

1 AN ACT relating to unemployment insurance.

2 ***Be it enacted by the General Assembly of the Commonwealth of Kentucky:***

3 ➔Section 1. KRS 341.370 is amended to read as follows:

- 4 (1) A worker shall be disqualified from receiving benefits for the duration of any period  
5 of unemployment with respect to which:
- 6 (a) He *or she* has failed without good cause either to apply for available, suitable  
7 work when so directed by the employment office or the secretary or to accept  
8 suitable work when offered him *or her*, or to return to his *or her* customary  
9 self-employment when so directed by the secretary; or
- 10 (b) He *or she* has been discharged for misconduct or dishonesty connected with  
11 his *or her* most recent work, or from any work which occurred after the first  
12 day of the worker's base period and which last preceded his *or her* most recent  
13 work, but legitimate activity in connection with labor organizations or failure  
14 to join a company union shall not be construed as misconduct; or
- 15 (c) He *or she* has left his *or her* most recent suitable work or any other suitable  
16 work which occurred after the first day of the worker's base period and which  
17 last preceded his *or her* most recent work voluntarily without good cause  
18 attributable to the employment. No otherwise eligible worker shall be  
19 disqualified from receiving benefits for:
- 20 1. Leaving his *or her* next most recent suitable work which was concurrent  
21 with his *or her* most recent work;
- 22 2. Leaving work which is one hundred (100) road miles or more, as  
23 measured on a one (1) way basis, from his *or her* home to accept work  
24 which is less than one hundred (100) road miles from his *or her* home;
- 25 3. Accepting work which is a bona fide job offer with a reasonable  
26 expectation of continued employment; or
- 27 4. Leaving work to accompany the worker's spouse to a different state,

1 military base of assignment, or duty station that is one hundred (100)  
2 road miles or more, as measured on a one (1) way basis, from the  
3 worker's home when the spouse is reassigned by the military.

4 (2) A worker shall be disqualified from receiving benefits for any week with respect to  
5 which he or she knowingly made a false statement to establish his or her right to or  
6 the amount of his or her benefits, and, within the succeeding twenty-four (24)  
7 months, for the additional weeks immediately following the date of discovery, not  
8 to exceed a total of fifty-two (52), as may be determined by the secretary.

9 (3) No worker shall be disqualified under paragraph (b) or (c) of subsection (1) of this  
10 section unless the employer, within a reasonable time as prescribed by regulations  
11 promulgated by the secretary, notifies the Education and Workforce Development  
12 Cabinet and the worker in writing of the alleged voluntary quitting or the discharge  
13 for misconduct. Nothing in this subsection shall restrict the right of the secretary to  
14 disqualify a worker whose employer has refused or failed to notify the Education  
15 and Workforce Development Cabinet of the alleged voluntary quitting or discharge  
16 for misconduct, if the alleged voluntary quitting or discharge for misconduct is  
17 known to the secretary prior to the time benefits are paid to the worker. The  
18 exercise of the right by the secretary, in the absence of timely notice from the  
19 employer, shall not relieve the employer's reserve account or reimbursing  
20 employer's account of benefit charges under the provisions of subsection (3) of KRS  
21 341.530.

22 (4) As used in this section and in subsection (3) of KRS 341.530, "most recent" work  
23 shall be construed as that work which occurred after the first day of the worker's  
24 base period and which last preceded the week of unemployment with respect to  
25 which benefits are claimed; except that, if the work last preceding the week of  
26 unemployment was seasonal, intermittent, or temporary in nature, most recent work  
27 may be construed as that work last preceding the seasonal, intermittent, or

1 temporary work.

2 (5) No worker shall be disqualified or held ineligible under the provisions of this  
3 section or KRS 341.350, who is separated from employment pursuant to a labor  
4 management contract or agreement, or pursuant to an established employer plan,  
5 program, or policy, which permits the employer to close the plant or facility for  
6 purposes of vacation or maintenance.

