

HOUSE BILL NO. HB1013

Unemployment benefits-failure to comply with federal law.

Sponsored by: Representative(s) Connolly and Senator(s)
Rothfuss

A BILL

for

1 AN ACT relating to labor and employment; specifying that
2 persons who voluntarily leave their employment due to an
3 employer's failure to comply with federal COVID-19
4 prevention requirements are qualified to receive
5 unemployment benefits; and providing for an effective date.

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7 *Be It Enacted by the Legislature of the State of Wyoming:*

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9 **Section 1.** W.S. 27-3-311(a)(i)(C), (D) and by
10 creating a new subparagraph (E) is amended to read:

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12 **27-3-311. Disqualifications from entitlement;**
13 **grounds; forfeiture.**

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1 (a) An individual shall be disqualified from benefit
2 entitlement beginning with the effective date of an
3 otherwise valid claim or the week during which the failure
4 occurred, until he has been employed in an
5 employee-employer relationship and has earned at least
6 eight (8) times the weekly benefit amount of his current
7 claim for services after that date, if the department finds
8 that he:

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10 (i) Left his most recent work voluntarily
11 without good cause attributable directly to his employment,
12 except:

13

14 (C) If forced to leave the most recent work
15 as a result of being a victim of documented domestic
16 violence; ~~or~~

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18 (D) If unemployed as a result of relocation
19 due to the transfer of the unemployed individual's spouse,
20 either within or outside the state, from which it is
21 impractical to commute to the place of employment, and upon
22 arrival at the new residence, the individual is in all
23 respects able and available for suitable work and registers

1 for work with the department of workforce services or an
2 equivalent agency of another state where the individual is
3 residing. To qualify under this subparagraph, the
4 individual shall be married to a member of the United
5 States armed forces whose relocation is the result of an
6 assignment on active duty as defined in 10 U.S.C.
7 101(d)(1), active guard or reserve duty as defined in 10
8 U.S.C. 101(d)(6), active duty pursuant to title 10 of the
9 United States Code, or training or other duty performed by
10 a member of the army national guard of the United States or
11 the air national guard of the United States under section
12 316, 502, 503, 504 or 505 of title 32 of the United States
13 Code. Any benefits awarded under this subparagraph shall
14 be noncharged benefits and shall not affect an employer's
15 experience rating account; ~~or~~

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17 (E) An employer's failure to comply with
18 any federal law, rule or policy promulgated in response to
19 the COVID-19 pandemic, including any COVID-19 vaccination
20 requirement or any other COVID-19 prevention measure, shall
21 constitute good cause for an individual voluntarily leaving
22 his most recent work under this paragraph.

23

1 **Section 2.** This act is effective immediately upon
2 completion of all acts necessary for a bill to become law
3 as provided by Article 4, Section 8 of the Wyoming
4 Constitution.

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6

(END)