

SENATE BILL No. 517

By Committee on Ways and Means

4-27

1 AN ACT reconciling amendments to certain statutes; amending K.S.A.
2 2015 Supp. 44-706 and repealing the existing section; also repealing
3 K.S.A. 2015 Supp. 17-7673b, 17-7674b, 17-7677b, 38-2310a, 44-706c,
4 59-29a24a and 65-2895a.

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

7 Section 1. K.S.A. 2015 Supp. 44-706 is hereby amended to read as
8 follows: 44-706. The secretary shall examine whether an individual has
9 separated from employment for each week claimed. The secretary shall
10 apply the provisions of this section to the individual's most recent
11 employment prior to the week claimed. An individual shall be disqualified
12 for benefits:

13 (a) If the individual left work voluntarily without good cause
14 attributable to the work or the employer, subject to the other provisions of
15 this subsection. For purposes of this subsection, "good cause" is cause of
16 such gravity that would impel a reasonable, not supersensitive, individual
17 exercising ordinary common sense to leave employment. Good cause
18 requires a showing of good faith of the individual leaving work, including
19 the presence of a genuine desire to work. Failure to return to work after
20 expiration of approved personal or medical leave, or both, shall be
21 considered a voluntary resignation. After a temporary job assignment,
22 failure of an individual to affirmatively request an additional assignment
23 on the next succeeding workday, if required by the employment
24 agreement, after completion of a given work assignment, shall constitute
25 leaving work voluntarily. The disqualification shall begin the day
26 following the separation and shall continue until after the individual has
27 become reemployed and has had earnings from insured work of at least
28 three times the individual's weekly benefit amount. An individual shall not
29 be disqualified under this subsection if:

30 (1) The individual was forced to leave work because of illness or
31 injury upon the advice of a licensed and practicing health care provider
32 and, upon learning of the necessity for absence, immediately notified the
33 employer thereof, or the employer consented to the absence, and after
34 recovery from the illness or injury, when recovery was certified by a
35 practicing health care provider, the individual returned to the employer and
36 offered to perform services and the individual's regular work or

1 comparable and suitable work was not available. As used in this paragraph
2 "health care provider" means any person licensed by the proper licensing
3 authority of any state to engage in the practice of medicine and surgery,
4 osteopathy, chiropractic, dentistry, optometry, podiatry or psychology;

5 (2) the individual left temporary work to return to the regular
6 employer;

7 (3) the individual left work to enlist in the armed forces of the United
8 States, but was rejected or delayed from entry;

9 (4) the spouse of an individual who is a member of the armed forces
10 of the United States who left work because of the voluntary or involuntary
11 transfer of the individual's spouse from one job to another job, which is for
12 the same employer or for a different employer, at a geographic location
13 which makes it unreasonable for the individual to continue work at the
14 individual's job. For the purposes of this provision the term "armed forces"
15 means active duty in the army, navy, marine corps, air force, coast guard or
16 any branch of the military reserves of the United States;

17 (5) the individual left work because of hazardous working conditions;
18 in determining whether or not working conditions are hazardous for an
19 individual, the degree of risk involved to the individual's health, safety and
20 morals, the individual's physical fitness and prior training and the working
21 conditions of workers engaged in the same or similar work for the same
22 and other employers in the locality shall be considered; as used in this
23 paragraph, "hazardous working conditions" means working conditions that
24 could result in a danger to the physical or mental well-being of the
25 individual; each determination as to whether hazardous working
26 conditions exist shall include, but shall not be limited to, a consideration
27 of: (A) The safety measures used or the lack thereof; and (B) the condition
28 of equipment or lack of proper equipment; no work shall be considered
29 hazardous if the working conditions surrounding the individual's work are
30 the same or substantially the same as the working conditions generally
31 prevailing among individuals performing the same or similar work for
32 other employers engaged in the same or similar type of activity;

33 (6) the individual left work to enter training approved under section
34 236(a)(1) of the federal trade act of 1974, provided the work left is not of a
35 substantially equal or higher skill level than the individual's past adversely
36 affected employment, as defined for purposes of the federal trade act of
37 1974, and wages for such work are not less than 80% of the individual's
38 average weekly wage as determined for the purposes of the federal trade
39 act of 1974;

