

House _____ Amendment NO. _____

Offered By

1 AMEND House Committee Substitute for Senate Substitute for Senate Bill No. 150, Page 15,
2 Section 178.787, Line 48, by inserting after all of said section and line the following:

3
4 "288.050. 1. Notwithstanding the other provisions of this law, a claimant shall be
5 disqualified for waiting week credit or benefits until after the claimant has earned wages for work
6 insured pursuant to the unemployment compensation laws of any state equal to ten times the
7 claimant's weekly benefit amount if the deputy finds:

8 (1) That the claimant has left work voluntarily without good cause attributable to such work
9 or to the claimant's employer. A temporary employee of a temporary help firm will be deemed to
10 have voluntarily quit employment if the employee does not contact the temporary help firm for
11 reassignment prior to filing for benefits. Failure to contact the temporary help firm will not be
12 deemed a voluntary quit unless the claimant has been advised of the obligation to contact the firm
13 upon completion of assignments and that unemployment benefits may be denied for failure to do so.
14 "Good cause", for the purposes of this subdivision, shall include only that cause which would
15 compel a reasonable employee to cease working or which would require separation from work due
16 to illness or disability. The claimant shall not be disqualified:

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

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

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

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

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(e) If the deputy finds that, due to the spouse's mandatory and permanent military change of station order, the claimant quit work to relocate with the spouse to a new residence from which it is impractical to commute to the place of employment and the claimant remained employed as long as was reasonable prior to the move. The claimant's spouse shall be a member of the U.S. Armed Forces who is on active duty, or a member of the National Guard or other reserve component of the U.S. Armed Forces who is on active National Guard or reserve duty. The provisions of this paragraph shall only apply to individuals who have been determined to be an insured worker as provided in subdivision (22) of subsection 1 of section 288.030;

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

(3) (a) That the claimant failed without good cause ~~[either]~~ to:

a. Apply for available suitable work when so directed by a deputy of the division or designated staff of an employment office as defined in subsection 1 of section 288.030~~[-or to];~~

b. Accept suitable work when offered ~~[the claimant, either through the division or directly by an employer by whom the individual was formerly employed, or to];~~

c. Appear for a scheduled job interview for suitable work or a skills test three times within an unemployment cycle when such interview or skills test is offered to the claimant, either through the division or directly by an employer; or

d. Return to the individual's customary self-employment, if any, when so directed by the deputy.

(b) For the purposes of this subdivision, an offer of suitable work, suitable job interview, or skills test shall be rebuttably presumed if an employer notifies the claimant in writing of such offer [by sending an acknowledgment via any form of certified mail issued by the United States Postal Service stating such offer to the claimant at the claimant's last known address] or by a method or manner prescribed by the division. Nothing in this subdivision shall be construed to limit the means by which the deputy may establish that the claimant has or has not been sufficiently notified of available work. In enforcing this subdivision, the division shall establish a method allowing verified employers to report any individual who fails to accept or respond to an offer of employment or appear for a previously scheduled job interview or skills test.

~~[(a)]~~ (c) In determining whether or not any work is suitable for an individual, the division shall consider, among other factors and in addition to those enumerated in paragraph (b) of this subdivision, the degree of risk involved to the individual's health, safety and morals, the individual's physical fitness and prior training, the individual's experience and prior earnings, the individual's length of unemployment, the individual's prospects for securing work in the individual's customary occupation, the distance of available work from the individual's residence and the individual's prospect of obtaining local work; except that, if an individual has moved from the locality in which the individual actually resided when such individual was last employed to a place where there is less probability of the individual's employment at such individual's usual type of work and which is more

1 distant from or otherwise less accessible to the community in which the individual was last
2 employed, work offered by the individual's most recent employer if similar to that which such
3 individual performed in such individual's last employment and at wages, hours, and working
4 conditions which are substantially similar to those prevailing for similar work in such community, or
5 any work which the individual is capable of performing at the wages prevailing for such work in the
6 locality to which the individual has moved, if not hazardous to such individual's health, safety or
7 morals, shall be deemed suitable for the individual.

8 ~~[(b)]~~ (d) Notwithstanding any other provisions of this law, no work shall be deemed suitable
9 and benefits shall not be denied pursuant to this law to any otherwise eligible individual for refusing
10 to accept new work under any of the following conditions:

- 11 a. If the position offered is vacant due directly to a strike, lockout, or other labor dispute;
12 b. If the wages, hours, or other conditions of the work offered are substantially less
13 favorable to the individual than those prevailing for similar work in the locality;
14 c. If as a condition of being employed the individual would be required to join a company
15 union or to resign from or refrain from joining any bona fide labor organization.

