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HOUSE OF REPRESENTATIVES
CONFERENCE COMMITTEE REPORT

Mr. President:
Mr. Speaker:

The Conference Committee, to which was referred

HB4413

By: Lowe (Dick) of the House and Leewright of the Senate

Title: Revenue and taxation; ad valorem; appraisers; hiring procedure; valuation; making certain contracts and communication subject to Open Records Act; effective date.

Together with Engrossed Senate Amendments thereto, beg leave to report that we have had the same under consideration and herewith return the same with the following recommendations:

1. That the Senate recede from its amendment; and
2. That the attached Conference Committee Substitute be adopted.

Respectfully submitted,

HB4413 CCR2 (A)
HOUSE CONFEREES

Dills, Sheila

Dobrinski, Mike



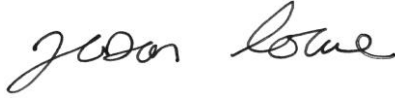
Frix, Avery

Johns, Ronny



Lowe, Jason

Marti, T.J.



Mize, Garry

Nichols, Monroe





Patzkowsky, Kenton

Vancuren, Mark





HB4413 CCR2 A

SENATE CONFEREES

Leewright



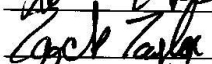
Paxton



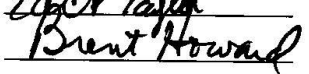
Pederson



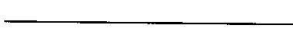
Taylor



Howard



Floyd



Young



House Action _____ Date _____ Senate Action _____ Date _____

House Action _____ Date _____ Senate Action _____ Date _____

1 STATE OF OKLAHOMA

2 2nd Session of the 58th Legislature (2022)

3 CONFERENCE COMMITTEE SUBSTITUTE
4 FOR ENGROSSED

5 HOUSE BILL NO. 4413

6 By: Lowe (Dick) of the House

7 and

8 Montgomery of the Senate

9 CONFERENCE COMMITTEE SUBSTITUTE

10 An Act relating to the Employment Security Act of
11 1980; amending 40 O.S. 2021, Section 1-201, which
12 relates to definitions; adding definitions; amending
13 40 O.S. 1-202.1, which relates to extended base
14 period; removing definition; amending 40 O.S. 2021,
15 Section 1-209, which relates to employing unit;
16 removing definition; amending 40 O.S. 2021, Section
17 1-209.1, which relates to lessor employing unit;
18 removing definitions; updating statutory reference;
19 amending 40 O.S. 2021, Section 1-209.2, which relates
20 to professional employer organization; removing
21 definitions; amending 40 O.S. 2021, Section 1-217,
22 which relates to unemployed individuals; removing
23 definition; providing further conditions of
24 unemployment; specifying conditions for filing during
a continued claim series; providing for investigating
even when individual satisfies threshold
requirements; making language gender neutral;
amending 40 O.S. 2021, Section 1-223, which relates
to taxable wages; removing definition; amending 40
O.S. 2021, Section 1-224, which relates to filing;
removing definitions related to telefaxing; updating
definitions to include digital filing through the
Oklahoma Employment Security Commission's portal;
amending 40 O.S. 2021, Section 1-225, which relates
to supplemental unemployment benefit plan; removing
definition; amending 40 O.S. 2021, Section 1-228,
which relates to limited liability companies;
removing definition; specifying methods of notice by

1 the Commission; providing Commission's preferred
2 method; allowing for option of use; amending 40 O.S.
3 2021, Section 2-203, which relates to claims;
4 removing provision for Commission to inform claimants
5 filing for unemployment benefits and require
6 certification statement during process; amending 40
7 O.S. 2021, Section 2-205.1, which relates to ability
8 to work; removing specification for seeking or
9 accepting employment; making language gender neutral;
10 amending 40 O.S. 2021, Section 2-503, which relates
11 to claims, notices, and objections; allowing for
12 electronic notice; allowing for option of use;
13 removing provisions for notice by mail; amending 40
14 O.S. 2021, Section 2-503.1, which relates to filing
15 of employer protest; removing optional use of portal;
16 amending 40 O.S. 2021, Section 2-605, which relates
17 to notice of decision; providing for notice by
18 electronic means; allowing for option of use;
19 removing criteria for mail notice; amending 40 O.S.
20 2021, Section 2-606, which relates to appeals;
21 removing condition for notice by mail; amending 40
22 O.S. 2021, Section 3-106, which relates to benefit
23 wages charged; removing conditions for method of mail
24 notice; adding reference for filings and hearings by
the Assessment Board; removing provision for written
protest; amending 40 O.S. 2021, Section 3-115, which
relates to appeal of determination; updating
statutory language; amending 40 O.S. 2021, Section 3-
307, which relates to remittances; providing for
Commission to promulgate rules for payment of
unemployment taxes; amending 40 O.S. 2021, Section 4-
205, which relates to temporary members; providing
for appointment of an additional temporary member by
the Governor in the event of disqualification of a
member of the Board of Review; amending 40 O.S. 2021,
Section 4-508, which relates to information to be
kept confidential; updating statutory language;
permitting disclosure of information for additional
agencies by Commission; repealing 40 O.S. 2021,
Sections 1-202, 1-202.2, 1-203, 1-204, 1-205, 1-206,
1-207, 1-211, 1-212, 1-213, 1-215, 1-216, 1-219, 1-
220, 1-221, 1-226, 1-301, 2-406.2, 2-709, 2-711, 2-
713, and 3-118, which relate to the Employment
Security Act of 1980; providing for codification; and
providing an effective date.

1
2 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

3 SECTION 1. AMENDATORY 40 O.S. 2021, Section 1-201, is
4 amended to read as follows:

5 Section 1-201. GENERAL DEFINITIONS. ~~The words and phrases~~ As
6 ~~used in this act shall, unless the context clearly requires~~
7 ~~otherwise, have the meanings prescribed in Part 2 of this Article~~
8 the Employment Security Act of 1980:

9 1. "Additional initial claim" means a claim application which
10 reactivates a claim during an existing benefit year and certifies to
11 a period of employment which occurred subsequent to the date of the
12 filing of the last initial, additional, or reopened claim;

13 2. "Alternative base period" means the most recent four (4)
14 completed calendar quarters immediately preceding the first day of
15 an individual's benefit year. In the event that an individual's
16 claim uses an alternative base period to meet the wage requirement
17 under Section 2-207 of this title, this "alternative base period"
18 shall be substituted for "base period" for all other purposes under
19 the Employment Security Act of 1980;

20 3. "Assigned tax rate" means the tax rate assigned to an
21 employer pursuant to Section 3-110.1 of this title when the employer
22 does not have sufficient experience history to meet the At-Risk Rule
23 set out in paragraph 3 of Section 3-110.1 of this title;

24

1 4. "Base period" means the first four (4) of the last five (5)
2 completed calendar quarters immediately preceding the first day of
3 an individual's benefit year;

4 5. "Benefit year" with respect to any individual means the one-
5 year period beginning with the first day of the first week with
6 respect to which the individual first files a valid claim for
7 benefits and thereafter the one-year period beginning with the first
8 day of the first week with respect to which the individual next
9 files a valid claim for benefits after the termination of his or her
10 last preceding benefit year. Any claim for benefits shall be deemed
11 a valid claim for the purpose of this section if the individual has
12 been paid the wages for insured work required under the Employment
13 Security Act of 1980;

14 6. "Benefit wages" means the taxable wages earned by a claimant
15 during the claimant's base period which are not in excess of the
16 current maximum weekly benefit amount, as determined under Section
17 2-104 of this title, multiplied by the maximum number of weeks for
18 which benefits could be paid to any individual (now twenty-six (26)
19 weeks) multiplied by three (3); provided, however, no wages shall be
20 included as "benefit wages" unless and until the claimant has been
21 paid benefits for five (5) weeks in one (1) benefit year;

22 7. "Benefits" mean the money payments payable to an individual
23 as provided in the Employment Security Act of 1980 with respect to
24 his or her unemployment including extended benefits. The federal

1 share of such extended benefits shall not be construed as benefits
2 for the purposes of computing contribution rates under the
3 Employment Security Act of 1980;

4 8. "Calendar quarter" means the period of three (3) consecutive
5 calendar months ending on March 31, June 30, September 30, or
6 December 31, or the equivalent thereof as the Commission may by
7 regulation prescribe;

8 9. "Client" shall have the same meaning as provided in
9 paragraph 1 of Section 600.2 of this title;

10 10. "Coemployer" shall have the same meaning as provided in
11 paragraph 2 of Section 600.2 of this title;

12 11. "Coemployment relationship" shall have the same meaning as
13 provided in paragraph 3 of Section 600.2 of this title;

14 12. "Commission" means the Oklahoma Employment Security
15 Commission;

16 13. "Commissioner" means a member of the Commission;

17 14. "Continued claim series" means an uninterrupted series of
18 weekly claims filed by a claimant during the benefit year;

