



Kansas UI Legislative Update

UWC CONFERENCE – AUSTIN, TX - JUNE 2018

Reforms from 2013

- ▶ HB 2105 was a multi-faceted approach to reforming Kansas' UI policy
- ▶ Weekly entitlement reform
- ▶ Qualification standards
- ▶ Interpretive standards

Qualification Reforms

- ▶ Modernized standards for adjudicating voluntary quits and discharges
- ▶ Good cause is such gravity that would impel a reasonable, not supersensitive, individual exercising ordinary common sense to leave employment.
- ▶ Good cause requires a showing of good faith of the individual leaving work, including the presence of a genuine desire to work

Qualification Reforms

- ▶ Misconduct provisions cleaned up
 - ▶ Focuses on conduct, not paperwork
 - ▶ Maintains employer burden
- ▶ Strengthened gross misconduct

Interpretive standards

- ▶ Public policy found in K.S.A. 44-702
- ▶ All persons and employers are entitled to a neutral interpretation of the employment security law.

Tax Reforms from 2015

- ▶ SB 154 was a multi-faceted approach to reforming Kansas' UI *tax* policy
- ▶ Arrayed to fixed system
 - ▶ Gives meaning to experience rating
- ▶ Solvency targets

Tax Reforms from 2015

- ▶ **Effects:**

- ▶ **Decrease in actual contributions**

- ▶ **Steady growth in trust fund**

- ▶ **Reduction in rates for 2019**

Tax Reforms from 2015



Fund Control Table

Lower AHCM Threshold	Upper AHCM Threshold	Solvency Adjustment to Standard Rate
-1000.00000	0.19999	1.60%
0.20000	0.44999	1.40%
0.45000	0.59999	1.20%
0.60000	0.74999	1.00%
0.75000	1.14999	0.00%
1.15000	1000.0000	-0.50%