
HOUSE BILL 1486

State of Washington

67th Legislature

2021 Regular Session

By Representatives Berry, Bronoske, Wicks, Fitzgibbon, Lovick, Shewmake, Lekanoff, Senn, Peterson, Sells, Ramel, Callan, Valdez, Ormsby, Chopp, Harris-Talley, Berg, and Pollet

Read first time 02/04/21. Referred to Committee on Labor & Workplace Standards.

1 AN ACT Relating to qualifications for unemployment insurance when
2 an individual voluntarily leaves work; amending RCW 50.20.010,
3 50.20.100, and 50.29.021; reenacting and amending RCW 50.20.050;
4 adding a new section to chapter 50.04 RCW; and creating a new
5 section.

6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

7 NEW SECTION. **Sec. 1.** A new section is added to chapter 50.04
8 RCW to read as follows:

9 "Vulnerable adult" has the same meaning as in RCW 74.34.020.

10 **Sec. 2.** RCW 50.20.010 and 2020 c 7 s 8 are each amended to read
11 as follows:

12 (1) An unemployed individual shall be eligible to receive waiting
13 period credits or benefits with respect to any week in his or her
14 eligibility period only if the commissioner finds that:

15 (a) (~~He or she~~) The individual has registered for work at, and
16 thereafter has continued to report at, an employment office in
17 accordance with such regulation as the commissioner may prescribe,
18 except that the commissioner may by regulation waive or alter either
19 or both of the requirements of this subdivision as to individuals
20 attached to regular jobs and as to such other types of cases or

1 situations with respect to which the commissioner finds that the
2 compliance with such requirements would be oppressive, or would be
3 inconsistent with the purposes of this title;

4 (b) (~~He or she~~) The individual has filed an application for an
5 initial determination and made a claim for waiting period credit or
6 for benefits in accordance with the provisions of this title;

7 (c) (~~He or she~~) The individual is able to work, and is
8 available for work in any trade, occupation, profession, or business
9 for which (~~he or she~~) the individual is reasonably fitted.

10 (i) To be available for work, an individual must be ready, able,
11 and willing, immediately to accept any suitable work which may be
12 offered to him or her and must be actively seeking work pursuant to
13 customary trade practices and through other methods when so directed
14 by the commissioner or the commissioner's agents. If a labor
15 agreement or dispatch rules apply, customary trade practices must be
16 in accordance with the applicable agreement or rules.

17 (ii) Until June 30, 2021, an individual under quarantine or
18 isolation, as defined by the department of health, as directed by a
19 public health official during the novel coronavirus outbreak pursuant
20 to the gubernatorial declaration of emergency of February 29, 2020,
21 will meet the requirements of this subsection (1)(c) if the
22 individual is able to perform, available to perform, and actively
23 seeking work which can be performed while under quarantine or
24 isolation.

25 (iii) For the purposes of this subsection, "customary trade
26 practices" includes compliance with an electrical apprenticeship
27 training program that includes a recognized referral system under
28 apprenticeship program standards approved by the Washington state
29 apprenticeship and training council;

30 (d) (~~He or she~~) The individual has been unemployed for a
31 waiting period of one week;

32 (e) (~~He or she~~) The individual participates in reemployment
33 services if the individual has been referred to reemployment services
34 pursuant to the profiling system established by the commissioner
35 under RCW 50.20.011, unless the commissioner determines that:

36 (i) The individual has completed such services; or

37 (ii) There is justifiable cause for the claimant's failure to
38 participate in such services; and

39 (f) As to weeks (~~beginning after March 31, 1981,~~) which fall
40 within an extended benefit period as defined in RCW 50.22.010, the

1 individual meets the terms and conditions of RCW 50.22.020 with
2 respect to benefits claimed in excess of twenty-six times the
3 individual's weekly benefit amount.

4 (2) An individual's eligibility period for regular benefits shall
5 be coincident to his or her established benefit year. An individual's
6 eligibility period for additional or extended benefits shall be the
7 periods prescribed elsewhere in this title for such benefits.

8 (3) Notwithstanding the requirements of subsections (1) and (2)
9 of this section, individuals with caregiving responsibilities may
10 restrict their hours or days of availability if they show that there
11 is no other person to provide the care within their means, and that
12 there is still a substantial market of employment open to them after
13 the restrictions.

