

**SENATE BILL No. 149**

By Committee on Commerce

2-6

1 AN ACT concerning drug screening; ~~relating to recipients of cash~~  
2 ~~assistance and unemployment benefits~~; amending K.S.A. 2012 Supp.  
3 ~~{39-709,}~~ 39-709e ~~and {,}~~ 44-706 ~~{and 75-4362}~~ and repealing the  
4 existing sections.  
5

6 *Be it enacted by the Legislature of the State of Kansas:*

7 Section 1. K.S.A. 2012 Supp. 39-709 is hereby amended to read as  
8 follows: 39-709. (a) *General eligibility requirements for assistance for*  
9 *which federal moneys are expended.* Subject to the additional requirements  
10 below, assistance in accordance with plans under which federal moneys  
11 are expended may be granted to any needy person who:

12 (1) Has insufficient income or resources to provide a reasonable  
13 subsistence compatible with decency and health. Where a husband and  
14 wife are living together, the combined income or resources of both shall be  
15 considered in determining the eligibility of either or both for such  
16 assistance unless otherwise prohibited by law. The secretary, in  
17 determining need of any applicant for or recipient of assistance shall not  
18 take into account the financial responsibility of any individual for any  
19 applicant or recipient of assistance unless such applicant or recipient is  
20 such individual's spouse or such individual's minor child or minor  
21 stepchild if the stepchild is living with such individual. The secretary in  
22 determining need of an individual may provide such income and resource  
23 exemptions as may be permitted by federal law. For purposes of eligibility  
24 for aid for families with dependent children, for food stamp assistance and  
25 for any other assistance provided through the department of social and  
26 rehabilitation services under which federal moneys are expended, the  
27 secretary of social and rehabilitation services shall consider one motor  
28 vehicle owned by the applicant for assistance, regardless of the value of  
29 such vehicle, as exempt personal property and shall consider any equity in  
30 any additional motor vehicle owned by the applicant for assistance to be a  
31 nonexempt resource of the applicant for assistance.

32 (2) Is a citizen of the United States or is an alien lawfully admitted to  
33 the United States and who is residing in the state of Kansas.

34 (b) *Assistance to families with dependent children.* Assistance may be  
35 granted under this act to any dependent child, or relative, subject to the  
36 general eligibility requirements as set out in subsection (a), who resides in

1 the state of Kansas or whose parent or other relative with whom the child  
2 is living resides in the state of Kansas. Such assistance shall be known as  
3 aid to families with dependent children. Where husband and wife are  
4 living together both shall register for work under the program  
5 requirements for aid to families with dependent children in accordance  
6 with criteria and guidelines prescribed by rules and regulations of the  
7 secretary.

8 (c) *Aid to families with dependent children; assignment of support*  
9 *rights and limited power of attorney.* By applying for or receiving aid to  
10 families with dependent children such applicant or recipient shall be  
11 deemed to have assigned to the secretary on behalf of the state any  
12 accrued, present or future rights to support from any other person such  
13 applicant may have in such person's own behalf or in behalf of any other  
14 family member for whom the applicant is applying for or receiving aid. In  
15 any case in which an order for child support has been established and the  
16 legal custodian and obligee under the order surrenders physical custody of  
17 the child to a caretaker relative without obtaining a modification of legal  
18 custody and support rights on behalf of the child are assigned pursuant to  
19 this section, the surrender of physical custody and the assignment shall  
20 transfer, by operation of law, the child's support rights under the order to  
21 the secretary on behalf of the state. Such assignment shall be of all  
22 accrued, present or future rights to support of the child surrendered to the  
23 caretaker relative. The assignment of support rights shall automatically  
24 become effective upon the date of approval for or receipt of such aid  
25 without the requirement that any document be signed by the applicant,  
26 recipient or obligee. By applying for or receiving aid to families with  
27 dependent children, or by surrendering physical custody of a child to a  
28 caretaker relative who is an applicant or recipient of such assistance on the  
29 child's behalf, the applicant, recipient or obligee is also deemed to have  
30 appointed the secretary, or the secretary's designee, as an attorney in fact to  
31 perform the specific act of negotiating and endorsing all drafts, checks,  
32 money orders or other negotiable instruments representing support  
33 payments received by the secretary in behalf of any person applying for,  
34 receiving or having received such assistance. This limited power of  
35 attorney shall be effective from the date the secretary approves the  
36 application for aid and shall remain in effect until the assignment of  
37 support rights has been terminated in full.

38 (d) *Eligibility requirements for general assistance, the cost of which*  
39 *is not shared by the federal government.* (1) General assistance may be  
40 granted to eligible persons who do not qualify for financial assistance in a  
41 program in which the federal government participates and who satisfy the  
42 additional requirements prescribed by or under this subsection (d).

