

1 S.10

2 Senator Sirotkin moves that the report of the Committee on Economic
3 Development, Housing and General Affairs be amended by striking out all
4 after the enacting clause and inserting in lieu thereof the following:

5 Sec. 1. 21 V.S.A. § 1325 is amended to read:

6 § 1325. EMPLOYERS' EXPERIENCE-RATING RECORDS;

7 DISCLOSURE TO SUCCESSOR ENTITY

8 (a)(1) The Commissioner shall maintain an experience-rating record for
9 each employer. Benefits paid shall be charged against the experience-rating
10 record of each subject employer who provided base-period wages to the
11 eligible individual. Each subject employer's experience-rating charge shall
12 bear the same ratio to total benefits paid as the total base-period wages paid by
13 that employer bear to the total base-period wages paid to the individual by all
14 base-period employers. The experience-rating record of an individual subject
15 base-period employer shall not be charged for benefits paid to an individual
16 under any of the following conditions:

17 * * *

18 (G) The Between March 15, 2020 and December 31, 2020, the
19 individual voluntarily separated from that employer as provided by subdivision
20 1344(a)(2)(A) of this chapter for one of the following reasons:

21 * * *

1 (3)(A) Subject to the provisions of ~~subdivision~~ subdivisions (B) and (C)
2 of this subdivision (a)(3), an employer shall be relieved of charges for benefits
3 paid to an individual between March 15, 2020 and December 31, 2020 for a
4 period of up to eight weeks with respect to benefits paid because:

5 (i) the employer temporarily ceased operation, either partially or
6 completely, at the individual's place of employment in response to a request
7 from a public health authority with jurisdiction that the employer cease
8 operations because of COVID-19, in response to an emergency order or
9 directive issued by the Governor or the President related to COVID-19, or
10 because the employer voluntarily ceased operations due to the actual exposure
11 of workers at that place of employment to COVID-19;

12 (ii) the individual becomes unemployed as a direct result of a state
13 of emergency declared by the Governor or the President in relation to COVID-
14 19 or an order or directive issued by the Governor or President in relation to
15 COVID-19, including through a change or reduction in the employer's
16 operation at the individual's place of employment that is a direct result of such
17 a state of emergency, order, or directive; or

18 (iii) the employer has temporarily laid off the individual ~~has been~~
19 ~~recommended or requested~~ based on a recommendation or request by a
20 medical professional or a public health authority with jurisdiction ~~to~~ that the

1 individual be isolated or quarantined as a result of COVID-19, regardless of
2 whether the individual has been diagnosed with COVID-19.

3 (B)(i) ~~As~~ Unless extended by the Commissioner pursuant to
4 subdivision (C) of this subdivision (a)(3), an employer shall only be eligible
5 for relief be relieved of charges for up to eight weeks of benefits paid between
6 March 15, 2020 and December 31, 2020 under the provisions of this
7 subdivision (a)(3) ~~if the employer rehires or offers to rehire the individual~~
8 ~~within a reasonable period of time after the employer resumes operations at the~~
9 ~~individual's place of employment, as determined by the Commissioner, or~~
10 ~~upon the completion of the individual's period of isolation or quarantine unless~~
11 the Commissioner determines that:

12 (I) the employee was not separated from employment for one
13 of the reasons set forth in subdivision (A) of this subdivision (a)(3); or

14 (II) the reason for the individual's separation from employment
15 set forth in subdivision (A) of this subdivision (a)(3) no longer exists and the
16 employer has failed to rehire or offer to rehire the individual without good
17 cause.

18 (ii) If the Commissioner has cause to believe or receives an
19 allegation or other information indicating that an employer may not be entitled
20 to relief from charges pursuant to this subdivision (a)(3), the Commissioner
21 shall examine the employer's records and any other documents and

1 information necessary to determine if the employer is entitled to relief from
2 charges pursuant to this subdivision (a)(3).