14 **Sec. 3.** RCW 50.20.050 and 2009 c 493 s 3 and 2009 c 247 s 1 are
15 each reenacted and amended to read as follows:

16 (1) With respect to ~~((claims that have an effective date on or~~
17 ~~after January 4, 2004, and for separations that occur before~~
18 ~~September 6, 2009))~~ separations that occur on or after September 6,
19 2009, and for separations that occur before July 3, 2022:

20 (a) ~~((An individual))~~ A claimant shall be disqualified from
21 benefits beginning with the first day of the calendar week in which
22 ~~((he or she has))~~ the claimant left work voluntarily without good
23 cause and thereafter for seven calendar weeks and until ~~((he or she~~
24 ~~has obtained))~~ the claimant obtains bona fide work in employment
25 covered by this title and earned wages in that employment equal to
26 seven times ~~((his or her))~~ the claimant's weekly benefit amount. Good
27 cause reasons to leave work are limited to reasons listed in (b) of
28 this subsection.

29 The disqualification shall continue if the work obtained is a
30 mere sham to qualify for benefits and is not bona fide work. In
31 determining whether work is of a bona fide nature, the commissioner
32 shall consider factors including but not limited to the following:

33 (i) The duration of the work;

34 (ii) The extent of direction and control by the employer over the
35 work; and

36 (iii) The level of skill required for the work in light of the
37 ~~((individual's))~~ the claimant's training and experience.

1 (b) (~~An individual~~) A claimant has good cause and is not
2 disqualified from benefits under (a) of this subsection (~~when~~) only
3 under the following circumstances:

4 (i) (~~He or she~~) The claimant has left work to accept a bona
5 fide offer of bona fide work as described in (a) of this subsection;

6 (ii) The separation was necessary because of the illness or
7 disability of the claimant or the death, illness, or disability of a
8 member of the claimant's immediate family if:

9 (A) The claimant pursued all reasonable alternatives to preserve
10 (~~his or her~~) the claimant's employment status by requesting a leave
11 of absence, by having promptly notified the employer of the reason
12 for the absence, and by having promptly requested reemployment when
13 again able to assume employment. These alternatives need not be
14 pursued, however, when they would have been a futile act, including
15 those instances when the futility of the act was a result of a
16 recognized labor/management dispatch system; and

17 (B) The claimant terminated (~~his or her~~) the claimant's
18 employment status, and is not entitled to be reinstated to the same
19 position or a comparable or similar position;

20 (iii) (~~(A) With respect to claims that have an effective date~~
21 ~~before July 2, 2006, he or she: (I))~~ The claimant: (A) Left work to
22 relocate for the (~~spouse's~~) employment (~~(that, due to a mandatory~~
23 ~~military transfer: (1) Is outside the existing labor market area; and~~
24 ~~(2) is in Washington or another state that, pursuant to statute, does~~
25 ~~not consider such an individual to have left work voluntarily without~~
26 ~~good cause; and (II) remained employed as long as was reasonable~~
27 ~~prior to the move;~~

28 ~~(B) With respect to claims that have an effective date on or~~
29 ~~after July 2, 2006, he or she: (I) Left work to relocate for the~~
30 ~~spouse's employment that, due to a mandatory military transfer, is~~
31 ~~outside the existing labor market area; and (II) remained employed as~~
32 ~~long as was reasonable prior to the move))~~ of a spouse or domestic
33 partner that is outside the existing labor market area; and (B)
34 remained employed as long as was reasonable prior to the move;

35 (iv) The separation was necessary to protect the claimant or the
36 claimant's immediate family members from domestic violence, as
37 defined in RCW 26.50.010, or stalking, as defined in RCW 9A.46.110;

38 (v) The (~~individual's~~) claimant's usual compensation was
39 reduced by twenty-five percent or more;

1 (vi) The (~~individual's~~) claimant's usual hours were reduced by
2 twenty-five percent or more;

3 (vii) The (~~individual's~~) claimant's worksite changed, such
4 change caused a material increase in distance or difficulty of
5 travel, and, after the change, the commute was greater than is
6 customary for workers in the (~~individual's~~) claimant's job
7 classification and labor market;

8 (viii) The (~~individual's~~) claimant's worksite safety
9 deteriorated, the (~~individual~~) claimant reported such safety
10 deterioration to the employer, and the employer failed to correct the
11 hazards within a reasonable period of time;

