of \$20,000 or more to individuals employed in agricultural labor or
 13 for some portion of a day in each of 20 different calendar weeks, whether
 14 or not such weeks were consecutive, in either the current or the preceding
 15 calendar year, employed in agricultural labor 10 or more individuals,
 16 regardless of whether they were employed at the same moment of time.

17 (B) For the purpose of this subsection (h)(1), any individual who is a
 18 member of a crew furnished by a crew leader to perform service in
 19 agricultural labor for any other person shall be treated as an employee of
 20 such crew leader if:

21 (i) Such crew leader holds a valid certificate of registration under the
 22 federal migrant and seasonal agricultural workers protection act or
 23 substantially all the members of such crew operate or maintain tractors,
 24 mechanized harvesting or cropdusting equipment or any other mechanized
 25 equipment, which is provided by such crew leader; and

26 (ii) such individual is not in the employment of such other person
 27 within the meaning of subsection (i) of this section.

28 (C) For the purpose of this subsection (h)(1), in the case of any
 29 individual who is furnished by a crew leader to perform service in
 30 agricultural labor for any other person and who is not treated as an
 31 employee of such crew leader:

32 (i) Such other person and not the crew leader shall be treated as the
 33 employer of such individual; and

34 (ii) such other person shall be treated as having paid cash
 35 remuneration to such individual in an amount equal to the amount of cash
 36 remuneration paid to such individual by the crew leader, either on the crew
 37 leader's own behalf or on behalf of such other person, for the service in
 38 agricultural labor performed for such other person.

39 (D) For the purposes of this subsection (h)(1) "crew leader" means an
 40 individual who:

41 (i) Furnishes individuals to perform service in agricultural labor for
 42 any other person;

43 (ii) pays, either on such individual's own behalf or on behalf of such

1 other person, the individuals so furnished by such individual for the
2 service in agricultural labor performed by them; and

3 (iii) has not entered into a written agreement with such other person
4 under which such individual is designated as an employee of such other
5 person.

6 (2) (A) Any employing unit which for calendar year 2007 and each
7 calendar year thereafter: (i) In any calendar quarter in either the current or
8 preceding calendar year paid for service in employment wages of \$1,500
9 or more, (ii) for some portion of a day in each of 20 different calendar
10 weeks, whether or not such weeks were consecutive, in either the current
11 or preceding calendar year, had in employment at least one individual,
12 whether or not the same individual was in employment in each such day,
13 or (iii) elects to have an unemployment tax account established at the time
14 of initial registration in accordance with subsection (c) of K.S.A. 44-711,
15 and amendments thereto.

16 (B) Employment of individuals to perform domestic service or
17 agricultural labor and wages paid for such service or labor shall not be
18 considered in determining whether an employing unit meets the criteria of
19 this subsection (h)(2).

20 (3) Any employing unit for which service is employment as defined
21 in subsection (i)(3)(E) of this section.

22 (4) (A) Any employing unit, whether or not it is an employing unit
23 under subsection (g) of this section, which acquires or in any manner
24 succeeds to (i) substantially all of the employing enterprises, organization,
25 trade or business, or (ii) substantially all the assets, of another employing
26 unit which at the time of such acquisition was an employer subject to this
27 act;

28 (B) any employing unit which is controlled substantially, either
29 directly or indirectly by legally enforceable means or otherwise, by the
30 same interest or interests, whether or not such interest or interests are an
31 employing unit under subsection (g) of this section, which acquires or in
32 any manner succeeds to a portion of an employer's annual payroll, which is
33 less than 100% of such employer's annual payroll, and which intends to
34 continue the acquired portion as a going business.

35 (5) Any employing unit which paid cash remuneration of \$1,000 or
36 more in any calendar quarter in the current or preceding calendar year to
37 individuals employed in domestic service as defined in subsection (aa) of
38 this section.

39 (6) Any employing unit which having become an employer under this
40 subsection (h) has not, under subsection (b) of K.S.A. 44-711, and
41 amendments thereto, ceased to be an employer subject to this act.

42 (7) Any employing unit which has elected to become fully subject to
43 this act in accordance with subsection (c) of K.S.A. 44-711, and

1 amendments thereto.

2 (8) Any employing unit not an employer by reason of any other
3 paragraph of this subsection (h), for which within either the current or
4 preceding calendar year services in employment are or were performed
5 with respect to which such employing unit is liable for any federal tax
6 against which credit may be taken for contributions required to be paid
7 into a state unemployment compensation fund; or which, as a condition for
8 approval of this act for full tax credit against the tax imposed by the
9 federal unemployment tax act, is required, pursuant to such act, to be an
10 "employer" under this act.

11 (9) Any employing unit described in section 501(c)(3) of the federal
12 internal revenue code of 1986 which is exempt from income tax under
13 section 501(a) of the code that had four or more individuals in
14 employment for some portion of a day in each of 20 different weeks,
15 whether or not such weeks were consecutive, within either the current or
16 preceding calendar year, regardless of whether they were employed at the
17 same moment of time.

18 (i) "Employment" means:

19 (1) Subject to the other provisions of this subsection, service,
20 including service in interstate commerce, performed by:

21 (A) Any active officer of a corporation; or

22 (B) any individual who, under the usual common law rules applicable
23 in determining the employer-employee relationship, has the status of an
24 employee, *subject to provisions of K.S.A. 44-703(i)(3)(D), and*
25 *amendments thereto*; or

26 (C) any individual other than an individual who is an employee under
27 subsection (i)(1)(A) or subsection (i)(1)(B) above who performs services
28 for remuneration for any person:

29 (i) As an agent-driver or commission-driver engaged in distributing
30 meat products, vegetable products, fruit products, bakery products,
31 beverages (other than milk), or laundry or dry-cleaning services, for such
32 individual's principal; or

33 (ii) as a traveling or city salesman, other than as an agent-driver or
34 commission-driver, engaged upon a full-time basis in the solicitation on
35 behalf of, and the transmission to, a principal (except for side-line sales
36 activities on behalf of some other person) of orders from wholesalers,
37 retailers, contractors, or operators of hotels, restaurants, or other similar
38 establishments for merchandise for resale or supplies for use in their
39 business operations.

40 For purposes of subsection (i)(1)(C), the term "employment" shall
41 include services described in paragraphs (i) and (ii) above only if:

42 (a) The contract of service contemplates that substantially all of the
43 services are to be performed personally by such individual;

1 (b) the individual does not have a substantial investment in facilities
2 used in connection with the performance of the services (other than in
3 facilities for transportation); and

4 (c) the services are not in the nature of a single transaction that is not
5 part of a continuing relationship with the person for whom the services are
6 performed.