40 (7) the individual left work because of unwelcome harassment of the
41 individual by the employer or another employee of which the employing
42 unit had knowledge and that would impel the average worker to give up
43 such worker's employment;

1 (8) the individual left work to accept better work; each determination
2 as to whether or not the work accepted is better work shall include, but
3 shall not be limited to, consideration of: (A) The rate of pay, the hours of
4 work and the probable permanency of the work left as compared to the
5 work accepted; (B) the cost to the individual of getting to the work left in
6 comparison to the cost of getting to the work accepted; and (C) the
7 distance from the individual's place of residence to the work accepted in
8 comparison to the distance from the individual's residence to the work left;

9 (9) the individual left work as a result of being instructed or requested
10 by the employer, a supervisor or a fellow employee to perform a service or
11 commit an act in the scope of official job duties which is in violation of an
12 ordinance or statute;

13 (10) the individual left work because of a substantial violation of the
14 work agreement by the employing unit and, before the individual left, the
15 individual had exhausted all remedies provided in such agreement for the
16 settlement of disputes before terminating. For the purposes of this
17 paragraph, a demotion based on performance does not constitute a
18 violation of the work agreement;

19 (11) after making reasonable efforts to preserve the work, the
20 individual left work due to a personal emergency of such nature and
21 compelling urgency that it would be contrary to good conscience to
22 impose a disqualification; or

23 (12) (A) the individual left work due to circumstances resulting from
24 domestic violence, including:

25 (i) The individual's reasonable fear of future domestic violence at or
26 en route to or from the individual's place of employment;

27 (ii) the individual's need to relocate to another geographic area in
28 order to avoid future domestic violence;

29 (iii) the individual's need to address the physical, psychological and
30 legal impacts of domestic violence;

31 (iv) the individual's need to leave employment as a condition of
32 receiving services or shelter from an agency which provides support
33 services or shelter to victims of domestic violence; or

34 (v) the individual's reasonable belief that termination of employment
35 is necessary to avoid other situations which may cause domestic violence
36 and to provide for the future safety of the individual or the individual's
37 family.

38 (B) An individual may prove the existence of domestic violence by
39 providing one of the following:

40 (i) A restraining order or other documentation of equitable relief by a
41 court of competent jurisdiction;

42 (ii) a police record documenting the abuse;

43 (iii) documentation that the abuser has been convicted of one or more

1 of the offenses enumerated in articles 34 and 35 of chapter 21 of the
2 Kansas Statutes Annotated, prior to their repeal, or articles 54 or 55 of
3 chapter 21 of the Kansas Statutes Annotated, or K.S.A. 2015 Supp. 21-
4 6104, 21-6325, 21-6326 or 21-6418 through ~~21-6421~~ 21-6422, and
5 amendments thereto, where the victim was a family or household member;

6 (iv) medical documentation of the abuse;

7 (v) a statement provided by a counselor, social worker, health care
8 provider, clergy, shelter worker, legal advocate, domestic violence or
9 sexual assault advocate or other professional who has assisted the
10 individual in dealing with the effects of abuse on the individual or the
11 individual's family; or

12 (vi) a sworn statement from the individual attesting to the abuse.

13 (C) No evidence of domestic violence experienced by an individual,
14 including the individual's statement and corroborating evidence, shall be
15 disclosed by the department of labor unless consent for disclosure is given
16 by the individual.

17 (b) If the individual has been discharged or suspended for misconduct
18 connected with the individual's work. The disqualification shall begin the
19 day following the separation and shall continue until after the individual
20 becomes reemployed and in cases where the disqualification is due to
21 discharge for misconduct has had earnings from insured work of at least
22 three times the individual's determined weekly benefit amount, except that
23 if an individual is discharged for gross misconduct connected with the
24 individual's work, such individual shall be disqualified for benefits until
25 such individual again becomes employed and has had earnings from
26 insured work of at least eight times such individual's determined weekly
27 benefit amount. In addition, all wage credits attributable to the
28 employment from which the individual was discharged for gross
29 misconduct connected with the individual's work shall be canceled. No
30 such cancellation of wage credits shall affect prior payments made as a
31 result of a prior separation.

