

Bill Summary
1st Session of the 58th Legislature

Bill No.:	SB 182
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Author:	Sen. Dossett
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Bill Analysis

SB 182 creates the Shared Work Unemployment Compensation Program. The measure provides for the Oklahoma Employment Security Commission to authorize a share work plan if the employer employs at least 100 employees, the proposed plan applies to and identifies a specific affected unit or number of units, employees are identified by name and social security number, the proposed plan reduces normal weekly hours by 20%-40%, the plan applies to at least 10% of employees, the plan maintains fringe benefits, the plan is implemented in lieu of temporary layoffs, and the employer is currently complying with the provisions of the Employment Security Act of 1980. The Commission must approve or deny applications with 30 days of submission.

Share work plans must also be approved by a collective bargaining agent if any employee in the plan is covered by a collective bargaining agreement. Additionally, the measure prohibits implementing any plan to subsidize seasonal employees. Employers are authorized to modify any shared work plans subject to the approval of the Commission and if such modifications comply with the provisions of this measure.

Individuals may receive shared work plan benefits provided they are employed as a member of an affected unit, able to for additional hours, currently experiencing between 20% and 40% reduced working hours, and suffering from wage and work hour loss. Employers shall be responsible for ensuring compliance as well as filing the weekly claims for shared work benefits on behalf of the participating employee. Individuals participating in a plan shall receive a weekly shared work benefit amount equal to the individual's regular weekly benefit amount. The amount to be paid to each individual shall be calculated as outlined in the measure.

Prepared by: Kalen Taylor