12 (ix) The (~~individual~~) claimant left work because of illegal
13 activities in the (~~individual's~~) claimant's worksite, the
14 (~~individual~~) claimant reported such activities to the employer, and
15 the employer failed to end such activities within a reasonable period
16 of time;

17 (x) The (~~individual's~~) claimant's usual work was changed to
18 work that violates the (~~individual's~~) claimant's religious
19 convictions or sincere moral beliefs; or

20 (xi) The (~~individual~~) claimant left work to enter an
21 apprenticeship program approved by the Washington state
22 apprenticeship training council. Benefits are payable beginning
23 Sunday of the week prior to the week in which the (~~individual~~)
24 claimant begins active participation in the apprenticeship program.

25 (2) With respect to separations that occur on or after
26 (~~September 6, 2009~~) July 3, 2022:

27 (a) (~~An individual~~) A claimant shall be disqualified from
28 benefits beginning with the first day of the calendar week in which
29 (~~he or she~~) the claimant has left work voluntarily without good
30 cause and thereafter for seven calendar weeks and until (~~he or she~~)
31 the claimant has obtained bona fide work in employment covered by
32 this title and earned wages in that employment equal to seven times
33 (~~his or her~~) the claimant's weekly benefit amount. Good cause
34 reasons to leave work are limited to reasons listed in (b) of this
35 subsection.

36 The disqualification shall continue if the work obtained is a
37 mere sham to qualify for benefits and is not bona fide work. In
38 determining whether work is of a bona fide nature, the commissioner
39 shall consider factors including but not limited to the following:

40 (i) The duration of the work;

1 (ii) The extent of direction and control by the employer over the
2 work; and

3 (iii) The level of skill required for the work in light of the
4 (~~individual's~~) claimant's training and experience.

5 (b) (~~An individual~~) A claimant has good cause and is not
6 disqualified from benefits under (a) of this subsection only under
7 the following circumstances:

8 (i) (~~He or she~~) The claimant has left work to accept a bona
9 fide offer of bona fide work as described in (a) of this subsection;

10 (ii) The separation was necessary because of the illness or
11 disability of the claimant or the death, illness, or disability of a
12 (~~member of the claimant's immediate family if~~) family member, or
13 because care for a child or a vulnerable adult in the claimant's care
14 is inaccessible, so long as:

15 (A) The claimant (~~pursued all reasonable alternatives~~) made
16 reasonable efforts to preserve (~~his or her~~) the claimant's
17 employment status by requesting a leave of absence or changes in
18 working conditions or work schedule that would accommodate the death,
19 illness, disability, or caregiving inaccessibility, by having
20 promptly notified the employer of the reason for the absence, and by
21 having promptly requested reemployment when again able to assume
22 employment. These alternatives need not be pursued, however, when
23 they would have been a futile act, including those instances when the
24 futility of the act was a result of a recognized labor/management
25 dispatch system; and

26 (B) The claimant terminated (~~his or her~~) the claimant's
27 employment status, and is not entitled to be reinstated to the same
28 position or a comparable or similar position;

29 (iii) The claimant: (A) Left work to relocate for the employment
30 of a spouse or domestic partner that is outside the existing labor
31 market area; and (B) remained employed as long as was reasonable
32 prior to the move;

33 (iv) The separation was necessary to protect the claimant or the
34 claimant's immediate family members from domestic violence, as
35 defined in RCW 26.50.010, or stalking, as defined in RCW 9A.46.110;

36 (v) The (~~individual's~~) claimant's usual compensation was
37 reduced by twenty-five percent or more;

38 (vi) The (~~individual's~~) claimant's usual hours were reduced by
39 twenty-five percent or more;

1 (vii) The (~~individual's~~) claimant's worksite changed, such
2 change caused a material increase in distance or difficulty of
3 travel, and, after the change, the commute was greater than is
4 customary for workers in the individual's job classification and
5 labor market;

6 (viii) The (~~individual's~~) claimant's worksite safety
7 deteriorated, the (~~individual~~) claimant reported such safety
8 deterioration to the employer, and the employer failed to correct the
9 hazards within a reasonable period of time;