32 (1) For the purposes of this subsection, "misconduct" is defined as a
33 violation of a duty or obligation reasonably owed the employer as a
34 condition of employment including, but not limited to, a violation of a
35 company rule, including a safety rule, if: (A) The individual knew or
36 should have known about the rule; (B) the rule was lawful and reasonably
37 related to the job; and (C) the rule was fairly and consistently enforced.

38 (2) (A) Failure of the employee to notify the employer of an absence
39 and an individual's leaving work prior to the end of such individual's
40 assigned work period without permission shall be considered prima facie
41 evidence of a violation of a duty or obligation reasonably owed the
42 employer as a condition of employment.

43 (B) For the purposes of this subsection, misconduct shall include, but

1 not be limited to, violation of the employer's reasonable attendance
2 expectations if the facts show:

- 3 (i) The individual was absent or tardy without good cause;
- 4 (ii) the individual had knowledge of the employer's attendance
5 expectation; and
- 6 (iii) the employer gave notice to the individual that future absence or
7 tardiness may or will result in discharge.

8 (C) For the purposes of this subsection, if an employee disputes being
9 absent or tardy without good cause, the employee shall present evidence
10 that a majority of the employee's absences or tardiness were for good
11 cause. If the employee alleges that the employee's repeated absences or
12 tardiness were the result of health related issues, such evidence shall
13 include documentation from a licensed and practicing health care provider
14 as defined in subsection (a)(1).

15 (3) (A) The term "gross misconduct" as used in this subsection shall
16 be construed to mean conduct evincing extreme, willful or wanton
17 misconduct as defined by this subsection. Gross misconduct shall include,
18 but not be limited to: (i) Theft; (ii) fraud; (iii) intentional damage to
19 property; (iv) intentional infliction of personal injury; or (v) any conduct
20 that constitutes a felony.

21 (B) For the purposes of this subsection, the following shall be
22 conclusive evidence of gross misconduct:

- 23 (i) The use of alcoholic liquor, cereal malt beverage or a
24 nonprescribed controlled substance by an individual while working;
- 25 (ii) the impairment caused by alcoholic liquor, cereal malt beverage
26 or a nonprescribed controlled substance by an individual while working;
- 27 (iii) a positive breath alcohol test or a positive chemical test,
28 provided:

29 (a) The test was either:

30 (1) Required by law and was administered pursuant to the drug free
31 workplace act, 41 U.S.C. § 701 et seq.;

32 (2) administered as part of an employee assistance program or other
33 drug or alcohol treatment program in which the employee was
34 participating voluntarily or as a condition of further employment;

35 (3) requested pursuant to a written policy of the employer of which
36 the employee had knowledge and was a required condition of
37 employment;

38 (4) required by law and the test constituted a required condition of
39 employment for the individual's job; or

40 (5) there was reasonable suspicion to believe that the individual used,
41 had possession of, or was impaired by alcoholic liquor, cereal malt
42 beverage or a nonprescribed controlled substance while working;

43 (b) the test sample was collected either:

- 1 (1) As prescribed by the drug free workplace act, 41 U.S.C. § 701 et
2 seq.;
- 3 (2) as prescribed by an employee assistance program or other drug or
4 alcohol treatment program in which the employee was participating
5 voluntarily or as a condition of further employment;
- 6 (3) as prescribed by the written policy of the employer of which the
7 employee had knowledge and which constituted a required condition of
8 employment;
- 9 (4) as prescribed by a test which was required by law and which
10 constituted a required condition of employment for the individual's job; or
- 11 (5) at a time contemporaneous with the events establishing probable
12 cause;
- 13 (c) the collecting and labeling of a chemical test sample was
14 performed by a licensed health care professional or any other individual
15 certified pursuant to paragraph (b)(3)(A)(iii)(f) or authorized to collect or
16 label test samples by federal or state law, or a federal or state rule or
17 regulation having the force or effect of law, including law enforcement
18 personnel;
- 19 (d) the chemical test was performed by a laboratory approved by the
20 United States department of health and human services or licensed by the
21 department of health and environment, except that a blood sample may be
22 tested for alcohol content by a laboratory commonly used for that purpose
23 by state law enforcement agencies;
- 24 (e) the chemical test was confirmed by gas chromatography, gas
25 chromatography-mass spectroscopy or other comparably reliable
26 analytical method, except that no such confirmation is required for a blood
27 alcohol sample or a breath alcohol test;
- 28 (f) the breath alcohol test was administered by an individual trained
29 to perform breath tests, the breath testing instrument used was certified
30 and operated strictly according to a description provided by the
31 manufacturers and the reliability of the instrument performance was
32 assured by testing with alcohol standards; and
- 33 (g) the foundation evidence establishes, beyond a reasonable doubt,
34 that the test results were from the sample taken from the individual;
- 35 (iv) an individual's refusal to submit to a chemical test or breath
36 alcohol test, provided:
- 37 (a) The test meets the standards of the drug free workplace act, 41
38 U.S.C. § 701 et seq.;
- 39 (b) the test was administered as part of an employee assistance
40 program or other drug or alcohol treatment program in which the
41 employee was participating voluntarily or as a condition of further
42 employment;
- 43 (c) the test was otherwise required by law and the test constituted a

- 1 required condition of employment for the individual's job;
- 2 (d) the test was requested pursuant to a written policy of the employer
3 of which the employee had knowledge and was a required condition of
4 employment; or
- 5 (e) there was reasonable suspicion to believe that the individual used,
6 possessed or was impaired by alcoholic liquor, cereal malt beverage or a
7 nonprescribed controlled substance while working;
- 8 (v) an individual's dilution or other tampering of a chemical test.
- 9 (C) For purposes of this subsection:
- 10 (i) "Alcohol concentration" means the number of grams of alcohol
11 per 210 liters of breath;
- 12 (ii) "alcoholic liquor" shall be defined as provided in K.S.A. 41-102,
13 and amendments thereto;
- 14 (iii) "cereal malt beverage" shall be defined as provided in K.S.A. 41-
15 2701, and amendments thereto;
- 16 (iv) "chemical test" shall include, but is not limited to, tests of urine,
17 blood or saliva;
- 18 (v) "controlled substance" shall be defined as provided in K.S.A.
19 2015 Supp. 21-5701, and amendments thereto;
- 20 (vi) "required by law" means required by a federal or state law, a
21 federal or state rule or regulation having the force and effect of law, a
22 county resolution or municipal ordinance, or a policy relating to public
23 safety adopted in an open meeting by the governing body of any special
24 district or other local governmental entity;
- 25 (vii) "positive breath test" shall mean a test result showing an alcohol
26 concentration of 0.04 or greater, or the levels listed in 49 C.F.R. part 40, if
27 applicable, unless the test was administered as part of an employee
28 assistance program or other drug or alcohol treatment program in which
29 the employee was participating voluntarily or as a condition of further
30 employment, in which case "positive chemical test" shall mean a test result
31 showing an alcohol concentration at or above the levels provided for in the
32 assistance or treatment program;
- 33 (viii) "positive chemical test" shall mean a chemical result showing a
34 concentration at or above the levels listed in K.S.A. 44-501, and
35 amendments thereto, or 49 C.F.R. part 40, as applicable, for the drugs or
36 abuse listed therein, unless the test was administered as part of an
37 employee assistance program or other drug or alcohol treatment program
38 in which the employee was participating voluntarily or as a condition of
39 further employment, in which case "positive chemical test" shall mean a
40 chemical result showing a concentration at or above the levels provided for
41 in the assistance or treatment program.
- 42 (4) An individual shall not be disqualified under this subsection if the
43 individual is discharged under the following circumstances:

1 (A) The employer discharged the individual after learning the
2 individual was seeking other work or when the individual gave notice of
3 future intent to quit, except that the individual shall be disqualified after
4 the time at which such individual intended to quit and any individual who
5 commits misconduct after such individual gives notice to such individual's
6 intent to quit shall be disqualified;

7 (B) the individual was making a good-faith effort to do the assigned
8 work but was discharged due to:

9 (i) Inefficiency;

10 (ii) unsatisfactory performance due to inability, incapacity or lack of
11 training or experience;

12 (iii) isolated instances of ordinary negligence or inadvertence;

13 (iv) good-faith errors in judgment or discretion; or

14 (v) unsatisfactory work or conduct due to circumstances beyond the
15 individual's control; or

16 (C) the individual's refusal to perform work in excess of the contract
17 of hire.