16 2. If a deputy finds that a claimant has been discharged for misconduct connected with the
17 claimant's work, such claimant shall be disqualified for waiting week credit and benefits, and no
18 benefits shall be paid nor shall the cost of any benefits be charged against any employer for any
19 period of employment within the base period until the claimant has earned wages for work insured
20 under the unemployment laws of this state or any other state as prescribed in this section. In
21 addition to the disqualification for benefits pursuant to this provision the division may in the more
22 aggravated cases of misconduct cancel all or any part of the individual's wage credits, which were
23 established through the individual's employment by the employer who discharged such individual,
24 according to the seriousness of the misconduct. A disqualification provided for pursuant to this
25 subsection shall not apply to any week which occurs after the claimant has earned wages for work
26 insured pursuant to the unemployment compensation laws of any state in an amount equal to six
27 times the claimant's weekly benefit amount. Should a claimant be disqualified on a second or
28 subsequent occasion within the base period or subsequent to the base period the claimant shall be
29 required to earn wages in an amount equal to or in excess of six times the claimant's weekly benefit
30 amount for each disqualification.

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

1 288.104. 1. This section shall be known and may be cited as the "Employment Security
2 Program Integrity Act of 2025".

3 2. As used in this section, the following terms mean:

4 (1) "Department of corrections", the Missouri department of corrections;

5 (2) "Division", the division of employment security of the Missouri department of labor and
6 industrial relations;

7 (3) "Employment security rolls", the list of all persons currently receiving unemployment
8 compensation benefits under this chapter, to be kept and updated by the division;

9 (4) "National data check system", any public, private, or nonprofit national data system
10 designed to verify the identity, employment status, eligibility status, and claims submitted status of
11 any individual participating in, or applying to participate in, an unemployment compensation
12 program;

13 (5) "New-hire records", the directory of newly hired and rehired employees reported under
14 applicable state and federal laws;

15 (6) "Welfare agency", any state agency, department, or entity that distributes or administers
16 public assistance benefits, other than unemployment compensation benefits, through the Temporary
17 Assistance for Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP),
18 Medicaid, or public housing programs.

19 3. The division shall engage with and utilize a national data check system to ensure that
20 only eligible individuals receive unemployment compensation benefits pursuant to this chapter.

21 4. The division shall, on a weekly basis, check its employment security rolls against a list of
22 incarcerated individuals, which shall be provided to the division by the department of corrections, to
23 verify the eligibility of unemployment compensation benefit claimants and to ensure that only
24 eligible individuals receive unemployment compensation benefits pursuant to this chapter.

25 5. The division shall, on a weekly basis, check its employment security rolls against state
26 death records.

27 6. The division shall, on a weekly basis, check its new-hire records against the records
28 contained in the National Directory of New Hires in order to verify the eligibility of the individuals
29 named in the division's new-hire records.

30 7. The division shall verify the identity of unemployment compensation benefit claimants
31 by methods including, but not limited to:

32 (1) Verifying the identity of an applicant prior to awarding benefits; and

33 (2) Requiring multi-factor authentication as part of online applications.

34 8. The division shall perform a full eligibility review of suspicious or potentially improper
35 claims in cases including, but not limited to:

36 (1) Multiple or duplicative claims filed online originating from the same internet protocol
37 address;

38 (2) Claims filed online from foreign internet protocol addresses;

1 (3) Multiple or duplicative claims filed that are associated with the same mailing address;
2 and

3 (4) Multiple or duplicative claims filed that are associated with the same bank account.

4 9. Any welfare agency, upon receipt of information that an enrolled individual has become
5 employed, shall notify the division in order that the division may determine whether the individual
6 remains eligible for unemployment compensation benefits.

7 10. (1) The division shall adopt and implement internal administrative policies to prioritize
8 and pursue the recovery of fraudulent or otherwise improper unemployment compensation benefit
9 overpayments to the fullest extent allowable under applicable state and federal law. The division
10 shall attempt to recover all outstanding unemployment compensation benefit overpayments unless
11 doing so would violate state or federal law.

12 (2) The division shall maintain records of all of its attempts to recover unemployment
13 compensation benefit overpayments. The division shall issue a written report to the general
14 assembly each year, no later than December thirty-first, describing improper unemployment
15 compensation benefit payments and their recovery, the extent to which any improper unemployment
16 compensation benefit payments have not been corrected or recovered, and the reasons for the failure
17 of the division to secure such correction or recovery.

18 11. The division is hereby authorized to execute a memorandum of understanding with any
19 governmental entity of this state in order to share and receive such information as may be necessary
20 for the division to administer the provisions of this section.

21 12. If the division receives information relating to an individual who has been found eligible
22 for unemployment compensation benefits and such information indicates a change in circumstances
23 that could affect the individual's eligibility, the division shall review the individual's eligibility case.

24 13. The division may promulgate all necessary rules and regulations for the administration
25 of this section. Any rule or portion of a rule, as that term is defined in section 536.010, that is
26 created under the authority delegated in this section shall become effective only if it complies with
27 and is subject to all of the provisions of chapter 536 and, if applicable, section 536.028. This section
28 and chapter 536 are nonseverable and if any of the powers vested with the general assembly
29 pursuant to chapter 536 to review, to delay the effective date, or to disapprove and annul a rule are
30 subsequently held unconstitutional, then the grant of rulemaking authority and any rule proposed or
31 adopted after August 28, 2025, shall be invalid and void."; and

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33 Further amend said bill by amending the title, enacting clause, and intersectional references
34 accordingly.