

FIRST REGULAR SESSION

HOUSE BILL NO. 519

93RD GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVES ROARK (Sponsor), HUNTER, GOODMAN, SCHNEIDER,
THRELKELD, STEVENSON, YATES, BEARDEN AND WILSON (130) (Co-sponsor).

Read 1st time February 10, 2005 and copies ordered printed.

STEPHEN S. DAVIS, Chief Clerk

1520L.011

AN ACT

To repeal sections 288.036, 288.038, 288.045, 288.050, 288.121, 288.128, 288.310, and
288.330, RSMo, and to enact in lieu thereof eight new sections relating to unemployment
insurance.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Sections 288.036, 288.038, 288.045, 288.050, 288.121, 288.128, 288.310,
2 and 288.330, RSMo, are repealed and eight new sections enacted in lieu thereof, to be known
3 as sections 288.036, 288.038, 288.045, 288.050, 288.121, 288.128, 288.310, and 288.330, to
4 read as follows:

288.036. 1. "Wages" means all remuneration, payable or paid, for personal services
2 including commissions and bonuses and, except as provided in subdivision (7) of this section,
3 the cash value of all remuneration paid in any medium other than cash. Gratuities, including tips
4 received from persons other than the employing unit, shall be considered wages only if required
5 to be reported as wages pursuant to the Federal Unemployment Tax Act, 26 U.S.C. Sec. 3306,
6 and shall be, for the purposes of this chapter, treated as having been paid by the employing unit.
7 Severance pay shall be considered as wages to the extent required pursuant to the Federal
8 Unemployment Tax Act, 26 U.S.C. Section 3306(b). Vacation pay and holiday pay shall be
9 considered as wages for the week with respect to which it is payable. The term "wages" shall
10 not include:

11 (1) The amount of any payment made (including any amount paid by an employing unit
12 for insurance or annuities, or into a fund, to provide for any such payment) to, or on behalf of,

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended
to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

13 an individual under a plan or system established by an employing unit which makes provision
14 generally for individuals performing services for it or for a class or classes of such individuals,
15 on account of:

16 (a) Sickness or accident disability, but in case of payments made to an employee or any
17 of the employee's dependents this paragraph shall exclude from the term "wages" only payments
18 which are received pursuant to a workers' compensation law; or

19 (b) Medical and hospitalization expenses in connection with sickness or accident
20 disability; or

21 (c) Death;

22 (2) The amount of any payment on account of sickness or accident disability, or medical
23 or hospitalization expenses in connection with sickness or accident disability, made by an
24 employing unit to, or on behalf of, an individual performing services for it after the expiration
25 of six calendar months following the last calendar month in which the individual performed
26 services for such employing unit;

27 (3) The amount of any payment made by an employing unit to, or on behalf of, an
28 individual performing services for it or his or her beneficiary:

29 (a) From or to a trust described in 26 U.S.C. 401(a) which is exempt from tax pursuant
30 to 26 U.S.C. 501(a) at the time of such payment unless such payment is made to an employee
31 of the trust as remuneration for services rendered as such an employee and not as a beneficiary
32 of the trust; or

33 (b) Under or to an annuity plan which, at the time of such payments, meets the
34 requirements of section 404(a)(2) of the Federal Internal Revenue Code (26 U.S.C.A. Sec. 404);

35 (4) The amount of any payment made by an employing unit (without deduction from the
36 remuneration of the individual in employment) of the tax imposed pursuant to section 3101 of
37 the Federal Internal Revenue Code (26 U.S.C.A. Sec. 3101) upon an individual with respect to
38 remuneration paid to an employee for domestic service in a private home or for agricultural
39 labor;

40 (5) Remuneration paid in any medium other than cash to an individual for services not
41 in the course of the employing unit's trade or business;

42 (6) Remuneration paid in the form of meals provided to an individual in the service of
43 an employing unit where such remuneration is furnished on the employer's premises and at the
44 employer's convenience, except that remuneration in the form of meals that is considered wages
45 and required to be reported as wages pursuant to the Federal Unemployment Tax Act, 26 U.S.C.
46 Sec. 3306 shall be reported as wages as required thereunder;

47 (7) For the purpose of determining wages paid for agricultural labor as defined in
48 paragraph (b) of subdivision (1) of subsection 12 of section 288.034 and for domestic service as

49 defined in subsection 13 of section 288.034, only cash wages paid shall be considered;

50 (8) Beginning on October 1, 1996, any payment to, or on behalf of, an employee or the
51 employee's beneficiary under a cafeteria plan, if such payment would not be treated as wages
52 pursuant to the Federal Unemployment Tax Act.

53 2. The increases or decreases to the state taxable wage base for the remainder of calendar
54 year 2004 shall be eight thousand dollars, and the state taxable wage base in calendar year 2005,
55 and each calendar year thereafter, shall be determined by the provisions within this subsection.
56 On January 1, 2005, the state taxable wage base for calendar year 2005, 2006, and 2007 shall be
57 eleven thousand dollars. [The taxable wage base for calendar year 2008, and each year
58 thereafter, shall be twelve thousand dollars.] The state taxable wage base for each calendar year
59 thereafter shall be determined by the preceding September thirtieth balance of the unemployment
60 compensation trust fund, less any outstanding federal Title XII advances received pursuant to
61 section 288.330, or if the fund is not utilizing moneys advanced by the federal government, then
62 less the principal, interest, and administrative expenses related to credit instruments issued under
63 section 288.330, or the principal, interest, and administrative expenses related to financial
64 agreements under subdivision (17) of subsection 2 of section 288.330, or the principal, interest,
65 and administrative expenses related to a combination of Title XII advances, credit instruments,
66 and financial agreements. When the September thirtieth unemployment compensation trust fund
67 balance, or, if the average balance, less any federal advances of the unemployment compensation
68 trust fund of the four preceding quarters (September thirtieth, June thirtieth, March thirty-first,
69 and December thirty-first of the preceding calendar year) is less any outstanding federal Title XII
70 advances received pursuant to section 288.330, is:

71 (1) Less than, or equal to, three hundred fifty million dollars, then the wage base shall
72 increase by one thousand dollars; or