18 (c) If the individual has failed, without good cause, to either apply for
19 suitable work when so directed by the employment office of the secretary
20 of labor, or to accept suitable work when offered to the individual by the
21 employment office, the secretary of labor, or an employer, such
22 disqualification shall begin with the week in which such failure occurred
23 and shall continue until the individual becomes reemployed and has had
24 earnings from insured work of at least three times such individual's
25 determined weekly benefit amount. In determining whether or not any
26 work is suitable for an individual, the secretary of labor, or a person or
27 persons designated by the secretary, shall consider the degree of risk
28 involved to health, safety and morals, physical fitness and prior training,
29 experience and prior earnings, length of unemployment and prospects for
30 securing local work in the individual's customary occupation or work for
31 which the individual is reasonably fitted by training or experience, and the
32 distance of the available work from the individual's residence. Notwithstanding any other provisions of this act, an otherwise eligible
33 individual shall not be disqualified for refusing an offer of suitable
34 employment, or failing to apply for suitable employment when notified by
35 an employment office, or for leaving the individual's most recent work
36 accepted during approved training, including training approved under
37 section 236(a)(1) of the trade act of 1974, if the acceptance of or applying
38 for suitable employment or continuing such work would require the
39 individual to terminate approved training and no work shall be deemed
40 suitable and benefits shall not be denied under this act to any otherwise
41 eligible individual for refusing to accept new work under any of the
42 following conditions: (1) If the position offered is vacant due directly to a
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1 strike, lockout or other labor dispute; (2) if the remuneration, hours or
2 other conditions of the work offered are substantially less favorable to the
3 individual than those prevailing for similar work in the locality; (3) if as a
4 condition of being employed, the individual would be required to join or to
5 resign from or refrain from joining any labor organization; and (4) if the
6 individual left employment as a result of domestic violence, and the
7 position offered does not reasonably accommodate the individual's
8 physical, psychological, safety, or legal needs relating to such domestic
9 violence.

10 (d) For any week with respect to which the secretary of labor, or a
11 person or persons designated by the secretary, finds that the individual's
12 unemployment is due to a stoppage of work which exists because of a
13 labor dispute or there would have been a work stoppage had normal
14 operations not been maintained with other personnel previously and
15 currently employed by the same employer at the factory, establishment or
16 other premises at which the individual is or was last employed, except that
17 this subsection (d) shall not apply if it is shown to the satisfaction of the
18 secretary of labor, or a person or persons designated by the secretary, that:

19 (1) The individual is not participating in or financing or directly interested
20 in the labor dispute which caused the stoppage of work; and (2) the
21 individual does not belong to a grade or class of workers of which,
22 immediately before the commencement of the stoppage, there were
23 members employed at the premises at which the stoppage occurs any of
24 whom are participating in or financing or directly interested in the dispute.
25 If in any case separate branches of work which are commonly conducted
26 as separate businesses in separate premises are conducted in separate
27 departments of the same premises, each such department shall, for the
28 purpose of this subsection be deemed to be a separate factory,
29 establishment or other premises. For the purposes of this subsection,
30 failure or refusal to cross a picket line or refusal for any reason during the
31 continuance of such labor dispute to accept the individual's available and
32 customary work at the factory, establishment or other premises where the
33 individual is or was last employed shall be considered as participation and
34 interest in the labor dispute.

35 (e) For any week with respect to which or a part of which the
36 individual has received or is seeking unemployment benefits under the
37 unemployment compensation law of any other state or of the United
38 States, except that if the appropriate agency of such other state or the
39 United States finally determines that the individual is not entitled to such
40 unemployment benefits, this disqualification shall not apply.