7 (2) The term "employment" shall include an individual's entire
8 service within the United States, even though performed entirely outside
9 this state if,

10 (A) The service is not localized in any state, and

11 (B) the individual is one of a class of employees who are required to
12 travel outside this state in performance of their duties, and

13 (C) the individual's base of operations is in this state, or if there is no
14 base of operations, then the place from which service is directed or
15 controlled is in this state.

16 (3) The term "employment" shall also include:

17 (A) Services performed within this state but not covered by the
18 provisions of subsection (i)(1) or subsection (i)(2) shall be deemed to be
19 employment subject to this act if contributions are not required and paid
20 with respect to such services under an unemployment compensation law of
21 any other state or of the federal government.

22 (B) Services performed entirely without this state, with respect to no
23 part of which contributions are required and paid under an unemployment
24 compensation law of any other state or of the federal government, shall be
25 deemed to be employment subject to this act only if the individual
26 performing such services is a resident of this state and the secretary
27 approved the election of the employing unit for whom such services are
28 performed that the entire service of such individual shall be deemed to be
29 employment subject to this act.

30 (C) Services covered by an arrangement pursuant to subsection (l) of
31 K.S.A. 44-714, and amendments thereto, between the secretary and the
32 agency charged with the administration of any other state or federal
33 unemployment compensation law, pursuant to which all services
34 performed by an individual for an employing unit are deemed to be
35 performed entirely within this state, shall be deemed to be employment if
36 the secretary has approved an election of the employing unit for whom
37 such services are performed, pursuant to which the entire service of such
38 individual during the period covered by such election is deemed to be
39 insured work.

40 (D) Services performed by an individual for wages or under any
41 contract of hire shall be deemed to be employment subject to this act
42 ~~unless and until it is shown to the satisfaction of the secretary that: (i) Such~~
43 ~~individual has been and will continue to be free from control or direction~~

1 over the performance of such services, both under the individual's contract
2 of hire and in fact; and (ii) such service is either outside the usual course of
3 the business for which such service is performed or that such service is
4 performed outside of all the places of business of the enterprise for which
5 such service is performed. *if the business for which activities of the*
6 *individual are performed retains not only the right to control the end*
7 *results of the activities performed, but the manner and means by which the*
8 *end result is accomplished.*

9 (E) Service performed by an individual in the employ of this state or
10 any instrumentality thereof, any political subdivision of this state or any
11 instrumentality thereof, or in the employ of an Indian tribe, as defined
12 pursuant to section 3306(u) of the federal unemployment tax act, any
13 instrumentality of more than one of the foregoing or any instrumentality
14 which is jointly owned by this state or a political subdivision thereof or
15 Indian tribes and one or more other states or political subdivisions of this
16 or other states, provided that such service is excluded from "employment"
17 as defined in the federal unemployment tax act by reason of section
18 3306(c)(7) of that act and is not excluded from "employment" under
19 subsection (i)(4)(A) of this section. For purposes of this section, the
20 exclusions from employment in subsections (i)(4)(A) and (i)(4)(L) shall
21 also be applicable to services performed in the employ of an Indian tribe.

22 (F) Service performed by an individual in the employ of a religious,
23 charitable, educational or other organization which is excluded from the
24 term "employment" as defined in the federal unemployment tax act solely
25 by reason of section 3306(c)(8) of that act, and is not excluded from
26 employment under paragraphs (I) through (M) of subsection (i)(4).

27 (G) The term "employment" shall include the service of an individual
28 who is a citizen of the United States, performed outside the United States
29 except in Canada, in the employ of an American employer (other than
30 service which is deemed "employment" under the provisions of subsection
31 (i)(2) or subsection (i)(3) or the parallel provisions of another state's law),
32 if:

33 (i) The employer's principal place of business in the United States is
34 located in this state; or

35 (ii) the employer has no place of business in the United States, but:

36 ~~(A)~~(a) The employer is an individual who is a resident of this state; or

37 ~~(B)~~(b) the employer is a corporation which is organized under the
38 laws of this state; or

39 ~~(C)~~(c) the employer is a partnership or a trust and the number of the
40 partners or trustees who are residents of this state is greater than the
41 number who are residents of any other state; or

42 (iii) none of the criteria of paragraphs (i) and (ii) above of this
43 subsection (i)(3)(G) are met but the employer has elected coverage in this

1 state or, the employer having failed to elect coverage in any state, the
2 individual has filed a claim for benefits, based on such service, under the
3 law of this state.

4 (H) An "American employer," for purposes of subsection (i)(3)(G),
5 means a person who is:

6 (i) An individual who is a resident of the United States; or

7 (ii) a partnership if $\frac{2}{3}$ or more of the partners are residents of the
8 United States; or

9 (iii) a trust, if all of the trustees are residents of the United States; or

10 (iv) a corporation organized under the laws of the United States or of
11 any state.

12 (I) Notwithstanding subsection (i)(2) of this section, all service
13 performed by an officer or member of the crew of an American vessel or
14 American aircraft on or in connection with such vessel or aircraft, if the
15 operating office, from which the operations of such vessel or aircraft
16 operating within, or within and without, the United States are ordinarily
17 and regularly supervised, managed, directed and controlled is within this
18 state.

19 (J) Notwithstanding any other provisions of this subsection (i),
20 service with respect to which a tax is required to be paid under any federal
21 law imposing a tax against which credit may be taken for contributions
22 required to be paid into a state unemployment compensation fund or which
23 as a condition for full tax credit against the tax imposed by the federal
24 unemployment tax act is required to be covered under this act.

25 (K) Domestic service in a private home, local college club or local
26 chapter of a college fraternity or sorority performed for a person who paid
27 cash remuneration of \$1,000 or more in any calendar quarter in the current
28 calendar year or the preceding calendar year to individuals employed in
29 such domestic service.