10 (ix) The (~~individual~~) claimant left work because of illegal
11 activities in the (~~individual's~~) claimant's worksite, the
12 (~~individual~~) claimant reported such activities to the employer, and
13 the employer failed to end such activities within a reasonable period
14 of time;

15 (x) The (~~individual's~~) claimant's usual work was changed to
16 work that violates the (~~individual's~~) claimant's religious
17 convictions or sincere moral beliefs; (~~or~~)

18 (xi) The (~~individual~~) claimant left work to enter an
19 apprenticeship program approved by the Washington state
20 apprenticeship training council. Benefits are payable beginning
21 Sunday of the week prior to the week in which the (~~individual~~)
22 claimant begins active participation in the apprenticeship program;

23 (xii) The claimant's usual work shifts were altered so as to make
24 care for a child or vulnerable adult in the claimant's care
25 inaccessible; or

26 (xiii) The claimant left work to relocate outside the existing
27 labor market because of the geographical location of, proximity to,
28 or the separation from a minor child.

29 (3) Notwithstanding subsection (~~(2)~~) (1) of this section, (~~for~~
30 ~~separations occurring on or after July 26, 2009, an individual~~) a
31 claimant who was simultaneously employed in full-time employment and
32 part-time employment and is otherwise eligible for benefits from the
33 loss of the full-time employment shall not be disqualified from
34 benefits because the (~~individual~~) claimant:

35 (a) Voluntarily quit the part-time employment before the loss of
36 the full-time employment; and

37 (b) Did not have prior knowledge that (~~he or she~~) the claimant
38 would be separated from full-time employment.

1 **Sec. 4.** RCW 50.20.100 and 2006 c 13 s 14 are each amended to
2 read as follows:

3 (1) Suitable work for an individual is employment in an
4 occupation in keeping with the individual's prior work experience,
5 education, or training and if the individual has no prior work
6 experience, special education, or training for employment available
7 in the general area, then employment which the individual would have
8 the physical and mental ability to perform. In determining whether
9 work is suitable for an individual, the commissioner shall also
10 consider the degree of risk involved to the individual's health,
11 safety, and morals, the individual's physical fitness, the
12 individual's length of unemployment and prospects for securing local
13 work in the individual's customary occupation, the distance of the
14 available work from the individual's residence, the individual's
15 responsibilities to provide care for a child or vulnerable adult in
16 the individual's care, and such other factors as the commissioner may
17 deem pertinent, including state and national emergencies.

18 (2) For individuals with base year work experience in
19 agricultural labor, any agricultural labor available from any
20 employer shall be deemed suitable unless it meets conditions in RCW
21 50.20.110 or the commissioner finds elements of specific work
22 opportunity unsuitable for a particular individual.

23 (3) For part-time workers as defined in RCW 50.20.119, suitable
24 work includes suitable work under subsection (1) of this section that
25 is for seventeen or fewer hours per week.

26 (4) For individuals who have qualified for unemployment
27 compensation benefits under RCW 50.20.050 (1)(b)(iv) or (2)(b)(iv),
28 as applicable, an evaluation of the suitability of the work must
29 consider the individual's need to address the physical,
30 psychological, legal, and other effects of domestic violence or
31 stalking.

32 **Sec. 5.** RCW 50.29.021 and 2020 c 86 s 3 are each amended to read
33 as follows:

34 (1)(a) An experience rating account shall be established and
35 maintained for each employer, except employers as described in RCW
36 50.44.010, 50.44.030, and 50.50.030 who have properly elected to make
37 payments in lieu of contributions, taxable local government employers
38 as described in RCW 50.44.035, and those employers who are required

1 to make payments in lieu of contributions, based on existing records
2 of the employment security department.

3 (b) Benefits paid to an eligible individual shall be charged to
4 the experience rating accounts of each of such individual's employers
5 during the individual's base year in the same ratio that the wages
6 paid by each employer to the individual during the base year bear to
7 the wages paid by all employers to that individual during that base
8 year, except as otherwise provided in this section.

9 (c) When the eligible individual's separating employer is a
10 covered contribution paying base year employer, benefits paid to the
11 eligible individual shall be charged to the experience rating account
12 of only the individual's separating employer if the individual
13 qualifies for benefits under:

14 (i) RCW 50.20.050 (1)(b)(i) or (2)(b)(i), as applicable, and
15 became unemployed after having worked and earned wages in the bona
16 fide work; (~~(e)~~)

17 (ii) RCW 50.20.050 (1)(b)(v) through (x) or (2)(b)(v) through
18 (x); or

19 (iii) RCW 50.20.050(2)(b)(xii).