41 (f) For any week with respect to which the individual is entitled to
42 receive any unemployment allowance or compensation granted by the
43 United States under an act of congress to ex-service men and women in

1 recognition of former service with the military or naval services of the
2 United States.

3 (g) For the period of five years beginning with the first day following
4 the last week of unemployment for which the individual received benefits,
5 or for five years from the date the act was committed, whichever is the
6 later, if the individual, or another in such individual's behalf with the
7 knowledge of the individual, has knowingly made a false statement or
8 representation, or has knowingly failed to disclose a material fact to obtain
9 or increase benefits under this act or any other unemployment
10 compensation law administered by the secretary of labor. In addition to the
11 penalties set forth in K.S.A. 44-719, and amendments thereto, an
12 individual who has knowingly made a false statement or representation or
13 who has knowingly failed to disclose a material fact to obtain or increase
14 benefits under this act or any other unemployment compensation law
15 administered by the secretary of labor shall be liable for a penalty in the
16 amount equal to 25% of the amount of benefits unlawfully received.
17 Notwithstanding any other provision of law, such penalty shall be
18 deposited into the employment security trust fund.

19 (h) For any week with respect to which the individual is receiving
20 compensation for temporary total disability or permanent total disability
21 under the workmen's compensation law of any state or under a similar law
22 of the United States.

23 (i) For any week of unemployment on the basis of service in an
24 instructional, research or principal administrative capacity for an
25 educational institution as defined in K.S.A. 44-703(v), and amendments
26 thereto, if such week begins during the period between two successive
27 academic years or terms or, when an agreement provides instead for a
28 similar period between two regular but not successive terms during such
29 period or during a period of paid sabbatical leave provided for in the
30 individual's contract, if the individual performs such services in the first of
31 such academic years or terms and there is a contract or a reasonable
32 assurance that such individual will perform services in any such capacity
33 for any educational institution in the second of such academic years or
34 terms.

35 (j) For any week of unemployment on the basis of service in any
36 capacity other than service in an instructional, research, or administrative
37 capacity in an educational institution, as defined in K.S.A. 44-703(v), and
38 amendments thereto, if such week begins during the period between two
39 successive academic years or terms if the individual performs such
40 services in the first of such academic years or terms and there is a
41 reasonable assurance that the individual will perform such services in the
42 second of such academic years or terms, except that if benefits are denied
43 to the individual under this subsection and the individual was not offered

1 an opportunity to perform such services for the educational institution for
2 the second of such academic years or terms, such individual shall be
3 entitled to a retroactive payment of benefits for each week for which the
4 individual filed a timely claim for benefits and for which benefits were
5 denied solely by reason of this subsection.

6 (k) For any week of unemployment on the basis of service in any
7 capacity for an educational institution as defined in K.S.A. 44-703(v), and
8 amendments thereto, if such week begins during an established and
9 customary vacation period or holiday recess, if the individual performs
10 services in the period immediately before such vacation period or holiday
11 recess and there is a reasonable assurance that such individual will perform
12 such services in the period immediately following such vacation period or
13 holiday recess.

14 (l) For any week of unemployment on the basis of any services,
15 substantially all of which consist of participating in sports or athletic
16 events or training or preparing to so participate, if such week begins during
17 the period between two successive sport seasons or similar period if such
18 individual performed services in the first of such seasons or similar periods
19 and there is a reasonable assurance that such individual will perform such
20 services in the later of such seasons or similar periods.

21 (m) For any week on the basis of services performed by an alien
22 unless such alien is an individual who was lawfully admitted for
23 permanent residence at the time such services were performed, was
24 lawfully present for purposes of performing such services, or was
25 permanently residing in the United States under color of law at the time
26 such services were performed, including an alien who was lawfully present
27 in the United States as a result of the application of the provisions of
28 section 212(d)(5) of the federal immigration and nationality act. Any data
29 or information required of individuals applying for benefits to determine
30 whether benefits are not payable to them because of their alien status shall
31 be uniformly required from all applicants for benefits. In the case of an
32 individual whose application for benefits would otherwise be approved, no
33 determination that benefits to such individual are not payable because of
34 such individual's alien status shall be made except upon a preponderance
35 of the evidence.