3 (C) The Commissioner may extend the period for which an employer
4 shall be relieved of charges for benefits paid to employees pursuant to
5 subdivision (A)(i) of this subdivision (a)(3) by an amount that the
6 Commissioner determines to be appropriate in light of the terms of any
7 applicable request from a local health official or the Commissioner of Health
8 or any applicable emergency order or directive issued by the Governor or the
9 President and any other relevant conditions or factors.

10 * * *

11 Sec. 2. 2020 Acts and Resolves No. 91, Sec. 38(3) is amended to read:

12 (3) Secs. 32 and 33 shall take effect on ~~March 31, 2021~~ on the first day
13 of the calendar quarter following the calendar quarter in which the state of
14 emergency declared in response to COVID-19 pursuant to Executive Order 01-
15 20 is terminated, provided that if the state of emergency is terminated within
16 the final 30 days of a calendar quarter, Secs. 32 and 33 shall take effect on the
17 first day of the second calendar quarter following the calendar quarter in which
18 the state of emergency is terminated.

19 Sec. 3. RELIEF FROM COVID-19-RELATED UNEMPLOYMENT

20 BENEFIT CHARGES FOR CALENDAR YEAR 2021

1 (a) For calendar year 2021, an employer shall be relieved from charges
2 against its unemployment insurance experience rating under 21 V.S.A. § 1325
3 for benefits paid because:

4 (1)(A) the individual voluntarily separated from employment with the
5 employer for one of the reasons set forth in 21 V.S.A. § 1344(a)(2)(A)(ii)–(vi):

6 (B) the employer temporarily ceased operation, either partially or
7 completely, at the individual’s place of employment in response to a request
8 from a public health authority with jurisdiction that the employer cease
9 operations because of COVID-19, in response to an emergency order or
10 directive issued by the Governor or the President related to COVID-19, or
11 because the employer voluntarily ceased operations due to the actual exposure
12 of workers at that place of employment to COVID-19;

13 (C) the individual became unemployed as a direct result of a state of
14 emergency declared by the Governor or the President in relation to COVID-19
15 or an order or directive issued by the Governor or President in relation to
16 COVID-19, including through a change or reduction in the employer’s
17 operation at the individual’s place of employment that was a direct result of
18 such a state of emergency, order, or directive; or

19 (D) the employer temporarily laid off the individual based on a
20 recommendation or request by a medical professional or a public health
21 authority with jurisdiction that the individual be isolated or quarantined as a

1 result of COVID-19, regardless of whether the individual was diagnosed with
2 COVID-19; and

3 (2)(A) the employer rehired or offered to rehire the employee within a
4 reasonable time, not to exceed 30 days after the reason for the individual's
5 separation from employment set forth in subdivision (A) of subdivision (a)(1)
6 no longer exists; or

7 (B) the employer demonstrates to the satisfaction of the
8 Commissioner that it had good cause for failing to rehire or offer to rehire the
9 employee within the time period set forth in subdivision (A) of this subdivision
10 (a)(2).

11 (b) On or before June 1, 2021, the Commissioner of Labor shall adopt
12 procedures and an application form for employers to apply for relief from
13 charges pursuant to subsection (a) of this section.

14 (c) The Commissioner shall not be required to initiate rulemaking pursuant
15 to 3 V.S.A. § 831(c) in relation to any procedures adopted under subsection (b)
16 of this section.

17 (d) On or before April 15, 2021, the Commissioner shall:

18 (1) submit to the House Committee on Commerce and Economic
19 Development and the Senate Committee on Economic Development, Housing
20 and General Affairs a report summarizing the procedures and application form
21 to be adopted pursuant to subsection (b) of this section; and

1 (2) commence a public outreach campaign to notify employers and
2 employees of the requirements and procedures to obtain relief from charges
3 under this section.

4 Sec. 4. EFFECTIVE DATE

5 This act shall take effect on passage.