7 (6) (a) No worker shall be disqualified or held ineligible under the provisions of  
8 this section or KRS 341.350 who leaves work, is unable to work, or is  
9 separated from employment due to circumstances directly resulting from  
10 domestic violence and abuse as defined in KRS 403.720, or from dating  
11 violence and abuse, sexual assault, or stalking as defined in KRS 456.010,  
12 and with respect to which:

13 1. The worker fears domestic violence and abuse, dating violence and  
14 abuse, sexual assault, or stalking at or en route to or from the  
15 worker's place of employment;

16 2. The worker wishes to relocate to another geographic area in order to  
17 avoid future domestic violence and abuse, dating violence and abuse,  
18 sexual assault, or stalking against the worker, the worker's family, or  
19 coworkers; or

20 3. The worker believes that leaving work is necessary for the future  
21 safety and health of the worker, the worker's family, or coworkers.

22 (b) To assist in the determination as to whether a worker has experienced  
23 domestic violence and abuse, dating violence and abuse, sexual assault, or  
24 stalking for the purpose of benefit eligibility, the worker shall provide  
25 documentation of domestic or dating violence and abuse, sexual assault, or  
26 stalking as prescribed in administrative regulations promulgated by the  
27 secretary, including but not limited to police or court records, a sworn

1 statement by the worker, or other documentation of domestic or dating  
 2 violence and abuse, sexual assault, or stalking from a shelter worker,  
 3 attorney, member of the clergy, or medical or other professional from whom  
 4 the worker has sought assistance.

5 (c) All documentation of evidence shall be kept confidential unless consent for  
 6 disclosure is given in writing by the worker.

7 (Z) "Discharge for misconduct" as used in this section shall include but not be limited  
 8 to, separation initiated by an employer for falsification of an employment  
 9 application to obtain employment through subterfuge; knowing violation of a  
 10 reasonable and uniformly enforced rule of an employer; unsatisfactory attendance if  
 11 the worker cannot show good cause for absences or tardiness; damaging the  
 12 employer's property through gross negligence; refusing to obey reasonable  
 13 instructions; reporting to work under the influence of alcohol or drugs or consuming  
 14 alcohol or drugs on employer's premises during working hours; conduct  
 15 endangering safety of self or co-workers; and incarceration in jail following  
 16 conviction of a misdemeanor or felony by a court of competent jurisdiction, which  
 17 results in missing at least five (5) days work.

18 (8)~~(7)~~ "Duration of any period of unemployment," as that term is used in this section,  
 19 shall be the period of time beginning with the worker's discharge, voluntary  
 20 quitting, or failure to apply for or accept suitable work and running until the worker  
 21 has worked in each of ten (10) weeks, whether or not consecutive, and has earned  
 22 ten (10) times his or her weekly benefit rate in employment covered under the  
 23 provisions of this chapter or a similar law of another state or of the United States.

24 ➔Section 2. KRS 341.530 is amended to read as follows:

25 (1) The Office of Unemployment Insurance, Department of Workforce Investment,  
 26 shall maintain a reserve account for each subject employer making contributions to  
 27 the fund and a reimbursing employer account for each subject employer making

1 payment in lieu of contributions, and shall, except as provided in KRS 341.590,  
2 credit to such account the total amount of all contributions or benefit reimbursement  
3 paid by the employer on his or her own behalf. Nothing in this section or elsewhere  
4 in this chapter shall be construed to grant any employer or individual who is or was  
5 in his or her employ prior claims or rights to the amounts paid by him or her into  
6 the fund.

7 (2) (a) Except as provided in subsection (3) of this section, all regular benefits paid to  
8 an eligible worker in accordance with KRS 341.380 plus the extended benefits  
9 paid in accordance with KRS 341.700 to 341.740, subject to the provisions of  
10 paragraphs ~~[(a) and ]~~(b) and (c) of this subsection, shall be charged against the  
11 reserve account or reimbursing employer account of his or her most recent  
12 employer. No employer shall be deemed to be the most recent employer unless  
13 the eligible worker to whom benefits are payable shall have worked for such  
14 employer in each of ten (10) weeks whether or not consecutive back to the  
15 beginning of the worker's base period.

16 (b)~~[(a)]~~ Subject employers, which are not governmental entities as defined in  
17 KRS 341.069, shall be charged one-half (1/2) of the extended benefits paid in  
18 accordance with KRS 341.700 to 341.740; and

19 (c)~~[(b)]~~ Subject employers which are governmental entities, as defined in KRS  
20 341.069, shall be charged for all extended benefits paid in accordance with  
21 KRS 341.700 to 341.740 for compensable weeks occurring on or after January  
22 1, 1979, and for one-half (1/2) of the extended benefits paid for compensable  
23 weeks occurring prior to such date.