36 (n) For any week in which an individual is receiving a governmental
37 or other pension, retirement or retired pay, annuity or other similar
38 periodic payment under a plan maintained by a base period employer and
39 to which the entire contributions were provided by such employer, except
40 that: (1) If the entire contributions to such plan were provided by the base
41 period employer but such individual's weekly benefit amount exceeds such
42 governmental or other pension, retirement or retired pay, annuity or other
43 similar periodic payment attributable to such week, the weekly benefit

1 amount payable to the individual shall be reduced, but not below zero, by
2 an amount equal to the amount of such pension, retirement or retired pay,
3 annuity or other similar periodic payment which is attributable to such
4 week; or (2) if only a portion of contributions to such plan were provided
5 by the base period employer, the weekly benefit amount payable to such
6 individual for such week shall be reduced, but not below zero, by the
7 prorated weekly amount of the pension, retirement or retired pay, annuity
8 or other similar periodic payment after deduction of that portion of the
9 pension, retirement or retired pay, annuity or other similar periodic
10 payment that is directly attributable to the percentage of the contributions
11 made to the plan by such individual; or (3) if the entire contributions to the
12 plan were provided by such individual, or by the individual and an
13 employer, or any person or organization, who is not a base period
14 employer, no reduction in the weekly benefit amount payable to the
15 individual for such week shall be made under this subsection; or (4)
16 whatever portion of contributions to such plan were provided by the base
17 period employer, if the services performed for the employer by such
18 individual during the base period, or remuneration received for the
19 services, did not affect the individual's eligibility for, or increased the
20 amount of, such pension, retirement or retired pay, annuity or other similar
21 periodic payment, no reduction in the weekly benefit amount payable to
22 the individual for such week shall be made under this subsection. No
23 reduction shall be made for payments made under the social security act or
24 railroad retirement act of 1974.

25 (o) For any week of unemployment on the basis of services
26 performed in any capacity and under any of the circumstances described in
27 subsection (i), (j) or (k) which an individual performed in an educational
28 institution while in the employ of an educational service agency. For the
29 purposes of this subsection, the term "educational service agency" means a
30 governmental agency or entity which is established and operated
31 exclusively for the purpose of providing such services to one or more
32 educational institutions.

33 (p) For any week of unemployment on the basis of service as a school
34 bus or other motor vehicle driver employed by a private contractor to
35 transport pupils, students and school personnel to or from school-related
36 functions or activities for an educational institution, as defined in K.S.A.
37 44-703(v), and amendments thereto, if such week begins during the period
38 between two successive academic years or during a similar period between
39 two regular terms, whether or not successive, if the individual has a
40 contract or contracts, or a reasonable assurance thereof, to perform
41 services in any such capacity with a private contractor for any educational
42 institution for both such academic years or both such terms. An individual
43 shall not be disqualified for benefits as provided in this subsection for any

1 week of unemployment on the basis of service as a bus or other motor
2 vehicle driver employed by a private contractor to transport persons to or
3 from nonschool-related functions or activities.

4 (q) For any week of unemployment on the basis of services
5 performed by the individual in any capacity and under any of the
6 circumstances described in subsection (i), (j), (k) or (o) which are provided
7 to or on behalf of an educational institution, as defined in K.S.A. 44-
8 703(v), and amendments thereto, while the individual is in the employ of
9 an employer which is a governmental entity, Indian tribe or any employer
10 described in section 501(c)(3) of the federal internal revenue code of 1986
11 which is exempt from income under section 501(a) of the code.

12 (r) For any week in which an individual is registered at and attending
13 an established school, training facility or other educational institution, or is
14 on vacation during or between two successive academic years or terms. An
15 individual shall not be disqualified for benefits as provided in this
16 subsection provided:

17 (1) The individual was engaged in full-time employment concurrent
18 with the individual's school attendance;

19 (2) the individual is attending approved training as defined in K.S.A.
20 44-703(s), and amendments thereto; or

21 (3) the individual is attending evening, weekend or limited day time
22 classes, which would not affect availability for work, and is otherwise
23 eligible under K.S.A. 44-705(c), and amendments thereto.