19 15. "Contributions" mean the money payments including taxes and
20 reimbursements, required by the Employment Security Act of 1980 to
21 be paid into the Unemployment Compensation Fund by an employer;

22 16. "Covered employee" shall have the same meaning as provided
23 in paragraph 5 of Section 600.2 of this title;

1 17. "Digital portal filing" means electronic communication
2 through the agency digital portal;

3 18. "Earned tax rate" means the tax rate calculated for an
4 employer with sufficient experience history to meet the At-Risk Rule
5 set out in paragraph 3 of Section 3-110.1 of this title, with the
6 tax rate calculated pursuant to the provisions of Section 3-101 et
7 seq. of this title;

8 19. "Electronic e-filing" means filing by email or fax to
9 email;

10 20. "Eligibility period" of an individual for extended benefits
11 means the period consisting of the weeks in his or her benefit year
12 as defined by the Employment Security Act of 1980, which begin in an
13 extended benefit period and, if his or her benefit year ends within
14 such extended benefit period, any weeks thereafter which begin in
15 such extended benefit period;

16 21. "Employer" shall have the same meaning as provided in
17 Section 1-208 of this title;

18 22. "Employing unit" means any individual or type of
19 organization including any partnership, association, trust, estate,
20 joint stock company, insurance company, limited liability company or
21 corporation, whether domestic or foreign, or the receiver, trustee
22 in bankruptcy, trustee or successor thereof, or the legal
23 representative of a deceased person, which has or subsequent to
24

1 January 1, 1936, had in its employ one or more individuals
2 performing services for it within this state;

3 23. "Employment" shall have the same meaning as provided in
4 Section 1-210 of this title;

5 24. "Employment office" means a free public employment office
6 or branch thereof operated by this or any other state as a part of a
7 state-controlled system of public employment offices or by a federal
8 agency charged with the administration of an unemployment
9 compensation program or free public employment offices;

10 25. "Employment Security Administration Fund" means the fund
11 established in Section 4-602 of this title from which administration
12 expenses under the Employment Security Act of 1980 shall be paid;

13 26. "Exhaustee" shall have the same meaning as provided in
14 Section 2-712 of this title;

15 27. "Experience period" means the most recent twelve (12)
16 consecutive completed calendar quarters occurring before July 1 of
17 the year immediately preceding the year for which the employer's
18 contribution rate is being calculated;

19 28. "Extended base period" means the four (4) quarters prior to
20 the claimant's base period. These four (4) quarters may be
21 substituted for base period quarters on a quarter-by-quarter basis
22 to establish a valid claim regardless of whether the wages have been
23 used to establish a prior claim, except any wages earned that would

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1 render the Commission out of compliance with applicable federal law
2 shall be excluded if used in a prior claim;

3 29. "Extended benefit period" shall have the same meaning as
4 provided in Section 2-703 of this title;

5 30. "File", "files", or "filed" shall have the same meaning as
6 provided in Section 1-224 of this title;

7 31. "Mail", "mails", "mailed", or "mailing" means communication
8 sent by a postal service with sufficient postage;

9 32. "Foreign limited liability company" shall be defined by the
10 provisions of the Oklahoma Limited Liability Company Act;

11 33. "Fund" means the Unemployment Compensation Fund established
12 in Section 3-601 of this title;

13 34. "Hospital" means any hospital required to be licensed under
14 the Oklahoma Public Health Code, Sections 1-101 et seq. of Title 63
15 of the Oklahoma Statutes, and includes state mental hospitals and
16 any other mental hospital or institution;

17 35. "Initial claim" means a new claim application submitted by
18 a claimant to establish a benefit year for unemployment insurance
19 benefits;

20 36. "Institution of higher education" shall have the same
21 meaning as provided in Section 1-214 of this title;

22 37. "Insured work" means employment for employers as defined by
23 the Employment Security Act of 1980;

24

1 38. "Lessor employing unit" means any independently established
2 business entity which engages in the business of providing leased
3 employees to any other employer, individual, organization,
4 partnership, corporation, or other legal entity, referred to herein
5 as a client lessee;

6 39. "Limited liability company" shall be defined by the
7 provisions of the Oklahoma Limited Liability Company Act;

8 40. "Probationary period" means a period of time set forth in
9 an established probationary plan, which applies to all employees or
10 a specific group of employees, and does not exceed ninety (90)
11 calendar days from the first day a new employee begins work;

12 41. "Professional Employer Organization" or "PEO" means an
13 organization that is subject to the Oklahoma Professional Employer
14 Organization Recognition and Registration Act and which meets the
15 definition set out in paragraph 9 of Section 600.2 of this title;

16 42. "Rate of insured employment" shall have the same meaning as
17 provided in Section 2-708 of this title;

18 43. "Regular benefits" means benefits payable to an individual
19 under the Employment Security Act of 1980, or under any other state
20 law including dependents' allowances and benefits payable to federal
21 civilian employees;

22 44. "Reopened claim" means a claim application which
23 reactivates a claim during an existing benefit year when a claimant
24 stopped filing for benefits before his or her claim was exhausted,

1 but in which there occurred no intervening employment from the date
2 of the filing of the last initial, additional, or reopened claim;

3 45. "State" includes, in addition to the states of the United
4 States of America, the District of Columbia, the Commonwealth of
5 Puerto Rico and the Virgin Islands;

6 46. "State law" means the unemployment insurance law of any
7 state, approved by the Secretary of Labor of the United States under
8 Section 3304 of the Internal Revenue Code of 1954;

9 47. "Supplemental unemployment benefit plan" means a plan that
10 provides for an employer to make payments to its employees during a
11 permanent or temporary layoff that will supplement unemployment
12 benefits received by the employees. The purpose of a supplemental
13 unemployment benefit plan is to allow an employer to sustain the
14 purchasing power of its employees or former employees during a
15 layoff;

16 48. "Taxable wages" means the wages paid to an individual with
17 respect to employment during a calendar year for services covered by
18 the Employment Security Act of 1980 or other state unemployment
19 compensation acts which shall equal the applicable percentage of the
20 state's average annual wage for the second preceding calendar year
21 as determined by the Commission, rounded to the nearest multiple of
22 One Hundred Dollars (\$100.00);

23 49. "Wages" shall have the same meaning as provided in Section
24 1-218 of this title;

1 50. "Wages paid" means wages actually paid to the worker;
2 provided, however, that in the event of any distribution of an
3 employer's assets through insolvency, receivership, composition,
4 assignment for the benefit of creditors, or termination of business,
5 wages earned but not actually paid shall be considered as paid; and

6 51. "Week" means such period of seven (7) consecutive days, as
7 the Commission may by regulation prescribe.

8 SECTION 2. AMENDATORY 40 O.S. 2021, Section 1-202.1, is
9 amended to read as follows:

10 Section 1-202.1 EXTENDED BASE PERIOD. If an individual lacks
11 sufficient base period wages because of a job-related injury for
12 which the individual received total temporary disability payments
13 awarded by the Workers' Compensation Court, upon written application
14 by the claimant, an extended base period will be substituted for the
15 current base period on a quarter-by-quarter basis as needed to
16 establish a valid claim. ~~"Extended base period" means the four~~
17 ~~quarters prior to the claimant's base period. These four quarters~~
18 ~~may be substituted for base period quarters on a quarter-by-quarter~~
19 ~~basis to establish a valid claim regardless of whether the wages~~
20 ~~have been used to establish a prior claim, except any wages earned~~
21 ~~that would render the Commission out of compliance with applicable~~
22 ~~federal law will be excluded if used in a prior claim. Benefits~~
23 paid on the basis of an extended base period, which would not
24 otherwise be payable, shall be noncharged.

1 SECTION 3. AMENDATORY 40 O.S. 2021, Section 1-209, is
2 amended to read as follows:

3 Section 1-209. EMPLOYING UNIT. ~~"Employing unit" means any~~
4 ~~individual or type of organization, including any partnership,~~
5 ~~association, trust, estate, joint stock company, insurance company,~~
6 ~~limited liability company or corporation, whether domestic or~~
7 ~~foreign, or the receiver, trustee in bankruptcy, trustee or~~
8 ~~successor thereof, or the legal representative of a deceased person,~~
9 ~~which has or subsequent to January 1, 1936, had in its employ one or~~
10 ~~more individuals performing services for it within this state.~~

11 All individuals performing services within this state for any
12 employing unit which maintains two or more separate establishments
13 within this state shall be deemed to be employed by a single
14 employing unit for all the purposes of the Employment Security Act
15 of 1980, except as provided under paragraphs 10 and 11 of Section 1-
16 208 of this title.