73 (2) Six hundred fifty million or more, then the state taxable wage base for the subsequent
74 calendar year shall be decreased by five hundred dollars. In no event, however, shall the state
75 taxable wage base increase beyond twelve thousand dollars, or decrease to less than seven
76 thousand dollars. [For calendar year 2009, the tax wage base shall be twelve thousand five
77 hundred dollars. For calendar year 2010 and each calendar year thereafter, in no event shall the
78 state taxable wage base increase beyond thirteen thousand dollars, or decrease to less than seven
79 thousand dollars.] **In the first calendar year subsequent to the effective date of this section,**
80 **when the September thirtieth balance in the unemployment compensation trust fund, less**
81 **any outstanding federal Title XII advances received under section 288.330, or if the fund**
82 **is not utilizing moneys advanced by the federal government, then less the principal,**
83 **interest, and administrative expenses related to credit instruments issued under section**
84 **288.330, or the principal, interest, and administrative expenses related to financial**

85 **agreements under subdivision (17) of section 288.330, or the principal, interest, and**
86 **administrative expenses related to a combination of Title XII advances, credit instruments,**
87 **and financial agreements, equals or exceeds four hundred million dollars, the state taxable**
88 **wage base for the next calendar year and each calendar year thereafter shall not increase**
89 **beyond eleven thousand dollars.**

90

91 For any calendar year, the state taxable wage base shall not be reduced to less than that part of
92 the remuneration which is subject to a tax under a federal law imposing a tax against which
93 credit may be taken for contributions required to be paid into a state unemployment
94 compensation trust fund. Nothing in this section shall be construed to prevent the wage base
95 from increasing or decreasing by increments of five hundred dollars.

288.038. With respect to initial claims filed during calendar years 2004 and 2005, the
2 "maximum weekly benefit amount" means four percent of the total wages paid to an eligible
3 insured worker during that quarter of the worker's base period in which the worker's wages were
4 the highest, but the maximum weekly benefit amount shall not exceed two hundred fifty dollars
5 in the calendar years 2004 and 2005. With respect to initial claims filed during calendar [years]
6 **year 2006 [and 2007] and each calendar year thereafter**, the "maximum weekly benefit
7 amount" means three and three-fourths percent of the total wages paid to an eligible insured
8 worker during [that quarter] **the average of the two highest quarters** of the worker's base
9 period [in which the worker's wages were the highest, but the maximum weekly benefit amount
10 shall not exceed two hundred seventy dollars in calendar year 2006 and the maximum weekly
11 benefit amount shall not exceed two hundred eighty dollars in calendar year 2007. With respect
12 to initial claims filed during calendar year 2008 and each calendar year thereafter, the "maximum
13 weekly benefit amount" means four percent of the total wages paid to an eligible insured worker
14 during the average of the two highest quarters of the worker's base period, but the maximum
15 weekly benefit amount shall not exceed three hundred dollars in calendar year 2008, three
16 hundred ten dollars in calendar year 2009, three hundred twenty dollars in calendar year 2010,
17 and each calendar year thereafter]. **Beginning in calendar year 2006 and continuing each**
18 **calendar year thereafter, the maximum weekly benefit amount shall not exceed two**
19 **hundred fifty dollars if the balance of the unemployment compensation trust fund is less**
20 **than or equal to four hundred million dollars. Beginning on January first of the year**
21 **following the year in which the balance in the unemployment compensation trust fund**
22 **exceeds four hundred million dollars, the maximum weekly benefit amount shall increase**
23 **to two hundred seventy dollars. In each subsequent year in which the unemployment**
24 **compensation trust fund balance exceeds four hundred million dollars the maximum**
25 **weekly benefit amount shall increase by ten dollars, except in no case shall the weekly**

26 **benefit amount increase beyond three hundred twenty dollars. For purposes of this**
27 **section, the balance in the fund shall be determined to be the balance in the unemployment**
28 **compensation trust fund on the preceding September thirtieth less any outstanding federal**
29 **Title XII advances received under section 288.330, or if the fund is not utilizing moneys**
30 **advanced by the federal government, then less the principal, interest, and administrative**
31 **expenses related to credit instruments issued under section 288.330, or the principal,**
32 **interest, and administrative expenses related to financial agreements under subdivision**
33 **(17) of section 288.330, or the principal, interest, and administrative expenses related to a**
34 **combination of Title XII advances, credit instruments, and financial agreements. If such**
35 **benefit amount is not a multiple of one dollar, such amount shall be reduced to the nearest lower**
36 **full dollar amount.**

288.045. 1. If a claimant is at work with a detectible amount of alcohol or a controlled
2 substance as defined in section 195.010, RSMo, in the claimant's system, in violation of the
3 employer's alcohol and controlled substance workplace policy, the claimant shall have committed
4 misconduct connected with the claimant's work.

5 2. [For carboxy-tetrahydrocannabinol, a chemical test result of fifty nanograms per
6 milliliter or more shall be considered a detectible amount. For alcohol, a blood alcohol content
7 of eight-hundredths of one percent or more by weight of alcohol in the claimant's blood shall be
8 considered a detectible amount.

9 3.] If the test is conducted by a laboratory certified by the United States Department of
10 Transportation **or another accrediting organization, certifying organization, or professional**
11 **society approved by the department**, the test results and the laboratory's trial packet shall be
12 included in the administrative record and considered as evidence.

13 [4.] **3.** For this section to be applicable, the claimant must have previously been notified
14 of the employer's alcohol and controlled substance workplace policy by conspicuously posting
15 the policy in the workplace, by including the policy in a written personnel policy or handbook,
16 or by statement of such policy in a collective bargaining agreement governing employment of
17 the employee. The policy, **public posting, collective bargaining agreement, or other written**
18 **notice provided to the employee** must state that a positive test result shall be deemed
19 misconduct and may result in suspension or termination of employment.

20 [5. For this section to be applicable, testing] **4. Test results** shall be [conducted only
21 if sufficient cause exists to suspect alcohol or controlled substance use by the claimant. If
22 sufficient cause exists to suspect prior alcohol or controlled substance use by the claimant, or]
23 **admissible if** the employer's policy clearly states [that there will] **an employee may be subject**
24 **to random testing**[, then testing of the claimant may be conducted randomly].

