
DIGEST

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HB 412 Engrossed

2022 Regular Session

Goudeau

Abstract: Provides relative to the verification of attendance at employment interviews.

Proposed law provides that when a claimant is scheduled for an employment interview and the claimant fails, without good cause shown, to attend the interview, his failure to attend may be reported by the employer to the administrator (the secretary of the La. Workforce Commission (LWC)).

Proposed law provides that after a second failure to appear for any employment interview, the employer may report the claimant's failure to appear to the administrator. Proposed law further provides that upon the second failure and a determination that good cause was not shown, the administrator may consider the claimant's eligibility to receive benefits.

Proposed law provides that for the purpose of proposed law, good cause means any action or circumstance which, in the considered judgment of the administrator, was not within the control of the claimant and was the direct cause of the claimant's failure to attend the scheduled interview.

Proposed law provides that an employer may submit a completed interview verification form, which shall constitute sufficient proof of the claimant's failure to appear at an interview.

Proposed law provides that the LWC shall prescribe the interview verification form. Proposed law further provides that the form shall set forth the following:

- (1) The claimant's first and last name and telephone number or email address.
- (2) The employer's or company's name, physical address, and telephone number.
- (3) The interviewer's name and telephone number, if different from the employer's or company's.
- (4) The position for which the claimant is being interviewed.
- (5) The interviewer's signature.

Proposed law provides that the LWC shall promulgate all rules as are necessary to implement the use of the form, including but not limited to all of the following:

- (1) The creation of the interview verification form.

- (2) The manner and method in which the LWC will provide the interview verification form to employers.
- (3) The manner and method by which employers can submit the completed interview verification form to the LWC.

(Adds R.S. 23:1601.1)

Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on Labor and Industrial Relations to the original bill:

1. Allow the employer to submit a verification form as proof of a claimant's failure to appear at an interview.
2. Add an additional requirement for the claimant's telephone number or email address on the interview verification form.