17 Whenever any employing unit contracts with or has under it any
18 contractor or subcontractor for any employment, which is part of its
19 usual trade, occupation, profession, or business, unless the
20 employing unit as well as each such contractor or subcontractor is
21 an employer by reason of Section 1-208 or Section 3-203 of this
22 title, the employing unit shall for all the purposes of the
23 Employment Security Act of 1980 be deemed to employ each individual
24 in the employ of each such contractor or subcontractor for each day

1 during which such individual is engaged in performing such
2 employment; except that each such contractor or subcontractor who is
3 an employer by reason of Section 1-208 or Section 3-203 of this
4 title shall alone be liable for the contributions measured by wages
5 paid to individuals employed by the contractor or subcontractor, and
6 except that any employing unit which shall become liable for and pay
7 contributions with respect to individuals in the employ of any such
8 contractor or subcontractor who is not an employer by reason of
9 Section 1-208 or Section 3-203 of this title may recover the same
10 from such contractor or subcontractor.

11 Each individual employed to perform or to assist in performing
12 the work of any agent or employee of an employing unit shall be
13 deemed to be employed by such employing unit for all the purposes of
14 the Employment Security Act of 1980, whether such individual was
15 hired or paid directly by such employing unit or by such agent or
16 employee of an employing unit, provided the employing unit had
17 actual or constructive knowledge of the employment.

18 SECTION 4. AMENDATORY 40 O.S. 2021, Section 1-209.1, is
19 amended to read as follows:

20 Section 1-209.1 LESSOR EMPLOYING UNIT. A. ~~"Lessor employing~~
21 ~~unit" means any independently established business entity which~~
22 ~~engages in the business of providing leased employees to any other~~
23 ~~employer, individual, organization, partnership, corporation or~~
24 ~~other legal entity, referred to herein as a client lessee.~~

1 ~~B.~~ Any employer or any individual, organization, partnership,
2 corporation or other legal entity which meets the definition of
3 lessor employing unit shall be liable for contribution on wages paid
4 by the lessor employing unit to individuals performing services for
5 client lessees of the lessor employing unit.

6 ~~C.~~ B. Unless the lessor employing unit has timely complied with
7 the provisions of this section, any employer, individual,
8 organization, partnership, corporation or other legal entity leasing
9 employees from any lessor employing unit shall be jointly and
10 severally liable for any unpaid contributions, interest, penalties
11 and fees due under this section from any lessor employing unit
12 attributable to wages for services performed for the client lessee
13 entity by the employees leased to the client lessee entity.

14 ~~D.~~ C. In order to relieve client lessees from joint and several
15 liability imposed under this section, any lessor employing unit as
16 defined herein may post and maintain a surety bond issued by a
17 corporate surety authorized to do business in this state in an
18 amount equivalent to the contributions for which the lessor
19 employing unit was liable in the last calendar year in which it
20 accrued contributions, or One Hundred Thousand Dollars
21 (\$100,000.00), whichever amount is the greater, to ensure prompt
22 payment of contributions, interest, penalties and fees for which the
23 lessor employing unit may be or may become liable under this
24 section.

1 ~~E.~~ D. Any lessor employing unit as defined herein which is
2 currently engaged in the business of leasing employees to client
3 lessees shall comply with the provisions of this section by January
4 1, 1991.

5 ~~F.~~ E. Any lessor employing unit not engaged in the business of
6 leasing employees to client lessees on or before ~~the effective date~~
7 ~~of this act~~ May 31, 1990, shall comply with the requirements herein
8 before entering into lease agreements with client lessees.

9 SECTION 5. AMENDATORY 40 O.S. 2021, Section 1-209.2, is
10 amended to read as follows:

11 Section 1-209.2 A. 1. ~~A "Professional Employer Organization"~~
12 ~~or "PEO" is an organization that is subject to the Oklahoma~~
13 ~~Professional Employer Organization Recognition and Registration Act~~
14 ~~and which meets the definition set out in paragraph 9 of Section~~
15 ~~600.2 of Title 40 of the Oklahoma Statutes.~~

16 2. ~~"Client" shall have the same meaning as provided by~~
17 ~~paragraph 1 of Section 600.2 of Title 40 of the Oklahoma Statutes.~~

18 3. ~~"Coemployer" shall have the same meaning as provided by~~
19 ~~paragraph 2 of Section 600.2 of Title 40 of the Oklahoma Statutes.~~

20 4. ~~"Coemployment relationship" shall have the same meaning as~~
21 ~~provided by paragraph 3 of Section 600.2 of Title 40 of the Oklahoma~~
22 ~~Statutes.~~

23
24

1 ~~5. "Covered employee" shall have the same meaning as provided~~
2 ~~by paragraph 5 of Section 600.2 of Title 40 of the Oklahoma~~
3 ~~Statutes.~~

4 ~~B.~~ For purposes of the Employment Security Act of 1980, the ~~PEO~~
5 professional employee organization (PEO) and its client shall be
6 considered coemployers of the covered employees that are under the
7 direction and control of the client.

8 ~~C.~~ B. If a PEO fails to become or remain registered under the
9 Oklahoma Professional Employer Organization Recognition and
10 Registration Act, the entity shall be considered a third-party
11 administrator of the client account. As a third-party
12 administrator, a power of attorney will be required to obtain
13 information from the client's account.

14 SECTION 6. AMENDATORY 40 O.S. 2021, Section 1-217, is
15 amended to read as follows:

16 Section 1-217. UNEMPLOYED. ~~An individual shall be deemed~~
17 ~~"unemployed" with respect to any week during which he performed no~~
18 ~~services and with respect to which no wages are payable to him, or~~
19 ~~with respect to any week of less than full-time work if the wages~~
20 ~~payable to him with respect to such week are less than his weekly~~
21 ~~benefit amount plus One Hundred Dollars (\$100.00); provided that for~~

22 A. An individual shall be deemed unemployed with respect to any
23 week during which:

24 1. The individual performed no services; and

1 2. No wages are payable to the individual.

2 B. For an initial or additional initial claim filing, an
3 individual shall be deemed unemployed:

4 1. With respect to any week of less than full-time work, if the
5 wages payable to the individual are less than his or her weekly
6 benefit amount plus One Hundred Dollars (\$100.00); and

7 2. If the individual has incurred a loss of wages or reductions
8 in hours equal to or greater than fifteen percent (15%) of the
9 income or hours worked, based on his or her customary work
10 experience or contract of hire.

11 C. For filing made during a continued claim series, an
12 individual shall be deemed unemployed with respect to any week of
13 less than full-time work if the wages payable to the individual are
14 less than his or her weekly benefit amount plus One Hundred Dollars
15 (\$100.00).

16 D. For the purpose of this section only, any vacation leave
17 payments or sick leave payments, which such individual may receive
18 or be entitled to from his or her employer or former employer,
19 arising by reason of separation from employment, shall be deemed not
20 to be wages as the term wages is used in this section.

21 E. A finding that an individual has satisfied the hour and wage
22 threshold as defined in this section shall not preclude a potential
23 investigation or disqualification for benefits as provided in

1 Section 2-101 et seq. of this title if the employer files a timely
2 protest to the initial or additional initial claim.

3 SECTION 7. AMENDATORY 40 O.S. 2021, Section 1-223, is
4 amended to read as follows:

5 Section 1-223. TAXABLE WAGES - CONDITIONAL FACTORS AND
6 PERCENTAGES.

7 ~~"Taxable wages" means the wages paid to an individual with~~
8 ~~respect to employment during a calendar year for services covered by~~
9 ~~the Employment Security Act of 1980 or other state unemployment~~
10 ~~compensation acts which shall equal the applicable percentage of the~~
11 ~~state's average annual wage for the second preceding calendar year~~
12 ~~as determined by the Commission, rounded to the nearest multiple of~~
13 ~~One Hundred Dollars (\$100.00).~~ The applicable percentage of the
14 state's average annual wage is determined by the conditional factor
15 in place during the calendar year for which the taxable wage is
16 being calculated. The conditional factor is determined pursuant to
17 the provisions of Section 3-113 of this title. The applicable
18 percentages are as follows:

19 1. Forty percent (40%) during any calendar year in which the
20 balance in the Unemployment Compensation Fund is in excess of the
21 amount required to initiate conditional contribution rates, pursuant
22 to the provisions of Section 3-113 of this title;

23 2. Forty-two and one-half percent (42.5%) during calendar years
24 in which condition "a" exists;

1 3. Forty-five percent (45%) during calendar years in which
2 condition "b" exists;

3 4. Forty-seven and one-half percent (47.5%) during calendar
4 years in which condition "c" exists; and

5 5. Fifty percent (50%) during calendar years in which condition
6 "d" exists.

7 SECTION 8. AMENDATORY 40 O.S. 2021, Section 1-224, is
8 amended to read as follows:

9 Section 1-224. FILE. A. For purposes of this section, "OESC
10 2020-21 business process transformation" means a change from paper
11 process to integrated digital technology. Upon completion of the
12 OESC 2020-21 business process transformation, electronic e-filing
13 will be the Commission's preferred filing method for tendering and
14 receiving documents. All claimants and employers tendering
15 documents to the Commission will be expected to tender the documents
16 electronically. If the claimant or employer has elected to utilize
17 other means of transmittal, it will be the responsibility of the
18 claimant or employer to notify the Commission of this preference.