25 [6.] **An employer may require a preemployment test for alcohol or controlled**

26 **substance use as a condition of employment, and test results shall be admissible so long as**
27 **the claimant was informed of the test requirement prior to taking the test. A random or**
28 **preemployment test result, conducted under this section, which is positive for alcohol or**
29 **controlled substance use shall be considered misconduct. A chemical test administered**
30 **when sufficient cause exists to suspect alcohol or controlled substance use by the claimant,**
31 **or when administered randomly under subsection 3 of this section or when administered**
32 **prior to or as a condition of employment shall be deemed misconduct if such test result is**
33 **positive for alcohol or a controlled substance.**

34 **5.** Notwithstanding any provision of this chapter to the contrary, any claimant found to
35 be in violation of this section shall be subject to the cancellation of all or part of the claimants
36 wage credits as provided by [subdivision (2) of] subsection 2 of section 288.050.

37 [7.] **6.** The application [of the alcohol and controlled substance testing provisions] of
38 this section **for alcohol and controlled substance testing, relating only to methods of testing,**
39 **criteria for testing, chain of custody for samples or specimens, and due process or employee**
40 **notification procedures** shall not apply in the event that the claimant is subject to the provisions
41 of any applicable collective bargaining agreement, [which] **so long as such agreement** contains
42 methods for alcohol or controlled substance testing **that meet or exceed the minimum**
43 **standards established in this section.** Nothing in this chapter is intended to authorize any
44 employer to test any applicant or employee for alcohol or drugs in any manner inconsistent with
45 Missouri or United States constitution, law, statute or regulation, including those imposed by the
46 Americans with Disabilities Act and the National Labor Relations Act.

47 [8.] **7.** All specimen collection and testing for drugs and alcohol under this chapter shall
48 be performed in accordance with the procedures provided for by the United States Department
49 of Transportation rules for workplace drug and alcohol testing compiled at 49 C.F.R., Part 40
50 **or another accrediting organization, certifying organization, or professional society**
51 **approved by the department.** Any employer that performs drug testing or specimen collection
52 shall use chain-of-custody procedures established by regulations of the United States Department
53 of Transportation **or such other approved accrediting organization or professional society.**
54 "Specimen" means tissue, fluid, or a product of the human body capable of revealing the
55 presence of alcohol or drugs or their metabolites. "Chain of custody" refers to the methodology
56 of tracking specified materials or substances for the purpose of maintaining control and
57 accountability from initial collection to final disposition for all such materials or substances, and
58 providing for accountability at each stage in handling, testing, and storing specimens and
59 reporting test results.

60 [9.] **8.** For this section to be applicable, the employee may request that a confirmation
61 test on the specimen be conducted. "Confirmation test" means a second analytical procedure

62 used to identify the presence of a specific drug or alcohol or metabolite in a specimen, which test
63 must be different in scientific principle from that of the initial test procedure and must be capable
64 of providing requisite specificity, sensitivity and quantitative accuracy. In the event that a
65 confirmation test is requested, such shall be obtained from a separate, unrelated certified
66 laboratory and shall be at the employee's expense only if said test confirms **initial** results [as
67 specified in subsection 2 of this section].

68 [10.] **9.** Use of a controlled substance as defined under section 195.010, RSMo, under
69 and in conformity with the lawful order of a healthcare practitioner, shall not be deemed to be
70 misconduct connected with work for the purposes of this section.

71 [11.] **10.** This section shall have no effect on employers who do not avail themselves
72 of the requirements and regulations for alcohol and controlled drug testing determinations that
73 are required to affirm misconduct connected with work findings.

74 [12.] **11.** Any employer that initiates an alcohol and drug testing policy after January 1,
75 2005, shall ensure that at least sixty days elapse between a general one-time notice to all
76 employees that an alcohol and drug testing workplace policy is being implemented and the
77 effective date of the program.

78 [13.] **12.** (1) In applying provisions of this chapter, it is the intent of the legislature to
79 reject and abrogate previous case law interpretations of "misconduct connected with work"
80 requiring a finding of evidence of impairment of work performance, including, but not limited
81 to, the holdings contained in Baldor Electric Company v. Raylene Reasoner and Missouri
82 Division of Employment Security, 66 S.W.3d 130 (Mo.App. E.D. 2001).

83 (2) In determining whether or not misconduct connected with work has occurred, neither
84 the state, any agency of the state, nor any court of the state of Missouri shall require a finding of
85 evidence of impairment of work performance.

86 **13. A discharge relating to a claimant's refusal to take a test for alcohol or**
87 **controlled substances, as defined by section 195.010, RSMo, administered by or at the**
88 **request of the employer shall be considered misconduct connected with the claimant's**
89 **work. If a deputy finds that a claimant has been discharged under this subsection, such**
90 **claimant shall be disqualified for waiting week credit and benefits under the provisions of**
91 **section 288.050.**

92 14. Notwithstanding any provision of this chapter to the contrary, any claimant found
93 to be in violation of this section shall be subject to the cancellation of all or part of the claimants
94 wage credits as provided by [subdivision (2) of] subsection 2 of section 288.050.

288.050. 1. Notwithstanding the other provisions of this law, a claimant shall be
2 disqualified for waiting week credit or benefits until after the claimant has earned wages for
3 work insured pursuant to the unemployment compensation laws of any state equal to ten times

4 the claimant's weekly benefit amount if the deputy finds:

5 (1) That the claimant has left work voluntarily without good cause attributable to such
6 work or to the claimant's employer. A temporary employee of a temporary help firm will be
7 deemed to have voluntarily quit employment if the employee does not contact the temporary help
8 firm for reassignment prior to filing for benefits. Failure to contact the temporary help firm will
9 not be deemed a voluntary quit unless the claimant has been advised of the obligation to contact
10 the firm upon completion of assignments and that unemployment benefits may be denied for
11 failure to do so. The claimant shall not be disqualified:

12 (a) If the deputy finds the claimant quit such work for the purpose of accepting a more
13 remunerative job which the claimant did accept and earn some wages therein;

14 (b) If the claimant quit temporary work to return to such claimant's regular employer; or