30 (4) The term "employment" shall not include: (A) Service performed
31 in the employ of an employer specified in subsection (h)(3) of this section
32 if such service is performed by an individual in the exercise of duties:

33 (i) As an elected official;

34 (ii) as a member of a legislative body, or a member of the judiciary, of
35 a state, political subdivision or of an Indian tribe;

36 (iii) as a member of the state national guard or air national guard;

37 (iv) as an employee serving on a temporary basis in case of fire,
38 storm, snow, earthquake, flood or similar emergency;

39 (v) in a position which, under or pursuant to the laws of this state or
40 tribal law, is designated as a major nontenured policymaking or advisory
41 position or as a policymaking or advisory position the performance of the
42 duties of which ordinarily does not require more than eight hours per
43 week;

1 (B) service with respect to which unemployment compensation is
2 payable under an unemployment compensation system established by an
3 act of congress;

4 (C) service performed by an individual in the employ of such
5 individual's son, daughter or spouse, and service performed by a child
6 under the age of 21 years in the employ of such individual's father or
7 mother;

8 (D) service performed in the employ of the United States government
9 or an instrumentality of the United States exempt under the constitution of
10 the United States from the contributions imposed by this act, except that to
11 the extent that the congress of the United States shall permit states to
12 require any instrumentality of the United States to make payments into an
13 unemployment fund under a state unemployment compensation law, all of
14 the provisions of this act shall be applicable to such instrumentalities, and
15 to services performed for such instrumentalities, in the same manner, to the
16 same extent and on the same terms as to all other employers, employing
17 units, individuals and services. If this state shall not be certified for any
18 year by the federal security agency under section 3304(c) of the federal
19 internal revenue code of 1986, the payments required of such
20 instrumentalities with respect to such year shall be refunded by the
21 secretary from the fund in the same manner and within the same period as
22 is provided in subsection (f) of K.S.A. 44-717, and amendments thereto,
23 with respect to contributions erroneously collected;

24 (E) service covered by an arrangement between the secretary and the
25 agency charged with the administration of any other state or federal
26 unemployment compensation law pursuant to which all services performed
27 by an individual for an employing unit during the period covered by such
28 employing unit's duly approved election, are deemed to be performed
29 entirely within the jurisdiction of such other state or federal agency;

30 (F) service performed by an individual under the age of 18 in the
31 delivery or distribution of newspapers or shopping news, not including
32 delivery or distribution to any point for subsequent delivery or
33 distribution;

34 (G) service performed by an individual for an employing unit as an
35 insurance agent or as an insurance solicitor, if all such service performed
36 by such individual for such employing unit is performed for remuneration
37 solely by way of commission;

38 (H) service performed in any calendar quarter in the employ of any
39 organization exempt from income tax under section 501(a) of the federal
40 internal revenue code of 1986 (other than an organization described in
41 section 401(a) or under section 521 of such code) if the remuneration for
42 such service is less than \$50. In construing the application of the term
43 "employment," if services performed during $\frac{1}{2}$ or more of any pay period

1 by an individual for the person employing such individual constitute
2 employment, all the services of such individual for such period shall be
3 deemed to be employment; but if the services performed during more than
4 $\frac{1}{2}$ of any such pay period by an individual for the person employing such
5 individual do not constitute employment, then none of the services of such
6 individual for such period shall be deemed to be employment. As used in
7 this subsection (i)(4)(H) the term "pay period" means a period (of not more
8 than 31 consecutive days) for which a payment of remuneration is
9 ordinarily made to the individual by the person employing such individual.
10 This subsection (i)(4)(H) shall not be applicable with respect to services
11 with respect to which unemployment compensation is payable under an
12 unemployment compensation system established by an act of congress;

13 (I) services performed in the employ of a church or convention or
14 association of churches, or an organization which is operated primarily for
15 religious purposes and which is operated, supervised, controlled, or
16 principally supported by a church or convention or association of
17 churches;

18 (J) service performed by a duly ordained, commissioned, or licensed
19 minister of a church in the exercise of such individual's ministry or by a
20 member of a religious order in the exercise of duties required by such
21 order;

22 (K) service performed in a facility conducted for the purpose of
23 carrying out a program of:

24 (i) Rehabilitation for individuals whose earning capacity is impaired
25 by age or physical or mental deficiency or injury; or

26 (ii) providing remunerative work for individuals who because of their
27 impaired physical or mental capacity cannot be readily absorbed in the
28 competitive labor market, by an individual receiving such rehabilitation or
29 remunerative work;

30 (L) service performed as part of an employment work-relief or work-
31 training program assisted or financed in whole or in part by any federal
32 agency or an agency of a state or political subdivision thereof or of an
33 Indian tribe, by an individual receiving such work relief or work training;

34 (M) service performed by an inmate of a custodial or correctional
35 institution;

36 (N) service performed, in the employ of a school, college, or
37 university, if such service is performed by a student who is enrolled and is
38 regularly attending classes at such school, college or university;

39 (O) service performed by an individual who is enrolled at a nonprofit
40 or public educational institution which normally maintains a regular
41 faculty and curriculum and normally has a regularly organized body of
42 students in attendance at the place where its educational activities are
43 carried on as a student in a full-time program, taken for credit at such

1 institution, which combines academic instruction with work experience, if
2 such service is an integral part of such program, and such institution has so
3 certified to the employer, except that this subsection (i)(4)(O) shall not
4 apply to service performed in a program established for or on behalf of an
5 employer or group of employers;

6 (P) service performed in the employ of a hospital licensed, certified
7 or approved by the secretary of health and environment, if such service is
8 performed by a patient of the hospital;

9 (Q) services performed as a qualified real estate agent. As used in this
10 subsection (i)(4)(Q) the term "qualified real estate agent" means any
11 individual who is licensed by the Kansas real estate commission as a
12 salesperson under the real estate brokers' and salespersons' license act and
13 for whom:

14 (i) Substantially all of the remuneration, whether or not paid in cash,
15 for the services performed by such individual as a real estate salesperson is
16 directly related to sales or other output, including the performance of
17 services, rather than to the number of hours worked; and

18 (ii) the services performed by the individual are performed pursuant
19 to a written contract between such individual and the person for whom the
20 services are performed and such contract provides that the individual will
21 not be treated as an employee with respect to such services for state tax
22 purposes;

23 (R) services performed for an employer by an extra in connection
24 with any phase of motion picture or television production or television
25 commercials for less than 14 days during any calendar year. As used in this
26 subsection, the term "extra" means an individual who pantomimes in the
27 background, adds atmosphere to the set and performs such actions without
28 speaking and "employer" shall not include any employer which is a
29 governmental entity or any employer described in section 501(c)(3) of the
30 federal internal revenue code of 1986 which is exempt from income
31 taxation under section 501(a) of the code;

32 (S) services performed by an oil and gas contract pumper. As used in
33 this subsection (i)(4)(S), "oil and gas contract pumper" means a person
34 performing pumping and other services on one or more oil or gas leases, or
35 on both oil and gas leases, relating to the operation and maintenance of
36 such oil and gas leases, on a contractual basis for the operators of such oil
37 and gas leases and "services" shall not include services performed for a
38 governmental entity or any organization described in section 501(c)(3) of
39 the federal internal revenue code of 1986 which is exempt from income
40 taxation under section 501(a) of the code;

41 (T) service not in the course of the employer's trade or business
42 performed in any calendar quarter by an employee, unless the cash
43 remuneration paid for such service is \$200 or more and such service is

1 performed by an individual who is regularly employed by such employer
2 to perform such service. For purposes of this paragraph, an individual shall
3 be deemed to be regularly employed by an employer during a calendar
4 quarter only if:

5 (i) On each of some 24 days during such quarter such individual
6 performs for such employer for some portion of the day service not in the
7 course of the employer's trade or business;; or

8 (ii) such individual was regularly employed, as determined under
9 subparagraph (i), by such employer in the performance of such service
10 during the preceding calendar quarter.