19 B. ~~When any document is required to be filed by the provisions~~
20 ~~of the Employment Security Act of 1980 or the rules promulgated~~
21 ~~under the authority of the Employment Security Act of 1980 with the~~
22 ~~Oklahoma Employment Security Commission, any of its representatives,~~
23 ~~or the Board of Review for the Oklahoma Employment Security~~
24 ~~Commission~~ the provisions of the Employment Security Act of 1980 or

1 the rules promulgated under the authority of the act require any
2 document to be filed with the Oklahoma Employment Security
3 Commission or its affiliate entities, the term "file", "files", or
4 "filed" shall ~~be defined as follows~~ mean:

5 1. ~~Hand-delivered~~ Hand-delivery to the central administrative
6 office of the Oklahoma Employment Security Commission by the close
7 of business on or before the date due;

8 2. ~~Telefaxed to the telefax number indicated on the~~
9 ~~determination letter, order or other document issued by the Oklahoma~~
10 ~~Employment Security Commission by midnight on or before the date~~
11 ~~due. Timely telefaxing shall be determined by the date and time~~
12 ~~recorded by the Commission's telefax equipment;~~

13 3. ~~Mailed with sufficient postage and properly addressed to the~~
14 ~~address indicated on the determination letter, order or other~~
15 ~~document issued~~ Mailing by means calculated to ensure receipt by the
16 Oklahoma Employment Security Commission on or before the date due.
17 Timely mailing shall be determined by the United States Postal
18 Service postmark. If there is no ~~proof from the post office of the~~
19 ~~date of mailing~~ such legible postmark, the date of receipt by the
20 Commission shall constitute the date of filing; ~~or~~

21 4. 3. Electronic e-filing to the Oklahoma Employment Security
22 Commission, as directed by the instructions on the determination
23 letter, order or other document issued by the Commission, by
24

1 midnight on or before the date due. Timely transmission shall be
2 determined by the Commission's transmission log file; or

3 4. Digital portal filing by midnight on or before the date due.
4 Timely transmission shall be determined by the Commission's
5 transmission log file.

6 C. If the Employment Security Act of 1980 or the rules
7 promulgated under the Employment Security Act of 1980 require that a
8 document be filed with a court or any other agency of this state,
9 the term "file", "files" or "filed" shall be defined by the
10 statutes, rules or practice governing that court or agency.

11 SECTION 9. AMENDATORY 40 O.S. 2021, Section 1-225, is
12 amended to read as follows:

13 Section 1-225. SUPPLEMENTAL UNEMPLOYMENT BENEFIT PLAN. A.
14 ~~"Supplemental unemployment benefit plan" means a plan that provides~~
15 ~~for an employer to make payments to its employees during a permanent~~
16 ~~or temporary layoff that will supplement unemployment benefits~~
17 ~~received by the employees. The purpose of a supplemental~~
18 ~~unemployment benefit plan is to allow an employer to sustain the~~
19 ~~purchasing power of its employees or former employees during a~~
20 ~~layoff.~~

21 ~~B.~~ A supplemental unemployment benefit plan for a temporary
22 layoff must meet the following requirements:

23

24

1 1. The plan shall provide for a payment from the employer to
2 the employee each week during the temporary layoff to supplement
3 unemployment benefits received by the employee;

4 2. The plan must be part of an agreement entered into between
5 the employer and employee, or between the employer and a collective
6 bargaining agent on behalf of the employee, before the date the
7 layoff is effective;

8 3. The employer must be able to give a reasonable assurance
9 that the separated employees will be able to return to work at the
10 end of the temporary layoff;

11 4. The employer must inform the Commission of the beginning and
12 ending dates of the layoff and keep the Commission informed of any
13 changes in circumstances while any claims for unemployment benefits
14 are in existence; and

15 5. The plan must provide for equal treatment of all employees
16 covered by the plan who are included in the layoff.

17 The requirements of Sections 2-417 and 2-418 of this title shall be
18 waived for any claimant of unemployment benefits who is receiving
19 supplemental benefits under this subsection.

20 ~~C.~~ B. A supplemental unemployment benefit plan for a permanent
21 layoff must meet the following requirements:

22 1. The plan shall provide for a payment from the employer to
23 the former employee during each week unemployment benefits are paid
24

1 to the former employee, in order to supplement the unemployment
2 benefits received by the former employee;

3 2. The plan must be part of an agreement entered into between
4 the employer and former employee, or between the employer and a
5 collective bargaining agent on behalf of the former employee, before
6 the date the layoff is effective; and

7 3. The plan must provide for equal treatment of all former
8 employees covered by the plan who are included in the layoff.

9 The requirements of Sections 2-417 and 2-418 of this title shall
10 be applicable to any claimant of unemployment benefits who is
11 receiving supplemental benefits under this subsection.

12 ~~D.~~ C. The amount of supplemental unemployment benefit plan
13 payments will not be deducted from the weekly benefit amount of an
14 unemployment benefit claim.

15 ~~E.~~ D. All supplemental unemployment benefit plans must be
16 approved by the Director of the Unemployment Insurance Division of
17 the Oklahoma Employment Security Commission. The Director's
18 determination will be in writing and mailed to the employer and the
19 collective bargaining agent of the employees, if any exists, at
20 their last-known addresses, within twenty (20) days of the receipt
21 of the employer's plan. If an employer or collective bargaining
22 agent disagrees with the determination, an appeal can be taken
23 pursuant to Section 3-115 of this title.

24

1 SECTION 10. AMENDATORY 40 O.S. 2021, Section 1-228, is
2 amended to read as follows:

3 Section 1-228. LIMITED LIABILITY COMPANIES. ~~A. For purposes~~
4 ~~of the Employment Security Act of 1980, a "limited liability~~
5 ~~company" and a "foreign limited liability company" shall be defined~~
6 ~~by the provisions of the Oklahoma Limited Liability Company Act.~~

7 B. For unemployment tax purposes, wages, salaries, or draws
8 paid to limited liability company members, relatives of the members,
9 and employees shall be taxed in the same manner as required by the
10 Federal Unemployment Tax Act, Title 26 U.S.C., Chapter 23, and the
11 Internal Revenue Code, Title 26 U.S.C., Chapters 1 through 99.

12 SECTION 11. NEW LAW A new section of law to be codified
13 in the Oklahoma Statutes as Section 1-230 of Title 40, unless there
14 is created a duplication in numbering, reads as follows:

15 NOTICE GIVEN.

16 A. Notice shall be deemed given when the Oklahoma Employment
17 Security Commission notifies by one of the following means:

- 18 1. Mail;
- 19 2. Email or fax to email; or
- 20 3. Upload to the agency digital portal.

21 There is a rebuttable presumption that notice has been given on
22 the date stated in the communication.

23 B. The Commission's preferred method of notification shall be
24 electronic delivery through the agency digital portal or email. If

1 claimants or employers wish to opt into delivery by the agency
2 digital portal or email, they may notify the Commission by one of
3 the methods listed in subsection A of this section.

4 SECTION 12. AMENDATORY 40 O.S. 2021, Section 2-203, is
5 amended to read as follows:

6 Section 2-203. CLAIM. A. An unemployed individual must file
7 an initial claim for unemployment benefits by completing the
8 required forms through the Internet Claims service provided by the
9 Commission, or by completing all forms necessary to process an
10 initial claim in a local office of the Commission or any alternate
11 site designated by the Commission to take unemployment benefit
12 claims. The Commission may obtain additional information regarding
13 an individual's claim through any form of telecommunication,
14 writing, or interview. An unemployed individual must file a claim
15 by telecommunication or by Internet utilizing the digital services
16 portal to create an account to access benefits with respect to each
17 week in accordance with such rule as the Commission may prescribe.

18 B. ~~1. During the process of filing an initial claim for~~
19 ~~unemployment benefits, the claimant shall be made aware of the~~
20 ~~definition of misconduct set out in Section 2-406 of this title, and~~
21 ~~the claimant shall affirmatively certify that the answers given to~~
22 ~~all questions in the initial claim process are true and correct to~~
23 ~~the best of the claimant's knowledge and that no information has~~

24

1 ~~been intentionally withheld or misrepresented in an attempt by the~~
2 ~~claimant to receive benefits to which the claimant is not entitled.~~

3 ~~2. The certification statement required in paragraph 1 of this~~
4 ~~subsection shall be available through the Internet Claims service~~
5 ~~provided by the Commission and by a form to be completed by the~~
6 ~~claimant in a local office of the Commission or at any alternate~~
7 ~~site designated by the Commission to take unemployment benefit~~
8 ~~claims.~~

9 ~~C.~~ With respect to each week, the claimant must provide the
10 Commission with a true and correct statement of all material facts
11 relating to unemployment; ability to work; availability for work;
12 activities or conditions which could restrict the individual from
13 seeking or immediately accepting full-time employment or part-time
14 work if subsection (4) of Section 2-408 of this title applies;
15 applications for or receipt of workers' compensation benefits;
16 employment and earnings; and the reporting of other income from
17 retirement, pension, disability, self-employment, education or
18 training allowances.