15 (c) If the deputy finds the individual quit work, which would have been determined not
16 suitable in accordance with paragraphs (a) and (b) of subdivision (3) of this subsection, within
17 twenty-eight calendar days of the first day worked;

18 (d) As to initial claims filed after December 31, 1988, if the claimant presents evidence
19 supported by competent medical proof that she was forced to leave her work because of
20 pregnancy, notified her employer of such necessity as soon as practical under the circumstances,
21 and returned to that employer and offered her services to that employer as soon as she was
22 physically able to return to work, as certified by a licensed and practicing physician, but in no
23 event later than ninety days after the termination of the pregnancy. An employee shall have been
24 employed for at least one year with the same employer before she may be provided benefits
25 pursuant to the provisions of this paragraph;

26 (2) That the claimant has retired pursuant to the terms of a labor agreement between the
27 claimant's employer and a union duly elected by the employees as their official representative
28 or in accordance with an established policy of the claimant's employer; or

29 (3) That the claimant failed without good cause either to apply for available suitable
30 work when so directed by the deputy, or to accept suitable work when offered the claimant, either
31 through the division or directly by an employer by whom the individual was formerly employed,
32 or to return to the individual's customary self-employment, if any, when so directed by the
33 deputy. An offer of work shall be rebuttably presumed if an employer notifies the claimant in
34 writing of such offer by sending an acknowledgment via any form of certified mail issued by the
35 United States Postal Service stating such offer to the claimant at the claimant's last known
36 address. Nothing in this subdivision shall be construed to limit the means by which the deputy
37 may establish that the claimant has or has not been sufficiently notified of available work.

38 (a) In determining whether or not any work is suitable for an individual, the division
39 shall consider, among other factors and in addition to those enumerated in paragraph (b) of this

40 subdivision, the degree of risk involved to the individual's health, safety and morals, the
41 individual's physical fitness and prior training, the individual's experience and prior earnings, the
42 individual's length of unemployment, the individual's prospects for securing work in the
43 individual's customary occupation, the distance of available work from the individual's residence
44 and the individual's prospect of obtaining local work; except that, if an individual has moved
45 from the locality in which the individual actually resided when such individual was last
46 employed to a place where there is less probability of the individual's employment at such
47 individual's usual type of work and which is more distant from or otherwise less accessible to
48 the community in which the individual was last employed, work offered by the individual's most
49 recent employer if similar to that which such individual performed in such individual's last
50 employment and at wages, hours, and working conditions which are substantially similar to those
51 prevailing for similar work in such community, or any work which the individual is capable of
52 performing at the wages prevailing for such work in the locality to which the individual has
53 moved, if not hazardous to such individual's health, safety or morals, shall be deemed suitable
54 for the individual;

55 (b) Notwithstanding any other provisions of this law, no work shall be deemed suitable
56 and benefits shall not be denied pursuant to this law to any otherwise eligible individual for
57 refusing to accept new work under any of the following conditions:

58 a. If the position offered is vacant due directly to a strike, lockout, or other labor dispute;

59 b. If the wages, hours, or other conditions of the work offered are substantially less
60 favorable to the individual than those prevailing for similar work in the locality;

61 c. If as a condition of being employed the individual would be required to join a
62 company union or to resign from or refrain from joining any bona fide labor organization.

63 2. If a deputy finds that a claimant has been discharged for misconduct connected with
64 the claimant's work, such claimant shall be disqualified for waiting week credit and benefits, and
65 no benefits shall be paid nor shall the cost of any benefits be charged against any employer for
66 any period of employment within the base period until the claimant has earned wages for work
67 insured under the unemployment laws of this state or any other state as prescribed in this section.
68 In addition to the disqualification for benefits pursuant to this provision the division may in the
69 more aggravated cases of misconduct, cancel all or any part of the individual's wage credits,
70 which were established through the individual's employment by the employer who discharged
71 such individual, according to the seriousness of the misconduct. A disqualification provided for
72 pursuant to this subsection shall not apply to any week which occurs after the claimant has
73 earned wages for work insured pursuant to the unemployment compensation laws of any state
74 in an amount equal to six times the claimant's weekly benefit amount. **Should a claimant be**
75 **disqualified on a second or subsequent occasion within the base period of subsequent to**

76 **the base period the claimant shall be required to earn wages in an amount equal to or in**
 77 **excess of six times the claimant's weekly benefit amount for each disqualification, such**
 78 **additionally required wages shall run consecutively.**

79 3. Absenteeism or tardiness [may] **shall** constitute misconduct, regardless of whether the
 80 last incident alone constitutes misconduct[. In determining whether the degree of absenteeism
 81 or tardiness constitutes a pattern for which misconduct may be found, the division shall consider
 82 whether], **if** the discharge was the result of a violation of the employer's attendance policy,
 83 provided the employee had received knowledge of such policy prior to the occurrence of any
 84 absence or tardy upon which the discharge is based.

85 4. Notwithstanding the provisions of subsection 1 of this section, a claimant may not be
 86 determined to be disqualified for benefits because the claimant is in training approved pursuant
 87 to Section 236 of the Trade Act of 1974, as amended, (19 U.S.C.A. Sec. 2296, as amended), or
 88 because the claimant left work which was not "suitable employment" to enter such training. For
 89 the purposes of this subsection "suitable employment" means, with respect to a worker, work of
 90 a substantially equal or higher skill level than the worker's past adversely affected employment,
 91 and wages for such work at not less than eighty percent of the worker's average weekly wage as
 92 determined for the purposes of the Trade Act of 1974.

288.121. 1. On October first of each calendar year, if the average balance, less any
 2 federal advances, of the unemployment compensation trust fund of the four preceding quarters
 3 (September thirtieth, June thirtieth, March thirty-first and December thirty-first of the preceding
 4 calendar year) is less than four hundred fifty million dollars, then each employer's contribution
 5 rate calculated for the four calendar quarters of the succeeding calendar year shall be increased
 6 by the percentage determined from the following table:

Balance in Trust Fund		Percentage of Increase
Less Than	Equals or Exceeds	
\$450,000,000	\$400,000,000	10%
\$400,000,000	\$350,000,000	20%
\$350,000,000		30%

16 For calendar years 2005, 2006, and 2007, the contribution rate of any employer who is paying
 17 the maximum contribution rate shall be increased by forty percent, instead of thirty percent as
 18 previously indicated in the table in this section.

