

2025 Regular Session

HOUSE BILL NO. 153

BY REPRESENTATIVE HEBERT

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

UNEMPLOYMENT COMP: Provides relative to work search requirements for unemployment benefits

1 AN ACT

2 To amend and reenact R.S. 23:1600(3)(a) and (b)(i) and 1601(3)(introductory paragraph)
3 and to enact R.S. 23:1601(3)(c), relative to unemployment benefits; to revise the
4 benefit eligibility requirements for unemployment benefits; to provide for when a
5 claimant may be disqualified for unemployment benefits; to provide the method and
6 manner for reporting suspected violations of failing to satisfy work search
7 requirements; to provide for an effective date; and to provide for related matters.

8 Be it enacted by the Legislature of Louisiana:

9 Section 1. R.S. 23:1600(3)(a) and (b)(i) and 1601(3)(introductory paragraph) are
10 hereby amended and reenacted and R.S. 23:1601(3)(c) is hereby enacted to read as follows:

11 §1600. Benefit eligibility conditions

12 An unemployed individual shall be eligible to receive benefits only if the
13 administrator finds that:

14 * * *

15 (3)(a) He is able to work, available for work, and is ~~conducting an active~~
16 ~~search for work~~ actively seeking work by conducting no fewer than five work search
17 actions for each week in which he makes a claim for benefits. The administrator
18 shall, by regulation, prescribe the actions which shall be considered valid work
19 search actions.

1 (b)(i) For the purpose of this Section, a claimant ~~shall have~~ has satisfied the
2 requirements of making an active search for work if he is pursuing a course of action
3 to become reemployed as contained in his eligibility review and reemployment
4 assistance plan approved by the administrator and consistent with Subparagraph (a)
5 of this Paragraph. The reemployment assistance plan shall not contain factors which,
6 when judged on the basis of reasonableness for a similarly unemployed worker to
7 follow, would be contrary to the individual's interest, taking into account the
8 claimant's qualifications for work, the distance of his residence from employing
9 establishments, his prior work history, and current labor market conditions related
10 to his normal and customary occupation.

11 * * *

12 §1601. Disqualification for benefits

13 An individual shall be disqualified for benefits:

14 * * *

15 (3) If the administrator finds that he has failed, without good cause, either
16 to apply for available, suitable work ~~when so directed by the administrator~~ or to
17 accept suitable work within the time frame contained in the offer when work is
18 offered to him, appear for a previously scheduled job interview, or to return to his
19 customary self-employment, if any, or participate in an approved training program
20 ~~when so directed by the administrator~~. Such disqualification shall continue until
21 such time as the claimant (a) can demonstrate that he has been paid wages for work
22 subject to the Louisiana Employment Security Law or the unemployment insurance
23 law of any other state or the United States, equivalent to at least ten times his weekly
24 benefit amount following the week in which the disqualifying act occurred and (b)
25 has not left his last work under disqualifying circumstances.

26 * * *

27 (c) The administrator shall prescribe a form that allows employers to report
28 suspected violations of Paragraph (3) of this Section via online or electronic
29 submission. The administrator shall make the form available to all employers, and,

1 at least annually, inform employers about the importance of reporting work search
2 violations by claimants.

3 * * *

4 Section 2. This Act shall become effective on December 31, 2025.

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 153 Engrossed

2025 Regular Session

Hebert

Abstract: Revises provisions of law relative to work search requirements for claimants of unemployment benefits.

Present law provides a list of requirements that a claimant must satisfy in order to be considered eligible for unemployment benefits. One of those requirements provided for in present law is that the claimant must prove that he is able to work, available for work, and is conducting an active search for work.

Proposed law modifies the aforementioned work search requirement by requiring a claimant to be able to work, available for work, and actively seeking work by conducting no fewer than five work search actions for each week he makes a claim for unemployment benefits. Proposed law further provides that the secretary of the La. Workforce Commission (LWC) shall prescribe what actions are deemed as valid work search actions.

Present law provides that a claimant is considered to have satisfied the active work search requirements, if he is pursuing a course of action to become reemployed as contained in his eligibility review and reemployment assistance plan approved by the administrator.

Proposed law extends present law to require that the claimant must satisfy the aforementioned requirements in addition to satisfying the work search requirements provided for in present law (R.S. 23:1600(3)(a)) as amended.

Present law prohibits the reemployment assistance plan from containing factors that, when judged on the basis of reasonableness for a similarly unemployed worker to follow, would be contrary to the individual's interest. Present law requires the reemployment assistance plan to take into consideration the claimant's qualification for work, the distance of his residence from employing establishments, his prior work history, and the current labor market conditions related to his normal and customary occupation.

Proposed law retains present law.

Present law provides a list of situations whereby an individual can be disqualified for unemployment benefits. One of these situations provided for in present law is that a claimant will be disqualified for benefits if the secretary of LWC finds that he has failed, without good cause, to do any of the following:

- (1) Apply for available, suitable work when directed by the secretary.
- (2) Accept suitable work when offered to him.
- (3) Return to his customary self-employment, if any, when directed by the secretary.

Proposed law revises present law to instead provide that a claimant will be disqualified for benefits if the secretary finds that he has failed, without good cause, to do any of the following:

- (1) Apply for available, suitable work.
- (2) Accept suitable work within the time frame contained in the offer when work is offered to him.
- (3) Appear for a previously scheduled job interview.
- (4) Return to his customary self-employment.
- (5) Participate in an approved training program.

Proposed law requires the secretary to prescribe a form that allows employers to report any suspected violations of proposed law (R.S. 23:1601(3)) via online or electronic submission. Proposed law further requires the secretary to make the form available to all employers and, at least annually, inform employers about the importance of reporting work search violations.

Effective December 31, 2025.

(Amends R.S. 23:1600(3)(a) and (b)(i) and 1601(3)(intro. para.); Adds R.S. 23:1601(3)(c))