24 (s) For any week with respect to which an individual is receiving or
25 has received remuneration in the form of a back pay award or settlement.
26 The remuneration shall be allocated to the week or weeks in the manner as
27 specified in the award or agreement, or in the absence of such specificity
28 in the award or agreement, such remuneration shall be allocated to the
29 week or weeks in which such remuneration, in the judgment of the
30 secretary, would have been paid.

31 (1) For any such weeks that an individual receives remuneration in
32 the form of a back pay award or settlement, an overpayment will be
33 established in the amount of unemployment benefits paid and shall be
34 collected from the claimant.

35 (2) If an employer chooses to withhold from a back pay award or
36 settlement, amounts paid to a claimant while they claimed unemployment
37 benefits, such employer shall pay the department the amount withheld.
38 With respect to such amount, the secretary shall have available all of the
39 collection remedies authorized or provided in K.S.A. 44-717, and
40 amendments thereto.

41 (t) (1) Any applicant for or recipient of unemployment benefits who
42 tests positive for unlawful use of a controlled substance or controlled
43 substance analog shall be required to complete a substance abuse treatment

1 program approved by the secretary of labor, secretary of commerce or
2 secretary for children and families, and a job skills program approved by
3 the secretary of labor, secretary of commerce or the secretary for children
4 and families. Subject to applicable federal laws, any applicant for or
5 recipient of unemployment benefits who fails to complete or refuses to
6 participate in the substance abuse treatment program or job skills program
7 as required under this subsection shall be ineligible to receive
8 unemployment benefits until completion of such substance abuse
9 treatment and job skills programs. Upon completion of both substance
10 abuse treatment and job skills programs, such applicant for or recipient of
11 unemployment benefits may be subject to periodic drug screening, as
12 determined by the secretary of labor. Upon a second positive test for
13 unlawful use of a controlled substance or controlled substance analog, an
14 applicant for or recipient of unemployment benefits shall be ordered to
15 complete again a substance abuse treatment program and job skills
16 program, and shall be terminated from unemployment benefits for a period
17 of 12 months, or until such applicant for or recipient of unemployment
18 benefits completes both substance abuse treatment and job skills programs,
19 whichever is later. Upon a third positive test for unlawful use of a
20 controlled substance or controlled substance analog, an applicant for or a
21 recipient of unemployment benefits shall be terminated from receiving
22 unemployment benefits, subject to applicable federal law.

23 (2) Any individual who has been discharged or refused employment
24 for failing a preemployment drug screen required by an employer may
25 request that the drug screening specimen be sent to a different drug testing
26 facility for an additional drug screening. Any such individual who requests
27 an additional drug screening at a different drug testing facility shall be
28 required to pay the cost of drug screening.

29 (u) If the individual was found not to have a disqualifying
30 adjudication or conviction under K.S.A. 39-970 or 65-5117, and
31 amendments thereto, was hired and then was subsequently convicted of a
32 disqualifying felony under K.S.A. 39-970 or 65-5117, and amendments
33 thereto, and discharged pursuant to K.S.A. 39-970 or 65-5117, and
34 amendments thereto. The disqualification shall begin the day following the
35 separation and shall continue until after the individual becomes
36 reemployed and has had earnings from insured work of at least three times
37 the individual's determined weekly benefit amount.

38 (v) Notwithstanding the provisions of any subsection, an individual
39 shall not be disqualified for such week of part-time employment in a
40 substitute capacity for an educational institution if such individual's most
41 recent employment prior to the individual's benefit year begin date was for
42 a non-educational institution and such individual demonstrates application
43 for work in such individual's customary occupation or for work for which

1 the individual is reasonably fitted by training or experience.

2 Sec. 2. K.S.A. 2015 Supp. 17-7673b, 17-7674b, 17-7677b, 38-2310a,
3 44-706, 44-706c, 59-29a24a and 65-2895a are hereby repealed.

4 Sec. 3. This act shall take effect and be in force from and after its
5 publication in the statute book.