19 2. For calendar years 2005, 2006, and 2007, an employer's total contribution rate shall

20 equal the employer's contribution rate plus [a temporary debt indebtedness assessment equal to
21 the amount to be determined in subdivision (6) of subsection 2 of section 288.330 added to the
22 contribution rate plus] the increase authorized under subsection 1 of this section. Any moneys
23 overcollected beyond the actual administrative, interest and principal repayment costs for the
24 credit instruments used shall be deposited into the state unemployment insurance trust fund and
25 credited to the employer's experience account. [The temporary debt indebtedness assessment
26 shall expire upon the last day of the fourth calendar quarter of 2007.]

288.128. 1. In addition to all other contributions due under this chapter, if the fund is
2 utilizing moneys advanced by the federal government under the provisions of 42 U.S.C.A.,
3 Section 1321 pursuant to section 288.330, [or if the fund is not utilizing moneys advanced by the
4 federal government, then from the proceeds of credit instruments issued under section 288.330,
5 or from the moneys advanced under financial agreements under subdivision (17) of subsection
6 2 of section 288.330, or a combination of credit instruments proceeds and moneys advanced
7 under financial agreements,] each employer shall be assessed an amount solely for the payment
8 of interest due on such federal advancements[, or if the fund is not utilizing moneys advanced
9 by the federal government, or in the case of issuance of credit instruments for the payment of the
10 principal, interest, and administrative expenses related to such credit instruments, or in the case
11 of financial agreements for the payment of principal, interest, and administrative expenses related
12 to such financial agreements, or in the case of a combination of credit instruments and financial
13 agreements for the payment of principal, interest, and administrative expenses for both]. The
14 rate shall be determined by dividing the interest due on federal advancements [or if the fund is
15 not utilizing moneys advanced by the federal government, then the principal, interest, and
16 administrative expenses related to credit instruments, or the principal, interest, and administrative
17 expenses related to financial agreements under subdivision (17) of subsection 2 of section
18 288.330, or the principal, interest, and administrative expenses related to a combination of credit
19 instruments and financial agreements] by ninety-five percent of the total taxable wages paid by
20 all Missouri employers in the preceding calendar year. Each employer's proportionate share shall
21 be the product obtained by multiplying such employer's total taxable wages for the preceding
22 calendar year by the rate specified in this section. Each employer shall be notified of the amount
23 due under this section by June thirtieth of each year and such amount shall be considered
24 delinquent thirty days thereafter. The moneys collected from each employer for the payment of
25 interest due on federal advances[, or if the fund is not utilizing moneys advanced by the federal
26 government, then the payment of principal, interest, and administrative expenses related to credit
27 instruments, or the payment of the principal, interest, and administrative expenses related to
28 financial agreements under subdivision (17) of subsection 2 of section 288.330, or the payment
29 of the principal, interest, and administrative expenses related to a combination of credit

30 instruments and financial agreements,] shall be deposited in the special employment security
31 fund.

32 2. If on December thirty-first of any year the money collected under this section exceeds
33 the amount of interest due on federal advancements by one hundred thousand dollars or more,
34 then each employer's experience rating account shall be credited with an amount which bears the
35 same ratio to the excess moneys collected under this section as that employer's payment collected
36 under this section bears to the total amount collected under this section. Further, if on December
37 thirty-first of any year the moneys collected under this section exceed the amount of interest due
38 on the federal advancements by less than one hundred thousand dollars, the balance shall be
39 transferred from the special employment security fund to the Secretary of the Treasury of the
40 United States to be credited to the account of this state in the unemployment trust fund.

41 [3. In addition to all other contributions due under this chapter, if the fund is utilizing
42 moneys from the proceeds of credit instruments issued under section 288.330, or from the
43 moneys advanced under financial agreements under subdivision (17) of subsection 2 of section
44 288.330, or a combination of credit instrument proceeds and moneys advanced under financial
45 agreements each employer shall be assessed a credit instrument and financing agreement
46 repayment surcharge. The total of such surcharge shall be calculated as an amount up to one
47 hundred fifty percent of the amount required in the twelve-month period following the due date
48 for the payment of such surcharge for the payment of the principal, interest, and administrative
49 expenses related to such credit instruments, or in the case of financial agreements for the
50 payment of principal, interest, and administrative expenses related to such financial agreements,
51 or in the case of a combination of credit instruments and financial agreements for the payment
52 of principal, interest, and administrative expenses for both. Each employer's proportionate share
53 shall be the product obtained by multiplying the total statewide credit instrument and financing
54 agreement repayment surcharge by a number obtained by dividing the employer's total taxable
55 wages for the prior year by the total taxable wages in the state for the prior year. Each employer
56 shall be notified of the amount due under this section by (January) thirtieth of each year and such
57 amount shall be considered delinquent thirty days thereafter.]

288.310. 1. There is hereby created in the state treasury a special fund to be known as
2 the "Special Employment Security Fund". All interest and penalties collected under the
3 provisions of this law, including moneys collected pursuant to section 288.128 for the payment
4 of interest due on federal advances received pursuant to section 288.330[, or subject to
5 appropriation, or supplemental appropriation, by the general assembly, amounts received
6 pursuant to the credit instrument and financing agreement repayment surcharge pursuant to
7 section 288.128 related to the payment of principal, interest, and administrative expenses related
8 to credit instruments issued under section 288.330, or the payment of the principal, interest, and