19 ~~D.~~ C. No claim will be allowed or paid unless the claimant
20 resides within a state or foreign country with which the State of
21 Oklahoma has entered into a reciprocal or cooperative arrangement
22 pursuant to ~~Part 7 of Article IV of the Employment Security Act of~~
23 ~~1980~~ Section 4-701 et seq. of this title.

24

1 ~~E.~~ D. The Commission may require the individual to produce
2 documents or information relevant to the claim for benefits. If the
3 individual fails to produce it, the individual's claim for
4 unemployment benefits may be disqualified indefinitely by the
5 Commission until the information is produced. An individual that
6 has been disqualified indefinitely by the provisions of this
7 subsection may receive payment for any week between the initial
8 failure and the compliance with this subsection if the claimant is
9 otherwise eligible and has made a timely filing for each intervening
10 week.

11 SECTION 13. AMENDATORY 40 O.S. 2021, Section 2-205.1, is
12 amended to read as follows:

13 Section 2-205.1 The unemployed individual must be able to
14 perform work duties in keeping with his or her education, training
15 and experience. He or she must also be available to seek and accept
16 work at any time and may not be engaged in any activity that would
17 ~~normally~~ restrict his or her seeking or accepting employment ~~in~~
18 ~~keeping with his education, training and experience.~~

19 The fact that an individual is enrolled in school shall not, in
20 and of itself, render an individual ineligible for unemployment
21 benefits. Such individual who is involuntarily unemployed and
22 otherwise eligible for benefits and who offers to quit school,
23 adjust class hours or change shifts in order to secure employment
24 shall be entitled to benefits.

1 SECTION 14. AMENDATORY 40 O.S. 2021, Section 2-503, is
2 amended to read as follows:

3 Section 2-503. CLAIMS, NOTICES AND OBJECTIONS. A. Claims for
4 benefits shall be made in accordance with all rules that the
5 Oklahoma Employment Security Commission may prescribe.

6 B. Promptly after an initial claim or an additional initial
7 claim is filed, the Commission shall give notice of the claim to the
8 last employer of the claimant for whom the claimant worked at least
9 fifteen (15) working days. ~~The required fifteen (15) working~~ These
10 days are not required to be consecutive. ~~Provided, that promptly~~
11 ~~after~~ the Commission is notified of the claimant's separation from
12 ~~an~~ employment obtained ~~by a claimant~~ during a continued claim
13 series, the Commission shall give notice of the claim to the last
14 separating employer. Notices to separating employers during a
15 continued claim series will be given to the last employer in the
16 claim week without regard to length of employment. Each notice
17 shall contain an admonition that failure to respond to the notice
18 could affect the employer's tax rate.

19 C. Promptly after the claim is paid for the fifth week of
20 benefits the Commission shall give written notice of the claim to
21 all other employers of the claimant during the claimant's base
22 period. The notice will be given ~~pursuant to Section 3-106 of this~~
23 title by electronic means, or if the employer has opted out of such
24 method of communication, the notice will be sent by mail.

1 D. ~~Notices~~ Notice shall be deemed to have been given ~~to the~~
2 ~~employer at the last known address and by the date of the postmark~~
3 ~~on the envelope in which the notice was sent. If the employer has~~
4 ~~elected to be notified by electronic means according to procedures~~
5 ~~set out in Oklahoma Employment Security Commission rules, notice~~
6 ~~shall be deemed to be given when the Commission transmits the notice~~
7 ~~by electronic means~~ or, if the employer has opted out of such method
8 of communication, the notice will be sent by mail.

9 E. Within ten (10) days after the date ~~on the notice or the~~
10 ~~date of the postmark on the envelope in which the notice was sent,~~
11 ~~whichever is later~~ the notice is emailed, an employer may ~~file with~~
12 ~~the Commission at the address prescribed in the notice written~~ send
13 by email all objections to the claim setting forth specifically the
14 facts which:

- 15 1. Make the claimant ineligible for benefits under Sections 2-
16 201 through 2-210 of this title;
- 17 2. Disqualify the claimant from benefits under Sections 2-401
18 through 2-417 and 2-419 of this title; or
- 19 3. Relieve ~~such~~ employer from being charged for the ~~benefits~~
20 benefit wages of such claimant.

21 F. An untimely employer objection to a claim for unemployment
22 benefits made pursuant to subsection E of this section may be
23 allowed for good cause shown.

24

1 SECTION 15. AMENDATORY 40 O.S. 2021, Section 2-503.1, is
2 amended to read as follows:

3 Section 2-503.1 FILING OF EMPLOYER PROTEST AND DOCUMENTS
4 THROUGH EMPLOYER PORTAL.

5 A. ~~The procedure set out in this section for the filing of a~~
6 ~~statement of objection through the employer portal is an optional~~
7 ~~procedure for the employer. If the employer chooses not to utilize~~
8 ~~this procedure, the employer must file its protest in accordance~~
9 ~~with subsection E of Section 2-503 of Title 40 of the Oklahoma~~
10 ~~Statutes.~~

11 B. An employer may file a statement of objections to the claim
12 of a former employee at any time from the moment of discharge or
13 separation from employment ~~of the employee~~ until the expiration of
14 the ten-day time period set out in subsection E of Section 2-503 of
15 ~~Title 40 of the Oklahoma Statutes. The~~ this title. Unless the
16 employer has opted out of receiving electronic communications and
17 filed their statement of objection through any method listed in
18 Section 1-224 of this title, the statement of objection must be
19 filed through the employer portal ~~on the Oklahoma Employment~~
20 ~~Security Commission's Internet website~~ and must contain a statement
21 of specific facts and documentation which:

22 1. Disclose the name and Social Security number of the
23 employee;

24

- 1 2. Make the claimant ineligible for benefits under Sections 2-
2 201 through 2-210 of ~~Title 40 of the Oklahoma Statutes~~ this title;
- 3 3. Disqualify the claimant for benefits under Sections 2-401
4 through 2-419 of ~~Title 40 of the Oklahoma Statutes~~ this title; or
- 5 4. Relieve the employer from being charged for the ~~benefits~~
6 benefit wages of this claimant.

7 ~~C. B.~~ Any timely statement of objection filed ~~pursuant to this~~
8 ~~section within the time period and in the manner set out in~~
9 ~~subsection B of this section~~ shall be considered a valid protest to
10 a claim for unemployment benefits ~~filed by the former employee~~ and
11 the employer shall be considered an interested party to the claim.
12 A statement of objection filed ~~pursuant to this section~~ outside the
13 time period or in any manner other than as set out in subsection ~~B~~ A
14 of this section shall not be considered a valid protest to a claim
15 for unemployment of the former employee, and the employer shall not
16 be considered an interested party to the claim.

17 SECTION 16. AMENDATORY 40 O.S. 2021, Section 2-605, is
18 amended to read as follows:

19 Section 2-605. NOTICE OF REFEREE DECISION. The parties shall
20 be promptly notified of such referee's decision and shall be
21 furnished with a copy of the decision, including the findings and
22 conclusions in support thereof. The decision shall be provided to
23 the party by the agency's digital portal or email unless the party
24 notifies the agency that they opted out from receiving notices by

1 email pursuant to Section 11 of this act. Such decision shall be
2 final unless, within ten (10) days after the date ~~of mailing of~~
3 ~~notice thereof to the parties' last-known addresses, or, in the~~
4 ~~absence of such mailing, within ten (10) days after the delivery of~~
5 ~~such~~ notice is deemed given, further review before the Board of
6 Review is initiated pursuant to Section 2-606 of this title.

7 SECTION 17. AMENDATORY 40 O.S. 2021, Section 2-606, is
8 amended to read as follows:

9 Section 2-606. APPEALS FROM TRIBUNAL REFEREE DECISIONS TO BOARD
10 OF REVIEW.

11 The Board of Review shall review the record of an appeal filed
12 by any of the parties entitled to notice on a determination of an
13 appeal tribunal referee. ~~An appeal to the Board of Review may be~~
14 ~~filed in any manner allowed by Section 1-224 of this title.~~ On
15 appeal, the Board of Review may affirm, modify, reverse, or remand
16 any decision of an appeal tribunal referee on the basis of evidence
17 previously submitted, or on the basis of additional evidence
18 received by an appeal tribunal referee on remand. The Board of
19 Review shall promptly notify the parties of its decision in writing,
20 and the decision shall be final unless within thirty (30) days after
21 ~~the mailing of the decision to the parties' last-known addresses~~
22 notice is deemed given, a proceeding for judicial review is
23 initiated pursuant to Section 2-610 of this title.

