

2022 Regular Session

HOUSE BILL NO. 412

BY REPRESENTATIVE GOUDEAU AND SENATOR STINE

UNEMPLOYMENT COMP: Provides relative to the verification of attendance at employment interviews

1 AN ACT

2 To enact R.S. 23:1601.1, relative to unemployment compensation; to provide for benefit
3 eligibility conditions; to provide for verification of attendance at employment
4 interviews; to provide for interview verification forms; to provide for the
5 promulgation of rules; to provide for definitions; and to provide for related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. R.S. 23:1601.1 is hereby enacted to read as follows:

8 §1601.1. Interview attendance verification

9 A.(1) When a claimant is scheduled for an employment interview and the
10 claimant fails, without good cause shown, to attend the interview, his failure to
11 attend may be reported by the employer to the administrator.

12 (2) After a second failure to appear for any employment interview, the
13 claimant's failure may be reported by the employer to the administrator. Upon the
14 second failure and a determination that good cause was not shown, the administrator
15 may consider the claimant's eligibility to receive benefits.

16 (3) For the purpose of this Section, "good cause" means any action or
17 circumstance which, in the considered judgment of the administrator, was not within
18 the control of the claimant and was the direct cause of the claimant's failure to attend
19 the scheduled interview.

1 B. An employer may submit a completed interview verification form, which
2 shall constitute sufficient proof of the claimant's failure to appear at an interview.

3 C. The Louisiana Workforce Commission shall prescribe the interview
4 verification form and the form shall set forth all of the following:

5 (1) The claimant's first and last name and telephone number or email
6 address.

7 (2) The employer's or company's name, physical address, and telephone
8 number.

9 (3) The interviewer's name and telephone number, if different from the
10 employer's or company's.

11 (4) The position for which the claimant is being interviewed.

12 (5) The interviewer's signature.

13 D. The Louisiana Workforce Commission shall promulgate all rules as are
14 necessary to implement the use of the interview verification form, including but not
15 limited to all of the following:

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

17 (2) The manner and method in which the Louisiana Workforce Commission
18 will provide the interview verification form to employers.

19 (3) The manner and method by which employers can submit the completed
20 interview verification form to the Louisiana Workforce Commission.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

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.