9 administrative expenses related to financial agreements under subdivision (17) of subsection 2
10 of section 288.330, or the payment of the principal, interest, and administrative expenses related
11 to a combination of credit instruments and financial agreements] shall be paid into this fund.
12 The moneys collected pursuant to section 288.128 shall be used for the payment of interest due
13 on federal advances received pursuant to section 288.330. [Amounts received pursuant to the
14 credit instrument and financing agreement repayment surcharge pursuant to subsection 3 of
15 section 288.128 shall be used, following appropriation by the general assembly and exclusively
16 for payment of principal, interest, and administrative expenses related to credit instruments
17 issued under that section, or the payment of principal, interest, and administrative expenses
18 related to financial agreements under subdivision (17) of subsection 2 of section 288.330, or the
19 payment of the principal, interest, and administrative expenses related to a combination of credit
20 instruments and financial agreements.] Such moneys, except for moneys collected pursuant to
21 section 288.128, shall not be expended or available for expenditure in any manner which would
22 permit their substitution for, or a corresponding reduction in, federal funds which would in the
23 absence of such money be available to finance expenditures for the administration of the
24 employment security law, but nothing in this section shall prevent such moneys, except for
25 moneys collected pursuant to section 288.128, from being used as a revolving fund, to cover
26 expenditures, necessary and proper under the law, for which federal funds have been duly
27 requested but not yet received, subject to the charging of such expenditures against such funds
28 when received. Subject to the approval of the director of the department of labor and industrial
29 relations, the moneys in this fund, except for moneys collected pursuant to section 288.128, shall
30 be used by the department of labor and industrial relations for the payment of costs of
31 administration which are found not to have been properly and validly chargeable against federal
32 grants or other funds received for or in the unemployment compensation administration fund.
33 Such moneys, except for moneys collected pursuant to section 288.128, shall be available either
34 to satisfy the obligations incurred by the department of labor and industrial relations for the
35 division directly or by requesting the board of fund commissioners to transfer the required
36 amount from the special employment security fund to the unemployment compensation
37 administration fund. The board of fund commissioners shall upon receipt of a written request
38 of the department of labor and industrial relations make any such transfer. No expenditures of
39 this fund or transfer herein provided, except for moneys collected pursuant to section 288.128,
40 shall be made unless and until the director of the department of labor and industrial relations
41 finds that no other funds are available or can properly be used to finance such expenditures,
42 except that as hereinafter authorized expenditures from such fund may be made for the purpose
43 of acquiring lands and buildings, or for the erection of buildings on lands so acquired, which are
44 deemed necessary by the director of the department of labor and industrial relations for the

45 proper administration of this law. The director of the department of labor and industrial relations
46 shall order the transfer of such funds or the payment of any such obligation and such funds shall
47 be paid by the state treasurer on requisitions drawn by the director of the department of labor and
48 industrial relations directing the state auditor to issue his or her warrant therefor. Any such
49 warrant shall be drawn by the state auditor based upon bills of particulars and vouchers certified
50 by an officer or employee designated by the director of the department of labor and industrial
51 relations. Such certification shall among other things include a duly certified copy of the director
52 of the department of labor and industrial relations' findings hereinbefore referred to. The moneys
53 in this fund, except for moneys collected pursuant to section 288.128, are hereby specifically
54 made available to replace, within a reasonable time, any moneys received by this state pursuant
55 to section 302 of the Federal Social Security Act (42 U.S.C.A. Sec. 502), as amended, which,
56 because of any action or contingency, have been lost or have been expended for purposes other
57 than, or in amounts in excess of, those necessary for the proper administration of the employment
58 security law. The moneys in this fund shall be continuously available to the director of the
59 department of labor and industrial relations for expenditure in accordance with the provisions
60 of this section and shall not lapse at any time or be transferred to any other fund except as herein
61 provided.

62 2. The director of the department of labor and industrial relations, subject to the approval
63 of the board of public buildings, is authorized and empowered to use all or any part of the funds
64 in the special employment security fund, except for moneys collected pursuant to section
65 288.128, for the purpose of acquiring suitable office space for the division by way of purchase,
66 lease, contract or in any other manner, including the right to use such funds or any part thereof
67 to purchase land and erect thereon such buildings as he or she shall deem necessary or to assist
68 in financing the construction of any building erected by the state of Missouri or any of its
69 agencies wherein available space will be provided for the division under lease or contract
70 between the department of labor and industrial relations and the state of Missouri or such other
71 agency. The director of the department of labor and industrial relations may transfer from the
72 unemployment compensation administration fund to the special employment security fund
73 amounts not exceeding funds specifically available to the department of labor and industrial
74 relations for that purpose, equivalent to the fair reasonable rental value of any land and buildings
75 acquired for its use until such time as the full amount of the purchase price of such land and
76 buildings and such cost of repair and maintenance thereof as was expended from the special
77 employment security fund has been returned to such fund.

78 3. The director of the department of labor and industrial relations may also transfer from
79 the unemployment compensation administration fund to the special employment security fund
80 amounts not exceeding funds specifically available to the department of labor and industrial

81 relations for that purpose, equivalent to the fair reasonable rental value of space used by the
82 department of labor and industrial relations in any building erected by the state of Missouri or
83 any of its agencies until such time as the department of labor and industrial relations'
84 proportionate amount of the purchase price of such building and the department of labor and
85 industrial relations' proportionate amount of such costs of repair and maintenance thereof as was
86 expended from the special employment security fund has been returned to such fund.

288.330. 1. Benefits shall be deemed to be due and payable only to the extent that
2 moneys are available to the credit of the unemployment compensation fund and neither the state
3 nor the division shall be liable for any amount in excess of such sums. The governor is
4 authorized to apply for an advance to the state unemployment fund and to accept the
5 responsibility for the repayment of such advance in order to secure to this state and its citizens
6 the advantages available under the provisions of federal law.

7 2. (1) The purpose of this subsection is to provide a method of providing funds for the
8 payment of unemployment benefits or maintaining an adequate fund balance in the
9 unemployment compensation fund, and as an alternative to borrowing or obtaining advances
10 from the federal unemployment trust fund or for refinancing those loans or advances.

11 (2) For the purposes of this subsection, "credit instrument" means any type of borrowing
12 obligation issued under this section, including any bonds, commercial line of credit note, tax
13 anticipation note or similar instrument.