20 (2) The legislature finds that certain benefit payments, in whole
21 or in part, should not be charged to the experience rating accounts
22 of employers except those employers described in RCW 50.44.010,
23 50.44.030, and 50.50.030 who have properly elected to make payments
24 in lieu of contributions, taxable local government employers
25 described in RCW 50.44.035, and those employers who are required to
26 make payments in lieu of contributions, as follows:

27 (a) Benefits paid to any individual later determined to be
28 ineligible shall not be charged to the experience rating account of
29 any contribution paying employer, except as provided in subsection
30 (4) of this section.

31 (b) Benefits paid to an individual filing under the provisions of
32 chapter 50.06 RCW shall not be charged to the experience rating
33 account of any contribution paying employer only if:

34 (i) The individual files under RCW 50.06.020(1) after receiving
35 crime victims' compensation for a disability resulting from a
36 nonwork-related occurrence; or

37 (ii) The individual files under RCW 50.06.020(2).

38 (c) Benefits paid which represent the state's share of benefits
39 payable as extended benefits defined under RCW 50.22.010(6) shall not

1 be charged to the experience rating account of any contribution
2 paying employer.

3 (d) In the case of individuals who requalify for benefits under
4 RCW 50.20.050 or 50.20.060, benefits based on wage credits earned
5 prior to the disqualifying separation shall not be charged to the
6 experience rating account of the contribution paying employer from
7 whom that separation took place.

8 (e) Benefits paid to an individual who qualifies for benefits
9 under RCW 50.20.050 (1)(b) (iv) or (xi) or (2)(b) (iv) ~~((or))~~, (xi),
10 or (xiii), as applicable, shall not be charged to the experience
11 rating account of any contribution paying employer.

12 ~~((With respect to claims with an effective date on or after
13 the first Sunday following April 22, 2005, benefits))~~ Benefits paid
14 that exceed the benefits that would have been paid if the weekly
15 benefit amount for the claim had been determined as one percent of
16 the total wages paid in the individual's base year shall not be
17 charged to the experience rating account of any contribution paying
18 employer. This subsection (2)(f) does not apply to the calculation of
19 contribution rates under RCW 50.29.025 for rate year 2010 and
20 thereafter.

21 ~~((The forty-five dollar increase paid as part of an
22 individual's weekly benefit amount as provided in RCW 50.20.1201 and
23 the twenty-five dollar increase paid as part of an individual's
24 weekly benefit amount as provided in RCW 50.20.1202 shall not be
25 charged to the experience rating account of any contribution paying
26 employer.~~

27 ~~((h) With respect to claims where the minimum amount payable
28 weekly is increased to one hundred fifty-five dollars pursuant to RCW
29 50.20.1201(3), benefits paid that exceed the benefits that would have
30 been paid if the minimum amount payable weekly had been calculated
31 pursuant to RCW 50.20.120 shall not be charged to the experience
32 rating account of any contribution paying employer.~~

33 ~~((i))~~ Upon approval of an individual's training benefits plan
34 submitted in accordance with RCW 50.22.155(2), an individual is
35 considered enrolled in training, and regular benefits beginning with
36 the week of approval shall not be charged to the experience rating
37 account of any contribution paying employer.

38 ~~((j))~~ (h) Training benefits paid to an individual under RCW
39 50.22.155 shall not be charged to the experience rating account of
40 any contribution paying employer.

1 (3) (a) A contribution paying base year employer, except employers
2 as provided in subsection (5) of this section, not otherwise eligible
3 for relief of charges for benefits under this section, may receive
4 such relief if the benefit charges result from payment to an
5 individual who:

6 (i) Last left the employ of such employer voluntarily for reasons
7 not attributable to the employer;

8 (ii) Was discharged for misconduct or gross misconduct connected
9 with his or her work not a result of inability to meet the minimum
10 job requirements;

11 (iii) Is unemployed as a result of closure or severe curtailment
12 of operation at the employer's plant, building, worksite, or other
13 facility. This closure must be for reasons directly attributable to a
14 catastrophic occurrence such as fire, flood, or other natural
15 disaster;