24

1 SECTION 18. AMENDATORY 40 O.S. 2021, Section 3-106, is
2 amended to read as follows:

3 Section 3-106. BENEFIT WAGES CHARGED AND RELIEF THEREFROM. A.

4 The Oklahoma Employment Security Commission shall give notice to
5 each base period employer ~~of a claimant promptly~~ after the claimant
6 ~~is~~ has been issued his or her fifth week of benefits by the
7 Commission or ~~promptly~~ after the Commission receives notice of the
8 amounts paid as benefits by another state under a reciprocal
9 arrangement. ~~Notice shall be deemed given under this subsection~~
10 ~~when the Commission deposits the same with the United States Postal~~
11 ~~Service addressed to the employer at an address designated by the~~
12 ~~employer to receive the notice or at the employer's last known~~
13 ~~address. If the employer has elected to be notified by electronic~~
14 ~~means according to procedures set out in Oklahoma Employment~~
15 ~~Security Commission rules, notice shall be deemed to be given when~~
16 ~~the Commission transmits the notification by electronic means.~~
17 ~~Notice shall be presumed prima facie to have been given to the~~
18 ~~employer to whom addressed on the date stated in the written notice.~~

19 This notice shall give the name and Social Security number of the
20 claimant, the date the claim was filed, and the amount of benefit
21 wages charged to the employer in each quarter of the base period.

22 B. Within twenty (20) days from the date stated ~~upon~~ on the
23 notice ~~provided for in subsection A of this section,~~ the employer
24 may file ~~with the Commission written objections~~ an objection to

1 being charged ~~with the benefit wages upon one or more of the grounds~~
2 ~~for objection~~ as set forth in subsection G of this section. The
3 employer's written objection must set forth specifically:

4 1. The date ~~on which the~~ employment was terminated;

5 2. ~~Full particulars as to the circumstances~~ Specific details of
6 the termination including the reason given by the individual for
7 voluntarily leaving the employment, or the nature of the misconduct
8 for ~~which discharged, as the case may be~~ discharge;

9 3. ~~Full particulars as to~~ Specific details of the regular
10 scheduled part-time or full-time employment of the employee
11 including the starting date, and ending date if any, of the
12 continuous period of ~~such part-time or full-time~~ employment; and

13 4. ~~Such other~~ Other information as called for by the notice.

14 C. Upon receipt of the employer's ~~written objections~~ objection,
15 the Commission shall make a determination and notify the employer as
16 to whether or not the employer is entitled to be relieved from ~~the~~
17 ~~charging of benefit wages~~ wage charges. ~~The Commission shall~~
18 ~~promptly notify the employer of that determination. Provided~~
19 ~~further~~ Additionally, the twenty-day time period for filing ~~written~~
20 ~~objections with the Commission~~ an objection as provided for in
21 subsection B of this section may be waived for good cause shown.

22 D. Within twenty (20) days after the ~~mailing~~ issuing of the
23 determination provided for in subsection C of this section, the
24 employer may file with the ~~Commission or its representative~~

1 Assessment Board a ~~written~~ protest to the determination and request
2 an oral hearing de novo to present evidence in support of its
3 protest. The ~~Commission or its representative~~ Assessment Board
4 shall, ~~by written notice,~~ advise the employer of the date of the
5 hearing, which shall not be less than ten (10) days from the date of
6 ~~mailing of the written notice.~~ At the discretion of the Commission,
7 this hearing shall be conducted by the ~~Commission or its~~
8 ~~representative appointed by the Commission for this purpose.~~
9 ~~Pursuant to~~ Assessment Board. After the hearing, the ~~Commission or~~
10 ~~its representative~~ Assessment Board shall, ~~as soon as practicable,~~
11 ~~make a written order setting forth its findings of fact and~~
12 ~~conclusions of law, and shall send it to the employer~~ notify the
13 employer of its findings.

14 E. If any employer ~~fails to file a written protest within the~~
15 ~~period of twenty (20) days, as provided by subsection D of this~~
16 ~~section, then the determination shall be final, and no appeal shall~~
17 ~~thereafter be allowed~~ does not file a timely appeal of the
18 determination to the Assessment Board, the determination shall be
19 final.

20 F. The employer or the Commission may appeal the Assessment
21 Board's order of the Commission or its representative to the
22 district court by filing a petition for review with the district
23 court clerk ~~of that court~~ within thirty (30) days after the date the
24

1 order was ~~mailed~~ issued to all parties. ~~The mailing date shall be~~
2 ~~specifically stated in the order.~~

3 G. The benefit wages charged to an employer for a given
4 calendar year shall be the total of the benefit wages stated in the
5 notices given to the employer ~~by the Commission~~. Provided, that an
6 employer shall be relieved of a benefit wage charge if the employer
7 proves to the satisfaction of the Commission that the benefit wage
8 charge includes wages paid by the employer to any employee or former
9 employee, who:

10 1. ~~Left employment with that employer, or with his or her last~~
11 ~~employer, voluntarily~~ Voluntarily left employment without good cause
12 connected to the work;

13 2. Was discharged from ~~such~~ employment for misconduct connected
14 with his or her work;

15 3. Was a regular scheduled employee of ~~that~~ the separating
16 employer prior to the week the employee separated from other
17 employment, and continued to work for the employer through the fifth
18 compensable week of unemployment ~~in his or her~~ of the established
19 benefit year;

20 4. Was separated from ~~his or her~~ employment as a direct result
21 of a major natural disaster, declared as such by the President
22 pursuant to the Disaster Relief Act of 1974, P.L. 93-288, and such
23 employee would have been entitled to disaster unemployment
24

1 assistance if he or she had not received unemployment insurance
2 benefits;

3 5. Was discharged by an employer for unsatisfactory performance
4 during an initial employment probationary period. As used in this
5 paragraph, "probationary period" means a period of time set forth in
6 an established probationary plan which applies to all employees or a
7 specific group of employees and does not exceed ninety (90) calendar
8 days from the first day a new employee begins work. The employee
9 must be informed of the probationary period within the first seven
10 (7) work days. There must be conclusive evidence to establish that
11 the individual was separated due to unsatisfactory work performance;

12 6. Left employment to attend training approved under the Trade
13 Act of 1974 and is allowed unemployment benefits pursuant to Section
14 2-416 of this title; or

15 7. Was separated from employment for compelling family
16 circumstances as defined in Section 2-210 of this title.

17 H. If an employer recalls an employee deemed unemployed as
18 defined by the Employment Security Act of 1980 and the employee
19 continues to be employed or the employee voluntarily terminates
20 employment or is discharged for misconduct within the benefit year,
21 the employer shall be entitled to have the benefit wage charged
22 against the employer's experience rating for the employee reduced by
23 the ratio of the number of weeks of remaining eligibility of the
24 employee to the total number of weeks of entitlement.

1 I. An employer shall not be ~~charged with benefit wages~~ assessed
2 a benefit wage charge of a laid-off employee if the employer lists
3 as an objection in a statement filed in accordance with subsection B
4 of this section that the employee collecting benefits was hired to
5 replace a United States serviceman or servicewoman called into
6 active duty and laid-off upon the return to work by that serviceman
7 or servicewoman. The Unemployment Compensation Fund shall be
8 charged with the benefit wages of the laid-off employee.

9 J. If the Commission receives a notice of amounts paid as
10 benefits by another state under a reciprocal agreement, and the
11 notice is received after three (3) years from the effective date of
12 the underlying benefit claim, no benefit wage charge will be made
13 against the employer identified in the notice, or if a benefit wage
14 charge is made based on such a notice, the employer will be relieved
15 of the charge when the facts are brought to the attention of the
16 Commission.

17 K. An employer shall not be eligible to be relieved of a
18 benefit wage charge under paragraphs 1 and 2 of subsection G of this
19 section if the employer was sent a notice of benefit claim, pursuant
20 to Section 2-503 of this title, and failed to timely file protest to
21 the benefit claim.

22 SECTION 19. AMENDATORY 40 O.S. 2021, Section 3-115, is
23 amended to read as follows:

24

1 Section 3-115. APPEAL OF DETERMINATIONS. A. If a
2 determination is made by the Oklahoma Employment Security Commission
3 on any aspect of an employer's account, and a method of appeal or
4 protest of the determination is not set out in the statute or rule
5 under which the determination was made, the employer may appeal or
6 protest the determination under the procedure set forth in
7 subsection B of this section.

8 B. 1. All determinations affecting an employer account must be
9 made by the Commission in writing in a Notice of Determination and
10 mailed to the employer at the employer's last-known address with the
11 mailing date and appeal rights set out in the document. If the
12 employer has elected to be notified by electronic means according to
13 procedures set out in Oklahoma Employment Security Commission rules,
14 notice shall be deemed to be given when the Commission transmits the
15 notification by electronic means.

16 2. Within twenty (20) days after the mailing or transmission of
17 the Notice of Determination as provided for in paragraph 1 of this
18 subsection, the employer may file with the Commission, or its
19 representative, a written request for a review and redetermination
20 setting forth the employer's reasons therefor. If any employer
21 fails to file a written request for review and redetermination
22 within twenty (20) days without good cause, then the initial
23 determination of the Commission shall be final, and no further
24 appeal or protest shall be allowed.