11 Such excluded service shall not include any services performed for an
12 employer which is a governmental entity or any employer described in
13 section 501(c)(3) of the federal internal revenue code of 1986 which is
14 exempt from income taxation under section 501(a) of the code;

15 (U) service which is performed by any person who is a member of a
16 limited liability company and which is performed as a member or manager
17 of that limited liability company; and

18 (V) services performed as a qualified direct seller. The term "direct
19 seller" means any person if:

20 (i) Such person:

21 (a) Is engaged in the trade or business of selling or soliciting the sale
22 of consumer products to any buyer on a buy-sell basis or a deposit-
23 commission basis for resale, by the buyer or any other person, in the home
24 or otherwise rather than in a permanent retail establishment; or

25 (b) is engaged in the trade or business of selling or soliciting the sale
26 of consumer products in the home or otherwise than in a permanent retail
27 establishment;

28 (ii) substantially all the remuneration whether or not paid in cash for
29 the performance of the services described in subparagraph (i) is directly
30 related to sales or other output including the performance of services rather
31 than to the number of hours worked;

32 (iii) the services performed by the person are performed pursuant to a
33 written contract between such person and the person for whom the services
34 are performed and such contract provides that the person will not be
35 treated as an employee for federal and state tax purposes;

36 (iv) for purposes of this act, a sale or a sale resulting exclusively from
37 a solicitation made by telephone, mail, or other telecommunications
38 method, or other nonpersonal method does not satisfy the requirements of
39 this subsection;

40 (W) service performed as an election official or election worker, if the
41 amount of remuneration received by the individual during the calendar
42 year for services as an election official or election worker is less than
43 \$1,000;

1 (X) service performed by agricultural workers who are aliens
2 admitted to the United States to perform labor pursuant to section 1101 (a)
3 (15)(H)(ii)(a) of the immigration and nationality act; and

4 (Y) service performed by an owner-operator of a motor vehicle that is
5 leased or contracted to a licensed motor carrier with the services of a
6 driver and is not treated under the terms of the lease agreement or contract
7 with the licensed motor carrier as an employee for purposes of the federal
8 insurance contribution act, 26 U.S.C. § 3101 et seq., the federal social
9 security act, 42 U.S.C. § 301 et seq., the federal unemployment tax act, 26
10 U.S.C. § 3301 et seq., and the federal statutes prescribing income tax
11 withholding at the source, 26 U.S.C. § 3401 et seq. Employees or agents of
12 the owner-operator shall not be considered employees of the licensed
13 motor carrier for purposes of employment security taxation or
14 compensation. As used in this subsection (Y), the following definitions
15 apply: (i) "Motor vehicle" means any automobile, truck-trailer, semitrailer,
16 tractor, motor bus or any other self-propelled or motor-driven vehicle used
17 upon any of the public highways of Kansas for the purpose of transporting
18 persons or property; (ii) "licensed motor carrier" means any person, firm,
19 corporation or other business entity that holds a certificate of convenience
20 and necessity or a certificate of public service from the state corporation
21 commission or is required to register motor carrier equipment pursuant to
22 49 U.S.C. § 14504; and (iii) "owner-operator" means a person, firm,
23 corporation or other business entity that is the owner of a single motor
24 vehicle that is driven exclusively by the owner under a lease agreement or
25 contract with a licensed motor carrier.

26 (j) "Employment office" means any office operated by this state and
27 maintained by the secretary of labor for the purpose of assisting persons to
28 become employed.

29 (k) "Fund" means the employment security fund established by this
30 act, to which all contributions and reimbursement payments required and
31 from which all benefits provided under this act shall be paid and including
32 all money received from the federal government as reimbursements
33 pursuant to section 204 of the federal-state extended compensation act of
34 1970, and amendments thereto.

35 (l) "State" includes, in addition to the states of the United States of
36 America, any dependency of the United States, the Commonwealth of
37 Puerto Rico, the District of Columbia and the Virgin Islands.

38 (m) "Unemployment." An individual shall be deemed "unemployed"
39 with respect to any week during which such individual performs no
40 services and with respect to which no wages are payable to such
41 individual, or with respect to any week of less than full-time work if the
42 wages payable to such individual with respect to such week are less than
43 such individual's weekly benefit amount.

1 (n) "Employment security administration fund" means the fund
2 established by this act, from which administrative expenses under this act
3 shall be paid.

4 (o) "Wages" means all compensation for services, including
5 commissions, bonuses, back pay and the cash value of all remuneration,
6 including benefits, paid in any medium other than cash. The reasonable
7 cash value of remuneration in any medium other than cash, shall be
8 estimated and determined in accordance with rules and regulations
9 prescribed by the secretary. Compensation payable to an individual which
10 has not been actually received by that individual within 21 days after the
11 end of the pay period in which the compensation was earned shall be
12 considered to have been paid on the 21st day after the end of that pay
13 period. Effective January 1, 1986, gratuities, including tips received from
14 persons other than the employing unit, shall be considered wages when
15 reported in writing to the employer by the employee. Employees must
16 furnish a written statement to the employer, reporting all tips received if
17 they total \$20 or more for a calendar month whether the tips are received
18 directly from a person other than the employer or are paid over to the
19 employee by the employer. This includes amounts designated as tips by a
20 customer who uses a credit card to pay the bill. Notwithstanding the other
21 provisions of this subsection (o), wages paid in back pay awards or
22 settlements shall be allocated to the week or weeks and reported in the
23 manner as specified in the award or agreement, or, in the absence of such
24 specificity in the award or agreement, such wages shall be allocated to the
25 week or weeks in which such wages, in the judgment of the secretary,
26 would have been paid. The term "wages" shall not include:

27 (1) That part of the remuneration which has been paid in a calendar
28 year to an individual by an employer or such employer's predecessor in
29 excess of \$3,000 for all calendar years prior to 1972, \$4,200 for the
30 calendar years 1972 to 1977, inclusive, \$6,000 for calendar years 1978 to
31 1982, inclusive, \$7,000 for the calendar year 1983, and \$8,000 with
32 respect to employment during any calendar year following 1983, except
33 that if the definition of the term "wages" as contained in the federal
34 unemployment tax act is amended to include remuneration in excess of
35 \$8,000 paid to an individual by an employer under the federal act during
36 any calendar year, wages shall include remuneration paid in a calendar
37 year to an individual by an employer subject to this act or such employer's
38 predecessor with respect to employment during any calendar year up to an
39 amount equal to the dollar limitation specified in the federal
40 unemployment tax act. For the purposes of this subsection (o)(1), the term
41 "employment" shall include service constituting employment under any
42 employment security law of another state or of the federal government;

43 (2) the amount of any payment (including any amount paid by an

1 employing unit for insurance or annuities, or into a fund, to provide for
2 any such payment) made to, or on behalf of, an employee or any of such
3 employee's dependents under a plan or system established by an employer
4 which makes provisions for employees generally, for a class or classes of
5 employees or for such employees or a class or classes of employees and
6 their dependents, on account of: (A) Sickness or accident disability, except
7 in the case of any payment made to an employee or such employee's
8 dependents, this subparagraph shall exclude from the term "wages" only
9 payments which are received under a workers compensation law. Any third
10 party which makes a payment included as wages by reason of this
11 subparagraph (2)(A) shall be treated as the employer with respect to such
12 wages; or (B) medical and hospitalization expenses in connection with
13 sickness or accident disability; or (C) death;

14 (3) any payment on account of sickness or accident disability, or
15 medical or hospitalization expenses in connection with sickness or
16 accident disability, made by an employer to, or on behalf of, an employee
17 after the expiration of six calendar months following the last calendar
18 month in which the employee worked for such employer;

19 (4) any payment made to, or on behalf of, an employee or such
20 employee's beneficiary:

21 (A) From or to a trust described in section 401(a) of the federal
22 internal revenue code of 1986 which is exempt from tax under section
23 501(a) of the federal internal revenue code of 1986 at the time of such
24 payment unless such payment is made to an employee of the trust as
25 remuneration for services rendered as such employee and not as a
26 beneficiary of the trust;

27 (B) under or to an annuity plan which, at the time of such payment, is
28 a plan described in section 403(a) of the federal internal revenue code of
29 1986;

30 (C) under a simplified employee pension as defined in section 408(k)
31 (1) of the federal internal revenue code of 1986, other than any
32 contribution described in section 408(k)(6) of the federal internal revenue
33 code of 1986;

34 (D) under or to an annuity contract described in section 403(b) of the
35 federal internal revenue code of 1986, other than a payment for the
36 purchase of such contract which was made by reason of a salary reduction
37 agreement whether evidenced by a written instrument or otherwise;

38 (E) under or to an exempt governmental deferred compensation plan
39 as defined in section 3121(v)(3) of the federal internal revenue code of
40 1986;

41 (F) to supplement pension benefits under a plan or trust described in
42 any of the foregoing provisions of this subparagraph to take into account
43 some portion or all of the increase in the cost of living, as determined by

1 the secretary of labor, since retirement but only if such supplemental
2 payments are under a plan which is treated as a welfare plan under section
3 3(2)(B)(ii) of the federal employee retirement income security act of 1974;
4 or

5 (G) under a cafeteria plan within the meaning of section 125 of the
6 federal internal revenue code of 1986;

7 (5) the payment by an employing unit (without deduction from the
8 remuneration of the employee) of the tax imposed upon an employee
9 under section 3101 of the federal internal revenue code of 1986 with
10 respect to remuneration paid to an employee for domestic service in a
11 private home of the employer or for agricultural labor;

12 (6) remuneration paid in any medium other than cash to an employee
13 for service not in the course of the employer's trade or business;

14 (7) remuneration paid to or on behalf of an employee if and to the
15 extent that at the time of the payment of such remuneration it is reasonable
16 to believe that a corresponding deduction is allowable under section 217 of
17 the federal internal revenue code of 1986 relating to moving expenses;

18 (8) any payment or series of payments by an employer to an
19 employee or any of such employee's dependents which is paid:

20 (A) Upon or after the termination of an employee's employment
21 relationship because of (i) death or (ii) retirement for disability; and

22 (B) under a plan established by the employer which makes provisions
23 for employees generally, a class or classes of employees or for such
24 employees or a class or classes of employees and their dependents, other
25 than any such payment or series of payments which would have been paid
26 if the employee's employment relationship had not been so terminated;

27 (9) remuneration for agricultural labor paid in any medium other than
28 cash;

29 (10) any payment made, or benefit furnished, to or for the benefit of
30 an employee if at the time of such payment or such furnishing it is
31 reasonable to believe that the employee will be able to exclude such
32 payment or benefit from income under section 129 of the federal internal
33 revenue code of 1986 which relates to dependent care assistance programs;

34 (11) the value of any meals or lodging furnished by or on behalf of
35 the employer if at the time of such furnishing it is reasonable to believe
36 that the employee will be able to exclude such items from income under
37 section 119 of the federal internal revenue code of 1986;

38 (12) any payment made by an employer to a survivor or the estate of
39 a former employee after the calendar year in which such employee died;

40 (13) any benefit provided to or on behalf of an employee if at the time
41 such benefit is provided it is reasonable to believe that the employee will
42 be able to exclude such benefit from income under section 74(c), 117 or
43 132 of the federal internal revenue code of 1986;

1 (14) any payment made, or benefit furnished, to or for the benefit of
2 an employee, if at the time of such payment or such furnishing it is
3 reasonable to believe that the employee will be able to exclude such
4 payment or benefit from income under section 127 of the federal internal
5 revenue code of 1986 relating to educational assistance to the employee; or

6 (15) any payment made to or for the benefit of an employee if at the
7 time of such payment it is reasonable to believe that the employee will be
8 able to exclude such payment from income under section 106(d) of the
9 federal internal revenue code of 1986 relating to health savings accounts.

10 Nothing in any paragraph of subsection (o), other than paragraph (1),
11 shall exclude from the term "wages": (1) Any employer contribution under
12 a qualified cash or deferred arrangement, as defined in section 401(k) of
13 the federal internal revenue code of 1986, to the extent that such
14 contribution is not included in gross income by reason of section 402(a)(8)
15 of the federal internal revenue code of 1986; or (2) any amount treated as
16 an employer contribution under section 414(h)(2) of the federal internal
17 revenue code of 1986.

