

SHORT TITLE: Unemployment compensation; excluding certain action of temporary employee from determination of good cause for voluntarily leaving work; codification; effective date.

STATE OF OKLAHOMA

1st Session of the 45th Legislature (1995)

SENATE BILL NO. 478

By: Ford

AS INTRODUCED

An Act relating to unemployment compensation;

excluding certain action of temporary employee from determination of good cause for voluntarily leaving work; requiring employee be notified of certain obligation and of consequence of failure; requiring Oklahoma Employment Security Commission adopt form to be used for certain purposes; requiring copy of form be furnished with application for benefits; defining terms; declaring temporary help firm as employer for certain purposes; providing for codification; and providing an effective date.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 2-405.1 of Title 40, unless there is created a duplication in numbering, reads as follows:

A. 1. For purposes of determining good cause pursuant to Section 2-405 of Title 40 of the Oklahoma Statutes, good cause shall not include voluntarily leaving work by a temporary employee of a temporary help firm if the employee does not contact the firm for reassignment upon completion of an assignment, provided the temporary employee was notified pursuant to paragraph 2 of this

subsection by the temporary help firm of the obligation to contact the firm upon completion of an assignment and that unemployment benefits may be denied for failure to do so.

2. The Oklahoma Employment Security Commission shall adopt a form which shall be used by a temporary help firm to provide the notice required in paragraph 1 of this subsection. The form shall also be used to document whether the employee contacted the firm for reassignment and the availability of work for the employee. Any temporary employee who applies for benefits shall furnish a copy of a completed and signed form with the application.

3. As used in this section:

- a. "temporary employee" means an individual employed by a temporary help firm for the purpose of being assigned to work for the clients of the temporary help firm, and
- b. "temporary help firm" means a business that employs individuals for the purpose of assigning them to the temporary help firm's clients to support or supplement the client's workforce in work situations such as employee absences, temporary skill shortages, seasonal work loads, and special assignments and projects.

B. For the purposes of Section 1-101 et seq. of Title 40 of the Oklahoma Statutes, a temporary help firm, as defined herein, is deemed to be the employer of the temporary employee.

SECTION 2. This act shall become effective November 1, 1995.

45-1-0665

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