1 3. If a written request for review and redetermination is
2 filed, the Commission shall provide for a review and issue a Notice
3 of Redetermination in the matter. The employer may appeal the
4 redetermination by filing a written ~~protest~~ appeal within twenty
5 (20) days of the date of the mailing of the Notice of
6 Redetermination. If the employer fails to file a written ~~protest~~
7 appeal within twenty (20) days without good cause, the
8 redetermination of the Commission shall be final and no further
9 appeal ~~or protest~~ shall be allowed.

10 4. Upon the timely filing of a written ~~protest~~ appeal, the
11 Commission shall provide for an oral hearing ~~de novo~~ to allow the
12 employer to present evidence in support of the ~~protest~~ appeal. The
13 standard of review on appeal shall be de novo. The Commission or
14 its representatives shall, by written notice, advise the employer of
15 the date of the hearing, which shall not be less than ten (10) days
16 from the date of the mailing of the written notice. At the
17 discretion of the Commission, this hearing shall be conducted by the
18 Commission, or by a representative appointed by the Commission for
19 this purpose. The appealing party shall bear the initial burden of
20 proof at the hearing.

21 5. Pursuant to the hearing, the Commission or its
22 representative shall, as soon as practicable, make a written order
23 setting forth its findings of fact and conclusions of law, and shall
24

1 mail it to the employer at the employer's last-known address with
2 the mailing date and appeal rights set out in the document.

3 6. The employer or the Commission may appeal the order to the
4 district court of the county in which the employer has its principal
5 place of business by filing a Petition for Review with the clerk of
6 the court within thirty (30) days after the date the order was
7 mailed to all parties. If the employer does not have a principal
8 place of business in any county in ~~Oklahoma~~ this state, then the
9 Petition for Review shall be filed with the Oklahoma County District
10 Court. All appeals shall be governed by Part 4 of Article 3 of the
11 Employment Security Act of 1980. If the employer fails to file an
12 appeal to the district court within the time allowed, the order
13 shall be final and no further appeal shall be allowed.

14 C. Untimely requests for review and redetermination pursuant to
15 paragraph 2 of subsection B of this section and written protests for
16 appeals filed pursuant to paragraph 3 of subsection B of this
17 section may be allowed for good cause shown, if the request for good
18 cause is filed in writing with the Commission within one (1) year of
19 the date of the determination or redetermination that is the basis
20 of the request for untimely filing.

21 SECTION 20. AMENDATORY 40 O.S. 2021, Section 3-307, is
22 amended to read as follows:

23 Section 3-307. A. All remittance under Section 1-101 et seq.
24 of this title shall be made payable to the Oklahoma Employment

1 Security Commission at Oklahoma City, Oklahoma, by automatic
2 clearinghouse (ACH) debit/credit, financial institution, draft,
3 check, cashier's check, electronic fund transfer, credit card, money
4 order or money, and the Commission shall issue its receipt, for cash
5 or money payment, to the payor. No remittance other than cash shall
6 be in final discharge of liability due the Commission unless and
7 until it shall have been paid in cash. All monies collected shall
8 be deposited with the State Treasurer. There shall be assessed, in
9 addition to any other penalties provided for by law, an
10 administrative service fee of Twenty-five Dollars (\$25.00) on each
11 check returned to the Commission or any agent thereof by reason of
12 the refusal of the financial institution upon which such check was
13 drawn to honor the same. There shall be assessed, in addition to
14 any other penalties provided for by law, an administrative service
15 fee of Twenty-five Dollars (\$25.00) on each electronic fund transfer
16 that fails due to insufficient funds in the payor's account.

17 B. Upon the return of any check by reason of the refusal of the
18 financial institution upon which such check was drawn to honor the
19 same, the Commission may file a bogus check complaint with the
20 appropriate district attorney who shall refer the complaint to the
21 Bogus Check Restitution Program established by Section 111 of Title
22 22 of the Oklahoma Statutes. Funds collected through the program
23 after collection of the fee authorized by Section 114 of Title 22 of
24 the Oklahoma Statutes for deposit in the Bogus Check Restitution

1 Program Fund in the county treasury shall be transmitted to the
2 Commission and credited to the liability for which the returned
3 check was drawn along with the administrative service fee provided
4 by this section.

5 C. The Commission shall promulgate the rules for the deadlines
6 of payment of unemployment taxes and the method of payment.

7 SECTION 21. AMENDATORY 40 O.S. 2021, Section 4-205, is
8 amended to read as follows:

9 Section 4-205. TEMPORARY MEMBERS. In the event of the
10 disqualification of one member of the Board of Review from the
11 hearing and determination of a claim for the benefits, the Governor
12 shall designate a fourth, temporary member to serve as an
13 alternative member. In the event of the disqualification of two or
14 more members of the Board of Review from the hearing and
15 determination on a claim for benefits, the Governor shall designate
16 by appointment temporary members to serve as alternate members,
17 ~~such.~~ Such alternates ~~to~~ shall be paid traveling expenses incurred
18 in the performance of their duties as provided in the State Travel
19 Reimbursement Act. The Governor may at any time, after notice and
20 hearing, remove any member for cause.

21 SECTION 22. AMENDATORY 40 O.S. 2021, Section 4-508, is
22 amended to read as follows:

23 Section 4-508. INFORMATION TO BE KEPT CONFIDENTIAL -
24 DISCLOSURE.

1 A. Except as otherwise provided by law, information obtained
2 from any employing unit or individual pursuant to the administration
3 of the Employment Security Act of 1980, any workforce system program
4 administered or monitored by the Oklahoma Employment Security
5 Commission, and determinations as to the benefit rights of any
6 individual shall be kept confidential and shall not be disclosed or
7 be open to public inspection in any manner revealing the
8 individual's or employing unit's identity. Any claimant, employer,
9 or agent of either as authorized in writing, shall be supplied with
10 information from the records of the Oklahoma Employment Security
11 Commission, to the extent necessary for the proper presentation of
12 the claim or complaint in any proceeding under the Employment
13 Security Act of 1980, with respect thereto.

14 B. Upon receipt of written request by any employer who
15 maintains a Supplemental Unemployment Benefit (SUB) Plan, the
16 Commission or its designated representative may release to that
17 employer information regarding weekly benefit amounts paid its
18 workers during a specified temporary layoff period, provided the
19 Supplemental Unemployment Benefit (SUB) Plan requires benefit
20 payment information before Supplemental Unemployment Benefits can be
21 paid to the workers. Any information disclosed under this provision
22 shall be utilized solely for the purpose outlined herein and shall
23 be held strictly confidential by the employer.

24

1 C. The provisions of this section shall not prevent the
2 Commission from disclosing the following information and no
3 liability whatsoever, civil or criminal, shall attach to any member
4 of the Commission or any employee thereof for any error or omission
5 in the disclosure of this information:

6 1. The delivery to taxpayer or claimant a copy of any report or
7 other paper filed by the taxpayer or claimant pursuant to the
8 Employment Security Act of 1980;

9 2. The disclosure of information to any person for a purpose as
10 authorized by the taxpayer or claimant pursuant to a waiver of
11 confidentiality. The waiver shall be in writing and shall be
12 notarized;

13 3. The Oklahoma Department of Commerce may have access to data
14 obtained pursuant to the Employment Security Act of 1980 pursuant to
15 rules promulgated by the Commission. The information obtained shall
16 be held confidential by the Department and any of its agents and
17 shall not be disclosed or be open to public inspection. The
18 Oklahoma Department of Commerce, however, may release aggregated
19 data, either by industry or county, provided that the aggregation
20 meets disclosure requirements of the Commission;

21 4. The publication of statistics so classified as to prevent
22 the identification of a particular report and the items thereof;

23 5. The disclosing of information or evidence to the Attorney
24 General or any district attorney when the information or evidence is

1 to be used by the officials or other parties to the proceedings to
2 prosecute or defend allegations of violations of the Employment
3 Security Act of 1980. The information disclosed to the Attorney
4 General or any district attorney shall be kept confidential by them
5 and not be disclosed except when presented to a court in a
6 prosecution of a violation of Section 1-101 et seq. of this title,
7 and a violation by the Attorney General or district attorney by
8 otherwise releasing the information shall be a felony;

9 6. The furnishing, at the discretion of the Commission, of any
10 information disclosed by the records or files to any official person
11 or body of this state, any other state or of the United States who
12 is concerned with the administration of assessment of any similar
13 tax in this state, any other state or the United States;

14 7. The furnishing of information to other state agencies for
15 the limited purpose of aiding in the collection of debts owed by
16 individuals to the requesting agencies or the Oklahoma Employment
17 Security Commission;

18 8. The release of information to employees of the ~~Oklahoma~~
19 Department of Transportation required for use in federally mandated
20 regional transportation planning, which is performed as a part of
21 its official duties;