16 (iv) Continues to be employed on a regularly scheduled permanent
17 part-time basis by a base year employer and who at some time during
18 the base year was concurrently employed and subsequently separated
19 from at least one other base year employer. Benefit charge relief
20 ceases when the employment relationship between the employer
21 requesting relief and the claimant is terminated. This subsection
22 does not apply to shared work employers under chapter 50.60 RCW;

23 (v) Continues to be employed on a regularly scheduled permanent
24 part-time basis by a base year employer and who qualified for two
25 consecutive unemployment claims where wages were attributable to at
26 least one employer who employed the individual in both base years.
27 Benefit charge relief ceases when the employment relationship between
28 the employer requesting relief and the claimant is terminated. This
29 subsection does not apply to shared work employers under chapter
30 50.60 RCW;

31 (vi) Was hired to replace an employee who is a member of the
32 military reserves or National Guard and was called to federal active
33 military service by the president of the United States and is
34 subsequently laid off when that employee is reemployed by their
35 employer upon release from active duty within the time provided for
36 reemployment in RCW 73.16.035;

37 (vii) Worked for an employer for (~~twenty~~) 20 weeks or less, and
38 was laid off at the end of temporary employment when that employee
39 temporarily replaced a permanent employee receiving family or medical
40 leave benefits under Title 50A RCW, and the layoff is due to the

1 return of that permanent employee. This subsection (3)(a)(vii)
2 applies to claims with an effective date on or after January 1, 2020;
3 or

4 (viii) Was discharged because the individual was unable to
5 satisfy a job prerequisite required by law or administrative rule.

6 (b) The employer requesting relief of charges under this
7 subsection must request relief in writing within (~~thirty~~) 30 days
8 following mailing to the last known address of the notification of
9 the valid initial determination of such claim, stating the date and
10 reason for the separation or the circumstances of continued
11 employment. The commissioner, upon investigation of the request,
12 shall determine whether relief should be granted.

13 (4) When a benefit claim becomes invalid due to an amendment or
14 adjustment of a report where the employer failed to report or
15 inaccurately reported hours worked or remuneration paid, or both, all
16 benefits paid will be charged to the experience rating account of the
17 contribution paying employer or employers that originally filed the
18 incomplete or inaccurate report or reports. An employer who
19 reimburses the trust fund for benefits paid to workers and who fails
20 to report or inaccurately reported hours worked or remuneration paid,
21 or both, shall reimburse the trust fund for all benefits paid that
22 are based on the originally filed incomplete or inaccurate report or
23 reports.

24 (5) An employer's experience rating account may not be relieved
25 of charges for a benefit payment and an employer who reimburses the
26 trust fund for benefit payments may not be credited for a benefit
27 payment if a benefit payment was made because the employer or
28 employer's agent failed to respond timely or adequately to a written
29 request of the department for information relating to the claim or
30 claims without establishing good cause for the failure and the
31 employer or employer's agent has a pattern of such failures. The
32 commissioner has the authority to determine whether the employer has
33 good cause under this subsection.

34 (a) For the purposes of this subsection, "adequately" means
35 providing accurate information of sufficient quantity and quality
36 that would allow a reasonable person to determine eligibility for
37 benefits.

38 (b)(i) For the purposes of this subsection, "pattern" means a
39 benefit payment was made because the employer or employer's agent
40 failed to respond timely or adequately to a written request of the

1 department for information relating to a claim or claims without
2 establishing good cause for the failure, if the greater of the
3 following calculations for an employer is met:

4 (A) At least three times in the previous two years; or

5 (B) (~~Twenty~~) 20 percent of the total current claims against the
6 employer.

7 (ii) If an employer's agent is utilized, a pattern is established
8 based on each individual client employer that the employer's agent
9 represents.

10 NEW SECTION. **Sec. 6.** If any part of this act is found to be in
11 conflict with federal requirements that are a prescribed condition to
12 the allocation of federal funds to the state or the eligibility of
13 employers in this state for federal unemployment tax credits, the
14 conflicting part of this act is inoperative solely to the extent of
15 the conflict, and the finding or determination does not affect the
16 operation of the remainder of this act. Rules adopted under this act
17 must meet federal requirements that are a necessary condition to the
18 receipt of federal funds by the state or the granting of federal
19 unemployment tax credits to employers in this state.

--- END ---