24 (3) Notwithstanding the provisions of subsection (2) of this section, benefits paid to an  
25 eligible worker and chargeable to a contributing employer's reserve account under  
26 such subsection shall be charged against the pooled account if such worker was  
27 discharged by such employer for misconduct connected with his or her most recent

1 work for such employer, voluntarily left his or her most recent work with such  
2 employer without good cause attributable to the employment, or the employer has  
3 continued to provide part-time employment and wages, without interruption, to the  
4 same extent that was provided from the date of hire, and the employer within a  
5 reasonable time, as prescribed by regulation of the secretary, notifies the office, in  
6 writing, of the alleged voluntary quitting, discharge for misconduct or continuing  
7 part-time employment; provided, however, that no employer making payments to  
8 the fund in lieu of contributions shall be relieved of charges by reason of this  
9 subsection.

10 (4) Notwithstanding the provisions of subsection (3) of this section, no contributing  
11 employer's reserve account shall be relieved of any charges for benefits relating to  
12 an improper benefit payment to a worker established after October 21, 2013, if:

13 (a) The improper benefit payment was made because the employer, or an agent of  
14 the employer, was at fault for failing to respond timely or adequately to the  
15 request of the secretary for information relating to a claim for benefits; and

16 (b) The employer, or an agent of the employer, has a pattern of failing to respond  
17 timely or adequately to requests under paragraph (a) of this subsection. For  
18 purposes of this paragraph, a "pattern of failing" means at least six (6) failures  
19 occur in a calendar year or the failure to respond to two percent (2%) of such  
20 requests in a calendar year, whichever is greater.

21 (5) Any determination under subsection (4) of this section shall be transmitted to the  
22 last known physical or electronic address provided by the employer and may be  
23 appealed in accordance with the provisions of KRS 341.420(2).

24 (6) Each subject employer's reserve account or reimbursing account shall, unless  
25 terminated as of the computation date ~~{[as defined in subsection (5) of KRS~~  
26 ~~341.270]}~~, be charged with all benefits paid to eligible workers which are  
27 chargeable to such reserve account or reimbursing account under subsection (2) of

1 this section. A subject employer's reserve account or reimbursing account shall be  
2 deemed to be terminated if he or she has ceased to be subject to this chapter, and his  
3 or her account has been closed and any balance remaining therein has been  
4 transferred to the fund's pooled account or to a successor's account as provided in  
5 KRS 341.540 or has been refunded if the employer is a reimbursing employer.

6 (7) Notwithstanding subsection (1) of this section, two (2) or more nonprofit Internal  
7 Revenue Code sec. 501(c)(3) organizations may jointly request the secretary to  
8 establish a group reserve account or reimbursing account for such nonprofit  
9 organizations. Two (2) or more governmental entities may jointly request the  
10 secretary to establish a group reserve account or reimbursing account, and once  
11 established, such account shall remain in effect at least two (2) calendar years and  
12 thereafter until either dissolved at the discretion of the secretary or upon filing  
13 application for dissolution by the group members. Each member of a group shall be  
14 jointly and severally liable for all payments due under this chapter from each or all  
15 of such group members. The secretary shall prescribe such procedures as he or she  
16 deems necessary for the establishment, maintenance, and dissolution of a group  
17 reserve account or reimbursing account.

18 (8) Any subject contributing employer may at any time on or before December 31,  
19 2011, make voluntary payments to the fund, additional to the contributions required  
20 under KRS 341.260 and 341.270. Effective January 1, 2012, any subject  
21 contributing employer with a negative reserve account balance may make voluntary  
22 payments to the fund every other calendar year, in addition to the contributions  
23 required under KRS 341.260 and 341.270. Notwithstanding any other provision of  
24 this chapter, contributions paid on or before the computation date and voluntary  
25 payments made within twenty (20) days following the mailing of notices of new  
26 rates shall be credited to an employer's reserve account as of the computation date,  
27 provided no voluntary payments shall be used in computing an employer's rate

1 unless the payment is made prior to the expiration of one hundred ~~and~~ twenty  
2 (120) days after the beginning of the year for which the rate is effective. Voluntary  
3 payments by any employer shall not exceed any negative balance they may have in  
4 their reserve account as of the computation date. Any employer who is delinquent in  
5 the payment of contributions, penalties, or interest as of the computation date shall  
6 be entitled to make voluntary payments only after the amount of the delinquency is  
7 paid in full.