22 9. The release of information to employees of the ~~Oklahoma~~
23 State Treasurer's office required to verify or evaluate the
24

1 effectiveness of the Oklahoma Small Business Linked Deposit Program
2 on job creation;

3 10. The release of information to employees of the Attorney
4 General, the Department of Labor, the Workers' Compensation
5 Commission and the Insurance Department for use in investigation of
6 workers' compensation fraud;

7 11. The release of information to employees of any ~~Oklahoma~~
8 state, ~~Oklahoma~~ county, ~~Oklahoma~~ municipal or ~~Oklahoma~~ tribal law
9 enforcement agency for use in criminal investigations and the
10 location of missing persons or fugitives from justice;

11 12. The release of information to employees of the Center of
12 International Trade, Oklahoma State University, required for the
13 development of International Trade for employers doing business in
14 ~~the State of Oklahoma~~ this state;

15 13. The release of information to employees of the Oklahoma
16 State Regents for Higher Education required for use in the default
17 prevention efforts and/or collection of defaulted student loans
18 guaranteed by the Oklahoma Guaranteed Student Loan Program. Any
19 information disclosed under this provision shall be utilized solely
20 for the purpose outlined herein and shall be held strictly
21 confidential by the Oklahoma State Regents for Higher Education;

22 14. The release of information to employees of the Oklahoma
23 Department of Career and Technology Education, the Oklahoma State
24 Regents for Higher Education, the Center for Economic and Management

1 Research of the University of Oklahoma, the Center for Economic and
2 Business Development at Southwestern Oklahoma State University or a
3 center of economic and business research or development at a
4 comprehensive or regional higher education institution within The
5 Oklahoma State System of Higher Education required to identify
6 economic trends or educational outcomes. The information obtained
7 shall be kept confidential by the Oklahoma Department of Career and
8 Technology Education, the Oklahoma State Regents for Higher
9 Education and the higher education institution and shall not be
10 disclosed or be open to public inspection. The Oklahoma Department
11 of Career and Technology Education, the Oklahoma State Regents for
12 Higher Education and the higher education institution may release
13 aggregated data, provided that the aggregation meets disclosure
14 requirements of the Commission;

15 15. The release of information to employees of the Office of
16 Management and Enterprise Services required to identify economic
17 trends. The information obtained shall be kept confidential by the
18 Office of Management and Enterprise Services and shall not be
19 disclosed or be open to public inspection. The Office of Management
20 and Enterprise Services may release aggregate data, provided that
21 the aggregation meets disclosure requirements of the Oklahoma
22 Employment Security Commission;

23 16. The release of information to employees of the Department
24 of Mental Health and Substance Abuse Services required to evaluate

1 the effectiveness of mental health and substance abuse treatment and
2 state or local programs utilized to divert persons from inpatient
3 treatment. The information obtained shall be kept confidential by
4 the Department and shall not be disclosed or be open to public
5 inspection. The Department of Mental Health and Substance Abuse
6 Services, however, may release aggregated data, either by treatment
7 facility, program or larger aggregate units, provided that the
8 aggregation meets disclosure requirements of the Oklahoma Employment
9 Security Commission;

10 17. The release of information to employees of the Attorney
11 General, the Oklahoma State Bureau of Investigation and the
12 Insurance Department for use in the investigation of insurance fraud
13 and health care fraud;

14 18. The release of information to employees of public housing
15 agencies for purposes of determining eligibility pursuant to 42
16 U.S.C., Section 503(i);

17 19. The release of wage and benefit claim information, at the
18 discretion of the Commission, to an agency of this state or its
19 political subdivisions that operate a program or activity designated
20 as a required partner in the Workforce Innovation and Opportunity
21 Act One-Stop delivery system pursuant to 29 U.S.C.A., Section
22 3151(b)(1), based on a showing of need made to the Commission and
23 after an agreement concerning the release of information is entered
24 into with the entity receiving the information. For the limited

1 purpose of completing performance accountability reports required by
2 the Workforce Innovation and Opportunity Act, only those designated
3 required partners that meet the 20 CFR Section 603.2(d) definition
4 of public official may contract with a private agent or contractor
5 pursuant to 20 CFR Section 603.5(f) for the purpose of the private
6 agent or contractor receiving confidential unemployment compensation
7 information to the extent necessary to complete the performance
8 accountability reports;

9 20. The release of information to the State Wage Interchange
10 System, at the discretion of the Commission;

11 21. The release of information to the Bureau of the Census of
12 the U.S. Department of Commerce, the Bureau of Labor Statistics of
13 the U.S. Department of Labor, and its agents employed by the
14 Oklahoma Department of Labor for the purpose of economic and
15 statistical research;

16 22. The release of employer tax information and benefit claim
17 information to the Oklahoma Health Care Authority for use in
18 determining eligibility for a program that will provide subsidies
19 for health insurance premiums for qualified employers, employees,
20 self-employed persons and unemployed persons;

21 23. The release of employer tax information and benefit claim
22 information to the State Department of Rehabilitation Services for
23 use in assessing results and outcomes of clients served;

24

1 24. The release of information to any state or federal law
2 enforcement authority when necessary in the investigation of any
3 crime in which the Commission is a victim. Information that is
4 confidential under this section shall be held confidential by the
5 law enforcement authority unless and until it is required for use in
6 court in the prosecution of a defendant in a criminal prosecution;

7 25. The release of information to vendors that contract with
8 the Oklahoma Employment Security Commission to provide for the
9 issuance of debit cards, to conduct electronic fund transfers, to
10 perform computer programming operations, or to perform computer
11 maintenance or replacement operations; provided the vendor agrees to
12 protect and safeguard the information it receives and to destroy the
13 information when no longer needed for the purposes set out in the
14 contract;

15 26. The release of information to employees of the Office of
16 Juvenile Affairs for use in assessing results and outcomes of
17 clients served as well as the effectiveness of state and local
18 juvenile and justice programs including prevention and treatment
19 programs. The information obtained shall be kept confidential by
20 the Office of Juvenile Affairs and shall not be disclosed or be open
21 to public inspection. The Office of Juvenile Affairs may release
22 aggregated data for programs or larger aggregate units, provided
23 that the aggregation meets disclosure requirements of the Oklahoma
24 Employment Security Commission;

1 27. The release of information to vendors that contract with
2 the State of Oklahoma for the purpose of providing a public
3 electronic labor exchange system that will support the Oklahoma
4 Employment Security Commission's operation of an employment service
5 system to connect employers with job seekers and military veterans.
6 This labor exchange system would enhance the stability and security
7 of Oklahoma's economy as well as support the provision of veterans'
8 priority of service. The vendors may perform computer programming
9 operations, perform computer maintenance or replacement operations,
10 or host the electronic solution; provided, each vendor agrees to
11 protect and safeguard all information received, that no information
12 shall be disclosed to any third party, that the use of the
13 information shall be restricted to the scope of the contract, and
14 that the vendor shall properly dispose of all information when no
15 longer needed for the purposes set out in the contract; or

16 28. The release of employer tax information and benefit claim
17 information to employees of a county public defender's office in ~~the~~
18 ~~State of Oklahoma~~ this state and the Oklahoma Indigent Defense
19 System for the purpose of determining financial eligibility for the
20 services provided by such entities.

21 D. Subpoenas to compel disclosure of information made
22 confidential by this statute shall not be valid, except for
23 administrative subpoenas issued by federal, state, or local
24 governmental agencies that have been granted subpoena power by

1 statute or ordinance. Confidential information maintained by the
2 Commission can be obtained by order of a court of record that
3 authorizes the release of the records in writing. All
4 administrative subpoenas or court orders for production of documents
5 must provide a minimum of twenty (20) days from the date it is
6 served for the Commission to produce the documents. If the date on
7 which production of the documents is required is less than twenty
8 (20) days from the date of service, the subpoena or order shall be
9 considered void on its face as an undue burden or hardship on the
10 Commission. All administrative subpoenas, court orders or notarized
11 waivers of confidentiality authorized by paragraph 2 of subsection C
12 of this section shall be presented with a request for records within
13 ninety (90) days of the date the document is issued or signed, and
14 the document can only be used one time to obtain records.

15 E. Should any of the disclosures provided for in this section
16 require more than casual or incidental staff time, the Commission
17 shall charge the cost of the staff time to the party requesting the
18 information.

19 F. It is further provided that the provisions of this section
20 shall be strictly interpreted and shall not be construed as
21 permitting the disclosure of any other information contained in the
22 records and files of the Commission.

23 SECTION 23. REPEALER 40 O.S. 2021, Sections 1-202, 1-
24 202.2, 1-203, 1-204, 1-205, 1-206, 1-207, 1-211, 1-212, 1-213, 1-

1 215, 1-216, 1-219, 1-220, 1-221, 1-226, 1-301, 2-406.2, 2-709, 2-
2 711, 2-713, and 3-118, are hereby repealed.

3 SECTION 24. This act shall become effective November 1, 2022.

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