18 Any amount deferred under a nonqualified deferred compensation plan
19 shall be taken into account for purposes of this section as of the later of
20 when the services are performed or when there is no substantial risk of
21 forfeiture of the rights to such amount. Any amount taken into account as
22 wages by reason of this paragraph, and the income attributable thereto,
23 shall not thereafter be treated as wages for purposes of this section. For
24 purposes of this paragraph, the term "nonqualified deferred compensation
25 plan" means any plan or other arrangement for deferral of compensation
26 other than a plan described in subsection (o)(4).

27 (p) "Week" means such period or periods of seven consecutive
28 calendar days, as the secretary may by rules and regulations prescribe.

29 (q) "Calendar quarter" means the period of three consecutive calendar
30 months ending March 31, June 30, September 30 or December 31, or the
31 equivalent thereof as the secretary may by rules and regulations prescribe.

32 (r) "Insured work" means employment for employers.

33 (s) "Approved training" means any vocational training course or
34 course in basic education skills, including a job training program
35 authorized under the federal workforce investment act of 1998, approved
36 by the secretary or a person or persons designated by the secretary.

37 (t) "American vessel" or "American aircraft" means any vessel or
38 aircraft documented or numbered or otherwise registered under the laws of
39 the United States; and any vessel or aircraft which is neither documented
40 or numbered or otherwise registered under the laws of the United States
41 nor documented under the laws of any foreign country, if its crew performs
42 service solely for one or more citizens or residents of the United States or
43 corporations organized under the laws of the United States or of any state.

1 (u) "Institution of higher education," for the purposes of this section,
2 means an educational institution which:

3 (1) Admits as regular students only individuals having a certificate of
4 graduation from a high school, or the recognized equivalent of such a
5 certificate;

6 (2) is legally authorized in this state to provide a program of
7 education beyond high school;

8 (3) provides an educational program for which it awards a bachelor's
9 or higher degree, or provides a program which is acceptable for full credit
10 toward such a degree, a program of postgraduate or postdoctoral studies,
11 or a program of training to prepare students for gainful employment in a
12 recognized occupation; and

13 (4) is a public or other nonprofit institution.

14 Notwithstanding any of the foregoing provisions of this subsection (u),
15 all colleges and universities in this state are institutions of higher education
16 for purposes of this section, except that no college, university, junior
17 college or other postsecondary school or institution which is operated by
18 the federal government or any agency thereof shall be an institution of
19 higher education for purposes of the employment security law.

20 (v) "Educational institution" means any institution of higher
21 education, as defined in subsection (u) of this section, or any institution,
22 except private for profit institutions, in which participants, trainees or
23 students are offered an organized course of study or training designed to
24 transfer to them knowledge, skills, information, doctrines, attitudes or
25 abilities from, by or under the guidance of an instructor or teacher and
26 which is approved, licensed or issued a permit to operate as a school by the
27 state department of education or other government agency that is
28 authorized within the state to approve, license or issue a permit for the
29 operation of a school or to an Indian tribe in the operation of an
30 educational institution. The courses of study or training which an
31 educational institution offers may be academic, technical, trade or
32 preparation for gainful employment in a recognized occupation.

33 (w) (1) "Agricultural labor" means any remunerated service:

34 (A) On a farm, in the employ of any person, in connection with
35 cultivating the soil, or in connection with raising or harvesting any
36 agricultural or horticultural commodity, including the raising, shearing,
37 feeding, caring for, training, and management of livestock, bees, poultry,
38 and furbearing animals and wildlife.

39 (B) In the employ of the owner or tenant or other operator of a farm,
40 in connection with the operating, management, conservation,
41 improvement, or maintenance of such farm and its tools and equipment, or
42 in salvaging timber or clearing land of brush and other debris left by a
43 hurricane, if the major part of such service is performed on a farm.

1 (C) In connection with the production or harvesting of any
2 commodity defined as an agricultural commodity in section (15)(g) of the
3 agricultural marketing act, as amended (46 Stat. 1500, sec. 3; 12 U.S.C. §
4 1141j) or in connection with the ginning of cotton, or in connection with
5 the operation or maintenance of ditches, canals, reservoirs or waterways,
6 not owned or operated for profit, used exclusively for supplying and
7 storing water for farming purposes.

8 (D) (i) In the employ of the operator of a farm in handling, planting,
9 drying, packing, packaging, processing, freezing, grading, storing, or
10 delivering to storage or to market or to a carrier for transportation to
11 market, in its unmanufactured state, any agricultural or horticultural
12 commodity; but only if such operator produced more than $\frac{1}{2}$ of the
13 commodity with respect to which such service is performed;

14 (ii) in the employ of a group of operators of farms (or a cooperative
15 organization of which such operators are members) in the performance of
16 service described in paragraph (i) above of this subsection (w)(1)(D), but
17 only if such operators produced more than $\frac{1}{2}$ of the commodity with
18 respect to which such service is performed;

19 (iii) the provisions of paragraphs (i) and (ii) above of this subsection
20 (w)(1)(D) shall not be deemed to be applicable with respect to service
21 performed in connection with commercial canning or commercial freezing
22 or in connection with any agricultural or horticultural commodity after its
23 delivery to a terminal market for distribution for consumption.

24 (E) On a farm operated for profit if such service is not in the course
25 of the employer's trade or business.

26 (2) "Agricultural labor" does not include service performed prior to
27 January 1, 1980, by an individual who is an alien admitted to the United
28 States to perform service in agricultural labor pursuant to sections 214(c)
29 and 101(a)(15)(H) of the federal immigration and nationality act.

30 (3) As used in this subsection (w), the term "farm" includes stock,
31 dairy, poultry, fruit, fur-bearing animal, and truck farms, plantations,
32 ranches, nurseries, ranges, greenhouses, or other similar structures used
33 primarily for the raising of agricultural or horticultural commodities, and
34 orchards.

35 (4) For the purpose of this section, if an employing unit does not
36 maintain sufficient records to separate agricultural labor from other
37 employment, all services performed during any pay period by an
38 individual for the person employing such individual shall be deemed to be
39 agricultural labor if services performed during $\frac{1}{2}$ or more of such pay
40 period constitute agricultural labor; but if the services performed during
41 more than $\frac{1}{2}$ of any such pay period by an individual for the person
42 employing such individual do not constitute agricultural labor, then none
43 of the services of such individual for such period shall be deemed to be

1 agricultural labor. As used in this subsection (w), the term "pay period"
2 means a period of not more than 31 consecutive days for which a payment
3 of remuneration is ordinarily made to the individual by the person
4 employing such individual.