8 (9) Notwithstanding any other provisions of this chapter, any benefits paid to an  
9 eligible worker for reasons related to a state or federal state of emergency or disaster  
10 declaration or pursuant to subsection (6) of Section 1 of this Act shall be paid from  
11 the pooled account provided in KRS 341.550 and not from the reserve account of  
12 the employer of that individual. The reserve account shall not be charged for  
13 benefits related to a state of emergency or disaster declaration or to benefits payable  
14 under subsection (6) of Section 1 of this Act. Payments related to a state or federal  
15 state of emergency or disaster declaration shall be accounted for separately to  
16 allow the secretary to seek reimbursement from the federal government.

17 ➔Section 3. KRS 341.125 is amended to read as follows:

18 (1) It shall be the duty of the secretary of the Education and Workforce Development  
19 Cabinet to administer this chapter; and he or she shall have power and authority to  
20 make such expenditures, require such reports, make such investigations, and take  
21 such other action not specifically assigned to the cabinet, as he or she deems  
22 necessary for the proper administration of this chapter.

23 (2) The secretary is authorized, subject to the provisions of KRS Chapters 12, 42, 45,  
24 and 45A, to appoint, fix the compensation, and prescribe duties and powers of such  
25 officers and employees as may be necessary in the performance of his or her duties  
26 under this chapter. All positions shall be filled by persons selected and appointed on  
27 a nonpartisan merit basis. The secretary shall not employ or pay any person who is



1 an officer or committee member of any political party organization. The secretary  
2 may delegate to any such person so appointed such power and authority as he or she  
3 deems reasonable and proper for the effective administration of this chapter.

4 (3) The salary and expenses of the secretary and his or her staff shall be considered a  
5 proper cost of the administration of this chapter, to be charged to the unemployment  
6 compensation administration fund in that proportion which the cost of such services  
7 rendered in the administration of this chapter bears to the overall cost of the services  
8 rendered in the administration of the cabinet.

9 (4) The secretary shall submit to the Governor an annual report covering the  
10 administration and operation of this chapter and make such recommendations for  
11 amendments to this chapter as he or she deems proper.

12 (5) In the administration of this chapter, the secretary shall cooperate to the fullest  
13 extent possible with any agency of this state or any other state or of the United  
14 States and shall take such action, through the adoption of appropriate rules,  
15 regulations, administrative methods, and standards, as may be necessary to secure  
16 for this state and its citizens all the advantages available under the provisions of the  
17 Social Security Act, as amended, that relate to unemployment compensation, the  
18 Federal Unemployment Tax Act, as amended, the Wagner-Peyser Act, as amended,  
19 and the Federal-State Extended Unemployment Compensation Act of 1970.

20 **(6) The secretary shall establish a program to train employees involved in the**  
21 **processing of unemployment insurance claims on issues related to domestic**  
22 **violence and abuse as defined in KRS 403.720 and dating violence and abuse,**  
23 **sexual assault, or stalking as defined in KRS 456.010. The secretary shall provide**  
24 **a report on or before September 30 of each year to the Legislative Research**  
25 **Commission detailing the number of claims filed under subsection (6) of Section**  
26 **1 of this Act.**

27 ➔Section 4. KRS 341.360 is amended to read as follows:

- 1 (1) No worker may be paid benefits for any week of unemployment:
- 2 (a) With respect to which a strike or other bona fide labor dispute which caused
- 3 him or her to leave or lose his or her employment is in active progress in the
- 4 establishment in which he or she is or was employed, except that benefits may
- 5 be paid unless the employer notifies the Office of Unemployment Insurance,
- 6 Department of Workforce Investment, in writing within seven (7) days after
- 7 the beginning of such alleged strike or labor dispute of the alleged existence of
- 8 such strike or labor dispute. For the purpose of this subsection, a lockout shall
- 9 not be deemed to be a strike or a bona fide labor dispute and no worker shall
- 10 be denied benefits by reason of a lockout;
- 11 (b) For which he or she has received or is seeking unemployment compensation
- 12 under an unemployment compensation law of another state or of the United
- 13 States, except as otherwise provided by an arrangement between this state and
- 14 such other state or the United States; but if the appropriate agency of such
- 15 state or of the United States finally determines that he or she is not entitled to
- 16 such unemployment compensation, this subsection shall not apply;
- 17 (c) 1. Which, when based on service in an instructional, research, or principal
- 18 administrative capacity in an institution of higher education as defined in
- 19 KRS 341.067(2) or in an educational institution as defined in KRS
- 20 341.067(4), begins during the period between two (2) successive
- 21 academic years, or during a similar period between two (2) regular
- 22 terms, whether or not successive, or during a period of paid sabbatical
- 23 leave provided for in the individual's contract, if the worker performs
- 24 such services in the first of such academic years or terms and if there is a
- 25 contract or a reasonable assurance that the worker will perform such
- 26 services in any such capacity for any institution or institutions of higher
- 27 education or an educational institution in the second of such academic