14 (3) (a) There is hereby created for the purposes of implementing the provisions of this
15 subsection a body corporate and politic to be known as the "Board of Unemployment Fund
16 Financing". The powers of the board shall be vested in [five] **six** board members who shall be
17 the governor, lieutenant governor, attorney general, **treasurer**, director of the department of
18 labor, and the commissioner of administration. The board shall have all powers necessary to
19 effectuate its purposes including, without limitation, the power to provide a seal, keep records
20 of its proceedings, and provide for professional services. The governor shall serve as chair, the
21 lieutenant governor shall serve as vice chair, and the commissioner of administration shall serve
22 as secretary. Staff support for the board shall be provided by the commissioner of
23 administration;

24 (b) Notwithstanding the provisions of any other law to the contrary:

25 a. No officer or employee of this state shall be deemed to have forfeited or shall forfeit
26 his or her office or employment by reason of his or her acceptance of an appointment as a board
27 member or for his or her service to the board;

28 b. Board members shall receive no compensation for the performance of their duties
29 under this subsection, but each commissioner shall be reimbursed from the funds of the
30 commission for his or her actual and necessary expenses incurred in carrying out his or her

31 official duties under this subsection.

32 (c) In the event that any of the board members or officers of the board whose signatures
33 or facsimile signatures appear on any credit instrument shall cease to be board members or
34 officers before the delivery of such credit instrument, their signatures or facsimile signatures
35 shall be valid and sufficient for all purposes as if such board members or officers had remained
36 in office until delivery of such credit instrument.

37 (d) Neither the board members executing the credit instruments of the board nor any
38 other board members shall be subject to any personal liability or accountability by reason of the
39 issuance of the credit instruments.

40 (4) The board is authorized, by offering for public negotiated sale, to issue, sell, and
41 deliver credit instruments, bearing interest at a fixed or variable rate as shall be determined by
42 the board, which shall mature no later than [three] **ten** years after issuance, in the name of the
43 board in an amount determined by the board not to exceed a total of four hundred fifty million
44 dollars, less the principal amount of any financing agreement entered into under subdivision (17)
45 of this subsection, for the purposes set forth in subdivision (1) of this subsection. Such credit
46 instrument may only be issued upon the approval of a resolution authorizing such issuance by
47 a simple majority of the members of the board, with no other proceedings required. [No credit
48 instrument may be outstanding hereunder after January 15, 2008.]

49 (5) The board shall provide for the payment of the principal of the credit instruments,
50 any redemption premiums, the interest on the credit instruments, and the costs attributable to the
51 credit instruments being issued or outstanding as provided in this subsection [and in section
52 288.310]. Unless the board directs otherwise, the credit instrument shall be repaid in the same
53 time frame and in the same amounts as would be required for loans issued pursuant to 42 U.S.C.
54 Section 1321; however, in no case shall credit instruments be outstanding for more than [three]
55 **ten** years [and further provided that no credit instruments shall be outstanding hereunder after
56 January 15, 2008].

57 (6) The board may irrevocably pledge money [received from the credit instrument and
58 financing agreement repayment surcharge under subsection 3 of section 288.128, and other
59 money] legally available to it, [which is deposited in an account created for credit instrument
60 repayment in the special employment security fund,] provided that the general assembly has first
61 appropriated moneys [received from such surcharge and other moneys deposited in such account]
62 for the payment of credit instruments.

63 (7) Credit instruments issued under this section shall not constitute debts of this state or
64 of the board or any agency, political corporation, or political subdivision of this state and are not
65 a pledge of the faith and credit of this state, the board or of any of those governmental entities
66 and shall not constitute an indebtedness within the meaning of any constitutional or statutory

67 limitation upon the incurring of indebtedness. The credit instruments are payable only from
68 revenue provided for under this chapter. The credit instruments shall contain a statement to the
69 effect that:

70 (a) Neither the state nor the board nor any agency, political corporation, or political
71 subdivision of the state shall be obligated to pay the principal or interest on the credit instruments
72 except as provided by this section; and

73 (b) Neither the full faith and credit nor the taxing power of the state nor the board nor
74 any agency, political corporation, or political subdivision of the state is pledged to the payment
75 of the principal, premium, if any, or interest on the credit instruments.

76 (8) The board pledges and agrees with the owners of any credit instruments issued under
77 this section that the state will not limit or alter the rights vested in the board to fulfill the terms
78 of any agreements made with the owners or in any way impair the rights and remedies of the
79 owners until the credit instruments are fully discharged.

80 (9) The board may prescribe the form, details, and incidents of the credit instruments and
81 make such covenants that in its judgment are advisable or necessary to properly secure the
82 payment thereof. If such credit instruments shall be authenticated by the bank or trust company
83 acting as registrar for such by the manual signature of a duly authorized officer or employee
84 thereof, the duly authorized officers of the board executing and attesting such credit instruments
85 may all do so by facsimile signature provided such signatures have been duly filed as provided
86 in the uniform facsimile signature of public officials law, sections 105.273 to 105.278, RSMo,
87 when duly authorized by resolution of the board, and the provisions of section 108.175, RSMo,
88 shall not apply to such credit instruments. The board may provide for the flow of funds and the
89 establishment and maintenance of separate accounts within the special employment security
90 fund, including the interest and sinking account, the reserve account, and other necessary
91 accounts, and may make additional covenants with respect to the credit instruments in the
92 documents authorizing the issuance of credit instruments including refunding credit instruments.
93 The resolutions authorizing the issuance of credit instruments may also prohibit the further
94 issuance of credit instruments or other obligations payable from appropriated moneys or may
95 reserve the right to issue additional credit instruments to be payable from appropriated moneys
96 on a parity with or subordinate to the lien and pledge in support of the credit instruments being
97 issued and may contain other provisions and covenants as determined by the board, provided that
98 any terms, provisions or covenants provided in any resolution of the board shall not be
99 inconsistent with the provisions of this section.

100 (10) The board may issue credit instruments to refund all or any part of the outstanding
101 credit instruments issued under this section including matured but unpaid interest. As with other
102 credit instruments issued under this section, such refunding credit instruments may bear interest

103 at a fixed or variable rate as determined by the board. [No such refunding credit instruments may
104 be outstanding for more than three years or after January 15, 2008.]

105 (11) The credit instruments issued by the board, any transaction relating to the credit
106 instruments, and profits made from the sale of the credit instruments are free from taxation by
107 the state or by any municipality, court, special district, or other political subdivision of the state.