5 (x) "Reimbursing employer" means any employer who makes
6 payments in lieu of contributions to the employment security fund as
7 provided in subsection (e) of K.S.A. 44-710, and amendments thereto.

8 (y) "Contributing employer" means any employer other than a
9 reimbursing employer or rated governmental employer.

10 (z) "Wage combining plan" means a uniform national arrangement
11 approved by the United States secretary of labor in consultation with the
12 state unemployment compensation agencies and in which this state shall
13 participate, whereby wages earned in one or more states are transferred to
14 another state, called the "paying state," and combined with wages in the
15 paying state, if any, for the payment of benefits under the laws of the
16 paying state and as provided by an arrangement so approved by the United
17 States secretary of labor.

18 (aa) "Domestic service" means any service for a person in the
19 operation and maintenance of a private household, local college club or
20 local chapter of a college fraternity or sorority, as distinguished from
21 service as an employee in the pursuit of an employer's trade, occupation,
22 profession, enterprise or vocation.

23 (bb) "Rated governmental employer" means any governmental entity
24 which elects to make payments as provided by K.S.A. 44-710d, and
25 amendments thereto.

26 (cc) "Benefit cost payments" means payments made to the
27 employment security fund by a governmental entity electing to become a
28 rated governmental employer.

29 (dd) "Successor employer" means any employer, as described in
30 subsection (h) of this section, which acquires or in any manner succeeds
31 to: (1) Substantially all of the employing enterprises, organization, trade or
32 business of another employer; or (2) substantially all the assets of another
33 employer.

34 (ee) "Predecessor employer" means an employer, as described in
35 subsection (h) of this section, who has previously operated a business or
36 portion of a business with employment to which another employer has
37 succeeded.

38 (ff) "Lessor employing unit" means any independently established
39 business entity which engages in the business of providing leased
40 employees to a client lessee.

41 (gg) "Client lessee" means any individual, organization, partnership,
42 corporation or other legal entity leasing employees from a lessor
43 employing unit.

1 (hh) "Qualifying injury" means a personal injury by accident arising
2 out of and in the course of employment within the coverage of the Kansas
3 workers compensation act, K.S.A. 44-501 et seq., and amendments
4 thereto.

5 Sec. 4. K.S.A. 2010 Supp. 44-766 is hereby amended to read as
6 follows: 44-766. (a) No person shall knowingly and intentionally
7 misclassify an employee as an independent contractor for the sole or
8 primary purpose of avoiding either state income tax withholding and
9 reporting requirements or state unemployment insurance contributions
10 reporting requirements.

11 ~~(b) Any person violating subsection (a) shall be subject to a penalty~~
12 ~~pursuant to K.S.A. 79-3228, and amendments thereto.~~ (b) (1) *Any person*
13 *violating subsection (a) shall upon first violation be subject to a civil*
14 *penalty in an amount computed in the manner prescribed in K.S.A. 79-*
15 *3228, and amendments thereto.*

16 (2) *Any person violating subsection (a) upon a second violation shall*
17 *be subject to a civil penalty computed as prescribed in paragraph (1) and*
18 *in addition, upon conviction, shall be guilty of a class C nonperson*
19 *misdemeanor.*

20 (3) *Any person violating subsection (a) upon a third or subsequent*
21 *violation shall be subject to a civil penalty computed as prescribed in*
22 *paragraph (1) and in addition, upon conviction, shall be guilty of a*
23 *severity level 10, nonperson felony.*

24 (c) *Criminal violations of subsection (a) may be prosecuted by the*
25 *attorney general or the district or county attorney for the county in which*
26 *the violation occurred.*

27 (d) *Any civil penalty assessed hereunder shall be remitted to the*
28 *secretary and deposited in the state treasury.*

29 (e) *Any penalty provided in this section shall be in addition to any*
30 *other penalty and remedy that may otherwise be imposed under the*
31 *employment security act and such remedies shall be cumulative.*

32 (f) *This section shall be part of and supplemental to the employment*
33 *security law.*

34 Sec. 5. K.S.A. 2010 Supp. 79-3234 is hereby amended to read as
35 follows: 79-3234. (a) All reports and returns required by this act shall be
36 preserved for three years and thereafter until the director orders them to be
37 destroyed.

38 (b) Except in accordance with proper judicial order, or as provided in
39 subsection (c) or in K.S.A. 17-7511, subsection (g) of K.S.A. 46-1106,
40 K.S.A. 46-1114, or K.S.A. 79-32,153a, and amendments thereto, it shall be
41 unlawful for the secretary, the director, any deputy, agent, clerk or other
42 officer, employee or former employee of the department of revenue or any
43 other state officer or employee or former state officer or employee to

1 divulge, or to make known in any way, the amount of income or any
2 particulars set forth or disclosed in any report, return, federal return or
3 federal return information required under this act; and it shall be unlawful
4 for the secretary, the director, any deputy, agent, clerk or other officer or
5 employee engaged in the administration of this act to engage in the
6 business or profession of tax accounting or to accept employment, with or
7 without consideration, from any person, firm or corporation for the
8 purpose, directly or indirectly, of preparing tax returns or reports required
9 by the laws of the state of Kansas, by any other state or by the United
10 States government, or to accept any employment for the purpose of
11 advising, preparing material or data, or the auditing of books or records to
12 be used in an effort to defeat or cancel any tax or part thereof that has been
13 assessed by the state of Kansas, any other state or by the United States
14 government.

15 (c) The secretary or the secretary's designee may: (1) Publish
16 statistics, so classified as to prevent the identification of particular reports
17 or returns and the items thereof;

18 (2) allow the inspection of returns by the attorney general or other
19 legal representatives of the state;

20 (3) provide the post auditor access to all income tax reports or returns
21 in accordance with and subject to the provisions of subsection (g) of
22 K.S.A. 46-1106 or K.S.A. 46-1114, and amendments thereto;

23 (4) disclose taxpayer information from income tax returns to persons
24 or entities contracting with the secretary of revenue where the secretary
25 has determined disclosure of such information is essential for completion
26 of the contract and has taken appropriate steps to preserve confidentiality;