- 1                   years or such terms; or
- 2                   2. Which, when based on service other than as defined in subparagraph 1.
- 3                   of this paragraph, in an institution of higher education or an educational
- 4                   institution, as defined in KRS 341.067(2) or (4), begins during the
- 5                   period between two (2) successive academic years or terms, if the
- 6                   worker performs such services in the first of such academic years or
- 7                   terms and there is a reasonable assurance that the worker will perform
- 8                   such services in the second of such academic years or terms; except that
- 9                   if benefits are denied to any worker under this paragraph and such
- 10                  worker was not offered an opportunity to perform such services for such
- 11                  institution of higher education or such educational institution for the
- 12                  second of such academic years or terms, such worker shall be entitled to
- 13                  a retroactive payment of benefits for each week for which the worker
- 14                  filed a timely claim for benefits and for which benefits were denied
- 15                  solely by reason of this paragraph; or
- 16                  3. Which, when based on service in any capacity defined in subparagraphs
- 17                  1. and 2. of this paragraph, begins during an established and customary
- 18                  vacation period or holiday recess if the worker performs any such
- 19                  services in the period immediately before such vacation period or
- 20                  holiday recess, and there is a reasonable assurance that such worker will
- 21                  perform any such services in the period immediately following such
- 22                  vacation period or holiday recess; or
- 23                  4. Based on service in any capacity defined in subparagraph 1. or 2. of this
- 24                  paragraph when such service is performed by the worker in an institution
- 25                  of higher education or an educational institution, as defined in KRS
- 26                  341.067(2) or (4), while the worker is in the employ of an educational
- 27                  service agency, and such unemployment begins during the periods and

1           pursuant to the conditions specified in subparagraphs 1., 2., and 3. of  
2           this paragraph. For purposes of this paragraph, the term "educational  
3           service agency" means a governmental agency or governmental entity  
4           which is established and operated exclusively for the purpose of  
5           providing such services to one (1) or more institutions of higher  
6           education or educational institutions.~~[;]~~

7           Notwithstanding any other provision of this paragraph, any benefits paid to a  
8           worker based on service other than as defined in subparagraph 1. of this  
9           paragraph performed in an institution of higher education as defined in KRS  
10          341.067(2) shall be deemed to have been paid as a result of Office of  
11          Unemployment Insurance, Department of Workforce Investment, error and  
12          not recoverable by the cabinet or such institution if such payment is improper  
13          by virtue of the retroactive application to October 30, 1983, of subparagraph  
14          2. of this paragraph; or

15          (d) With respect to which the worker is suspended from work for misconduct, as  
16          defined in KRS 341.370~~(7)~~~~(6)~~, connected with the work.

17          (2) Benefits shall not be paid to any individual on the basis of any services,  
18          substantially all of which consist of participating in sports or athletic events or  
19          training or preparing to so participate, for any week which commences during the  
20          period between two (2) successive sport seasons or similar periods and there is a  
21          reasonable assurance that such individual will perform such services in the later of  
22          such seasons or similar periods.

23          (3) (a) Benefits shall not be paid on the basis of services performed by an alien unless  
24          such alien is an individual who was lawfully admitted for permanent residence  
25          at the time such services were performed, was lawfully present for purposes of  
26          performing such services, or was residing in the United States under color of  
27          law at the time such services were performed, including an alien who was

1 lawfully present in the United States as a result of the application of the  
2 provisions of Section 203(a)(7) or Section 212(d)(5) of the Immigration and  
3 Nationality Act.

4 (b) Any data or information required of individuals applying for benefits to  
5 determine whether benefits are not payable to them because of their alien  
6 status shall be uniformly required from all applicants for benefits.