108 (12) As determined necessary by the board the proceeds of the credit instruments less
109 the cost of issuance shall be placed in the state's unemployment compensation fund and may be
110 used for the purposes for which that fund may otherwise be used. If those net proceeds are not
111 placed immediately in the unemployment compensation fund they shall be held in the special
112 employment security fund in an account designated for that purpose until they are transferred to
113 the unemployment compensation fund provided that the proceeds of refunding credit instruments
114 may be placed in an escrow account or such other account or instrument as determined necessary
115 by the board.

116 (13) The board may enter into any contract or agreement deemed necessary or desirable
117 to effectuate cost-effective financing hereunder. Such agreements may include credit
118 enhancement, credit support, or interest rate agreements including, but not limited to,
119 arrangements such as municipal bond insurance; surety bonds; tax anticipation notes; liquidity
120 facilities; forward agreements; tender agreements; remarketing agreements; option agreements;
121 interest rate swap, exchange, cap, lock or floor agreements; letters of credit; and purchase
122 agreements. Any fees or costs associated with such agreements shall be deemed administrative
123 expenses [for the purposes of calculating the credit instrument and financing agreement
124 repayment surcharge under subsection 3 of section 288.128]. The board, with consideration of
125 all other costs being equal, shall give preference to Missouri-headquartered financial institutions,
126 or those out-of-state-based financial institutions with at least one hundred Missouri employees.

127 (14) To the extent this section conflicts with other laws the provisions of this section
128 prevail. This section shall not be subject to the provisions of sections 23.250 to 23.298, RSMo.

129 (15) If the United States Secretary of Labor holds that a provision of this subsection or
130 of any provision related to the levy or use of the credit instrument and financial agreement
131 repayment surcharge does not conform with a federal statute or would result in the loss to the
132 state of any federal funds otherwise available to it the board, in cooperation with the department
133 of labor and industrial relations, may administer this subsection, and other provisions related to
134 the credit instrument and financial agreement repayment surcharge, to conform with the federal
135 statute until the general assembly meets in its next regular session and has an opportunity to
136 amend this subsection or other sections, as applicable.

137 (16) Nothing in this chapter shall be construed to prohibit the officials of the state from
138 borrowing from the government of the United States in order to pay unemployment benefits

139 under subsection 1 of this section or otherwise.

140 (17) (a) As used in this subdivision the term "lender" means any state or national bank.

141 (b) The board is authorized to enter financial agreements with any lender for the
142 purposes set forth in subdivision (1) of this subsection, or to refinance other financial agreements
143 in whole or in part, upon the approval of the simple majority of the members of the board of a
144 resolution authorizing such financial agreements, with no other proceedings required. The total
145 amount of the outstanding obligation under all such agreements shall not exceed the difference
146 of four hundred fifty million dollars and the principal amount of credit instruments issued under
147 this subsection. In no instance shall the outstanding obligation under any financial agreement
148 continue for more than [three] **ten** years[, and no such financial agreement, whether entered into
149 for refinancing purposes or otherwise, shall be outstanding after January 15, 2008]. Repayment
150 of obligations to lenders shall be made from the special employment security fund, section
151 288.310, **or from the unemployment compensation trust fund** subject to appropriation by the
152 general assembly.

153 (c) Financial agreements entered into under this subdivision shall not constitute debts
154 of this state or of the board or any agency, political corporation, or political subdivision of this
155 state and are not a pledge of the faith and credit of this state, the board or of any of those
156 governmental entities and shall not constitute an indebtedness within the meaning of any
157 constitutional or statutory limitation upon the incurring of indebtedness. The financial
158 agreements are payable only from revenue provided for under this chapter. The financial
159 agreements shall contain a statement to the effect that:

160 a. Neither the state nor the board nor any agency, political corporation, or political
161 subdivision of the state shall be obligated to pay the principal or interest on the financial
162 agreements except as provided by this section; and

163 b. Neither the full faith and credit nor the taxing power of the state nor the board nor any
164 agency, political corporation, or political subdivision of the state is pledged to the payment of
165 the principal, premium, if any, or interest on the financial agreements.

166 (d) Neither the board members executing the financial agreements nor any other board
167 members shall be subject to any personal liability or accountability by reason of the execution
168 of such financial agreements.

169 (e) The board may prescribe the form, details and incidents of the financing agreements
170 and make such covenants that in its judgment are advisable or necessary to properly secure the
171 payment thereof provided that any terms, provisions or covenants provided in any such financing
172 agreement shall not be inconsistent with the provisions of this section. If such financing
173 agreements shall be authenticated by the bank or trust company acting as registrar for such by
174 the manual signature of a duly authorized officer or employee thereof, the duly authorized

175 officers of the board executing and attesting such financing agreements may all do so by
176 facsimile signature provided such signatures have been duly filed as provided in the uniform
177 facsimile signature of public officials law, sections 105.273 to 105.278, RSMo, when duly
178 authorized by resolution of the board and the provisions of section 108.175, RSMo, shall not
179 apply to such financing agreements.

180 (18) The commission may issue credit instruments to refund all or any part of the
181 outstanding borrowing issued under this section including matured but unpaid interest.

182 (19) The credit instruments issued by the commission, any transaction relating to the
183 credit instruments, and profits made from the issuance of credit are free from taxation by the
184 state or by any municipality, court, special district, or other political subdivision of the state.

185 3. In event of the suspension of this law, any unobligated funds in the unemployment
186 compensation fund, and returned by the United States Treasurer because such Federal Social
187 Security Act is inoperative, shall be held in custody by the treasurer and under supervision of the
188 division until the legislature shall provide for the disposition thereof. In event no disposition is
189 made by the legislature at the next regular meeting subsequent to suspension of said law, then
190 all unobligated funds shall be returned ratably to those who contributed thereto.

191 4. For purposes of this section, as contained in senate substitute no. 2 for senate
192 committee substitute for house substitute for house committee substitute for house bill nos. 1268
193 and 1211, ninety-second general assembly, second regular session, the revisor of statutes shall
194 renumber subdivision (16) of subsection 2 of such section as subdivision (17) of such subsection
195 and renumber subdivision (17) of subsection 2 of such section as subdivision (16) of such
196 subsection.