27 (5) disclose to the secretary of commerce the following: (A) Specific
28 taxpayer information related to financial information previously submitted
29 by the taxpayer to the secretary of commerce concerning or relevant to any
30 income tax credits, for purposes of verification of such information or
31 evaluating the effectiveness of any tax credit or economic incentive
32 program administered by the secretary of commerce; (B) the amount of
33 payroll withholding taxes an employer is retaining pursuant to K.S.A.
34 2010 Supp. 74-50,212, and amendments thereto; (C) information received
35 from businesses completing the form required by K.S.A. 2010 Supp. 74-
36 50,217, and amendments thereto; and (D) findings related to a compliance
37 audit conducted by the department of revenue upon the request of the
38 secretary of commerce pursuant to K.S.A. 2010 Supp. 74-50,215, and
39 amendments thereto;

40 (6) disclose income tax returns to the state gaming agency to be used
41 solely for the purpose of determining qualifications of licensees of and
42 applicants for licensure in tribal gaming. Any information received by the
43 state gaming agency shall be confidential and shall not be disclosed except

1 to the executive director, employees of the state gaming agency and
2 members and employees of the tribal gaming commission;

3 (7) disclose the taxpayer's name, last known address and residency
4 status to the department of wildlife and parks to be used solely in its
5 license fraud investigations;

6 (8) disclose the name, residence address, employer or Kansas
7 adjusted gross income of a taxpayer who may have a duty of support in a
8 title IV-D case to the secretary of the Kansas department of social and
9 rehabilitation services for use solely in administrative or judicial
10 proceedings to establish, modify or enforce such support obligation in a
11 title IV-D case. In addition to any other limits on use, such use shall be
12 allowed only where subject to a protective order which prohibits
13 disclosure outside of the title IV-D proceeding. As used in this section,
14 "title IV-D case" means a case being administered pursuant to part D of
15 title IV of the federal social security act (42 U.S.C. § 651 et seq.) and
16 amendments thereto. Any person receiving any information under the
17 provisions of this subsection shall be subject to the confidentiality
18 provisions of subsection (b) and to the penalty provisions of subsection
19 (e);

20 (9) permit the commissioner of internal revenue of the United States,
21 or the proper official of any state imposing an income tax, or the
22 authorized representative of either, to inspect the income tax returns made
23 under this act and the secretary of revenue may make available or furnish
24 to the taxing officials of any other state or the commissioner of internal
25 revenue of the United States or other taxing officials of the federal
26 government, or their authorized representatives, information contained in
27 income tax reports or returns or any audit thereof or the report of any
28 investigation made with respect thereto, filed pursuant to the income tax
29 laws, as the secretary may consider proper, but such information shall not
30 be used for any other purpose than that of the administration of tax laws of
31 such state, the state of Kansas or of the United States;

32 (10) communicate to the executive director of the Kansas lottery
33 information as to whether a person, partnership or corporation is current in
34 the filing of all applicable tax returns and in the payment of all taxes,
35 interest and penalties to the state of Kansas, excluding items under formal
36 appeal, for the purpose of determining whether such person, partnership or
37 corporation is eligible to be selected as a lottery retailer;

38 (11) communicate to the executive director of the Kansas racing
39 commission as to whether a person, partnership or corporation has failed
40 to meet any tax obligation to the state of Kansas for the purpose of
41 determining whether such person, partnership or corporation is eligible for
42 a facility owner license or facility manager license pursuant to the Kansas
43 parimutuel racing act;

1 (12) provide such information to the executive director of the Kansas
2 public employees retirement system for the purpose of determining that
3 certain individuals' reported compensation is in compliance with the
4 Kansas public employees retirement act, at K.S.A. 74-4901 et seq., and
5 amendments thereto; and

6 ~~(13) provide taxpayer information of persons suspected of violating~~
7 ~~K.S.A. 2010 Supp. 44-766, and amendments thereto, to the staff attorneys~~
8 ~~of the department of labor for the purpose of determining compliance by~~
9 ~~any person with the provisions of K.S.A. 2010 Supp. 44-766, and~~
10 ~~amendments thereto, which information shall be limited to withholding tax~~
11 ~~and payroll information, the identity of any person that has been or is~~
12 ~~currently being audited or investigated in connection with the~~
13 ~~administration and enforcement of the withholding and declaration of~~
14 ~~estimated tax act, K.S.A. 79-3294 et seq., as amended, and the results or~~
15 ~~status of such audit or investigation.~~

16 *(13) (i) provide taxpayer information of persons suspected of violating*
17 *K.S.A. 2010 Supp. 44-766, and amendments thereto, to the secretary of*
18 *labor or such secretary's designee for the purpose of determining*
19 *compliance by any person with the provisions of K.S.A. 44-703(i)(3)(D)*
20 *and K.S.A. 2010 Supp. 44-766, and amendments thereto. The information*
21 *to be provided shall include all relevant information in the possession of*
22 *the department of revenue necessary for the secretary of labor to make a*
23 *proper determination of compliance with the provisions of K.S.A. 44-*
24 *703(i)(3)(D) and K.S.A. 2010 Supp. 44-766, and amendments thereto, and*
25 *to calculate any unemployment contribution taxes due. Such information*
26 *to be provided by the department of revenue shall include, but not be*
27 *limited to, withholding tax and payroll information, the identity of any*
28 *person that has been or is currently being audited or investigated in*
29 *connection with the administration and enforcement of the withholding*
30 *and declaration of estimated tax act, K.S.A. 79-3294 et seq., and*
31 *amendments thereto, and the results or status of such audit or*
32 *investigation.*

33 *(ii) Any person receiving tax information under the provisions of this*
34 *paragraph shall be subject to the same duty of confidentiality imposed by*
35 *law upon the personnel of the department of revenue and shall be subject*
36 *to any civil or criminal penalties imposed by law for violations of such*
37 *duty of confidentiality.*

38 *(iii) Each of the secretary of labor and the secretary of revenue may*
39 *adopt rules and regulations necessary to effect the provisions of this*
40 *paragraph.*

41 (d) Any person receiving information under the provisions of
42 subsection (c) shall be subject to the confidentiality provisions of
43 subsection (b) and to the penalty provisions of subsection (e).

1 (e) Any violation of subsection (b) or (c) is a class A nonperson
2 misdemeanor and, if the offender is an officer or employee of the state,
3 such officer or employee shall be dismissed from office.

4 (f) Nothing in this section shall be construed to allow disclosure of
5 the amount of income or any particulars set forth or disclosed in any
6 report, return, federal return or federal return information, where such
7 disclosure is prohibited by the federal internal revenue code as in effect on
8 September 1, 1996, and amendments thereto, related federal internal
9 revenue rules or regulations, or other federal law.

10 Sec. 6. K.S.A. 2010 Supp. 44-703, 44-766 and 79-3234 are hereby
11 repealed.

12 Sec. 7. This act shall take effect and be in force from and after its
13 publication in the statute book.