7 (c) In the case of an individual whose application for benefits would otherwise be  
8 approved, no determination that benefits to such individual are not payable  
9 because of his or her alien status shall be made except upon a preponderance  
10 of the evidence.

11 ➔Section 5. KRS 341.550 is amended to read as follows:

12 (1) The cabinet shall maintain a pooled account for contributing employers to which  
13 shall be credited:

14 (a) Payments received from the federal government under the provisions of  
15 Section 204(a)(1) of the "Federal-State Extended Unemployment  
16 Compensation Act of 1970," and amendments thereto;

17 (b) All realized earnings and gains on investments of the fund;

18 (c) Except as provided in KRS 341.540, any balance remaining in the reserve  
19 account of any previously subject contributing employer after such employer  
20 has ceased to be subject to this chapter;

21 (d) Any payments into or amounts in the fund not allocable to any employer's  
22 reserve account; and

23 (e) Any payments collected under subsection (2) of this section.

24 (2) (a) Except as provided in KRS 341.530(4), any benefits paid through error which  
25 would otherwise have been chargeable to the reserve account of a contributory  
26 employer shall be charged against the pooled account. However, no employer  
27 making payments to the fund in lieu of contributions shall be relieved of

1 charges by reason of this subsection.

2 (b) The repayment of benefits paid erroneously as provided in subsection (1) of  
3 KRS 341.415 shall be credited to the pooled account. The pooled account  
4 shall be credited with any sums deducted from future benefits as provided in  
5 KRS 341.415 and shall be credited to the pooled account, provided the  
6 benefits were charged to the pooled account by reason of KRS 341.530(3), or  
7 paragraph (a) of this subsection. Except as provided in KRS 341.415(1), if the  
8 benefits were charged to and paid by any employer making payments to the  
9 fund in lieu of contributions, the amount of the repayment or the sum  
10 deducted from future benefits shall be credited to the reimbursing account of  
11 that employer, and may upon written request from the employer be refunded  
12 without interest.

13 (3) One-half (1/2) of the benefits paid to an eligible worker in accordance with KRS  
14 341.700 to 341.740 shall be charged against the pooled account, except that during  
15 a period in which federal payments to states under Section 204 of the Federal-State  
16 Extended Unemployment Compensation Act of 1970 are reduced under an order  
17 issued under Section 252 of the Balanced Budget and Emergency Deficit Control  
18 Act of 1985 (Public Law 99-177), one-half (1/2) of the benefits paid to an eligible  
19 worker in accordance with KRS 341.700 to 341.740, reduced by an amount equal to  
20 the difference of one-half (1/2) of the benefits paid to an eligible worker in  
21 accordance with KRS 341.700 to 341.740 and the amount of the federal payment,  
22 shall be charged against the pooled account.

23 **(4) Notwithstanding any other provisions of this chapter, any benefits paid into the**  
24 **pooled account by an employer or benefits paid to an eligible worker pursuant to**  
25 **subsection (6) of Section 1 of this Act shall not impact an employer's experience**  
26 **rating for purposes of calculating the employer's unemployment insurance tax**  
27 **rate.**

1           ➔SECTION 6. A NEW SECTION OF KRS CHAPTER 341 IS CREATED TO  
2 READ AS FOLLOWS:

3 (1) The secretary shall promulgate administrative regulations to implement  
4 subsection (6) of Section 1 of this Act that include but are not limited to the  
5 following:

6 (a) A special filing, verification, review, determination, and appeals process for  
7 an eligible worker applying for unemployment benefits;

8 (b) A confidential verification process designed to detect fraudulent claims  
9 which also safeguards the privacy of the worker to the greatest extent  
10 possible; and

11 (c) A process for creating and disseminating educational materials for both  
12 employers and workers explaining the process for claims filed pursuant to  
13 subsection (6) of Section 1 of this Act.

14 (2) For purposes of subsection (1) of this section, the secretary shall not:

15 (a) Consider an employer a party to a claim for unemployment benefits filed  
16 pursuant to subsection (6) of Section 1 of this Act;

17 (b) Permit an employer to challenge or appeal a determination of benefits paid  
18 to an eligible worker pursuant to subsection (6) of Section 1 of this Act; or

19 (c) Require unemployment referees to compel employers to submit factual  
20 evidence regarding the worker's relationship or incident that caused  
21 separation from work without first receiving the express consent of the  
22 worker.