43 (A) To qualify for general assistance in any form a needy person must

1 have insufficient income or resources to provide a reasonable subsistence  
2 compatible with decency and health and, except as provided for  
3 transitional assistance, be a member of a family in which a minor child or  
4 a pregnant woman resides or be unable to engage in employment. The  
5 secretary shall adopt rules and regulations prescribing criteria for  
6 establishing when a minor child may be considered to be living with a  
7 family and whether a person is able to engage in employment, including  
8 such factors as age or physical or mental condition. Eligibility for general  
9 assistance, other than transitional assistance, is limited to families in which  
10 a minor child or a pregnant woman resides or to an adult or family in  
11 which all legally responsible family members are unable to engage in  
12 employment. Where a husband and wife are living together the combined  
13 income or resources of both shall be considered in determining the  
14 eligibility of either or both for such assistance unless otherwise prohibited  
15 by law. The secretary in determining need of any applicant for or recipient  
16 of general assistance shall not take into account the financial responsibility  
17 of any individual for any applicant or recipient of general assistance unless  
18 such applicant or recipient is such individual's spouse or such individual's  
19 minor child or a minor stepchild if the stepchild is living with such  
20 individual. In determining the need of an individual, the secretary may  
21 provide for income and resource exemptions.

22 (B) To qualify for general assistance in any form a needy person must  
23 be a citizen of the United States or an alien lawfully admitted to the United  
24 States and must be residing in the state of Kansas.

25 (2) General assistance in the form of transitional assistance may be  
26 granted to eligible persons who do not qualify for financial assistance in a  
27 program in which the federal government participates and who satisfy the  
28 additional requirements prescribed by or under this subsection (d), but who  
29 do not meet the criteria prescribed by rules and regulations of the secretary  
30 relating to inability to engage in employment or are not a member of a  
31 family in which a minor or a pregnant woman resides.

32 (3) In addition to the other requirements prescribed under this  
33 subsection (d), the secretary shall adopt rules and regulations which  
34 establish community work experience program requirements for eligibility  
35 for the receipt of general assistance in any form and which establish  
36 penalties to be imposed when a work assignment under a community work  
37 experience program requirement is not completed without good cause. The  
38 secretary may adopt rules and regulations establishing exemptions from  
39 any such community work experience program requirements. A first time  
40 failure to complete such a work assignment requirement shall result in  
41 ineligibility to receive general assistance for a period fixed by such rules  
42 and regulations of not more than three calendar months. A subsequent  
43 failure to complete such a work assignment requirement shall result in a

1 period fixed by such rules and regulations of ineligibility of not more than  
2 six calendar months.

3 (4) If any person is found guilty of the crime of theft under the  
4 provisions of K.S.A. 39-720, and amendments thereto, such person shall  
5 thereby become forever ineligible to receive any form of general  
6 assistance under the provisions of this subsection (d) unless the conviction  
7 is the person's first conviction under the provisions of K.S.A. 39-720, and  
8 amendments thereto, or the law of any other state concerning welfare  
9 fraud. First time offenders convicted of a misdemeanor under the  
10 provisions of such statute shall become ineligible to receive any form of  
11 general assistance for a period of 12 calendar months from the date of  
12 conviction. First time offenders convicted of a felony under the provisions  
13 of such statute shall become ineligible to receive any form of general  
14 assistance for a period of 60 calendar months from the date of conviction.  
15 If any person is found guilty by a court of competent jurisdiction of any  
16 state other than the state of Kansas of a crime involving welfare fraud,  
17 such person shall thereby become forever ineligible to receive any form of  
18 general assistance under the provisions of this subsection (d) unless the  
19 conviction is the person's first conviction under the law of any other state  
20 concerning welfare fraud. First time offenders convicted of a misdemeanor  
21 under the law of any other state concerning welfare fraud shall become  
22 ineligible to receive any form of general assistance for a period of 12  
23 calendar months from the date of conviction. First time offenders  
24 convicted of a felony under the law of any other state concerning welfare  
25 fraud shall become ineligible to receive any form of general assistance for  
26 a period of 60 calendar months from the date of conviction.

27 (e) *Requirements for medical assistance for which federal moneys or*  
28 *state moneys or both are expended.* (1) When the secretary has adopted a  
29 medical care plan under which federal moneys or state moneys or both are  
30 expended, medical assistance in accordance with such plan shall be  
31 granted to any person who is a citizen of the United States or who is an  
32 alien lawfully admitted to the United States and who is residing in the state  
33 of Kansas, whose resources and income do not exceed the levels  
34 prescribed by the secretary. In determining the need of an individual, the  
35 secretary may provide for income and resource exemptions and protected  
36 income and resource levels. Resources from inheritance shall be counted.  
37 A disclaimer of an inheritance pursuant to K.S.A. 59-2291, and  
38 amendments thereto, shall constitute a transfer of resources. The secretary  
39 shall exempt principal and interest held in irrevocable trust pursuant to  
40 subsection (c) of K.S.A. 16-303, and amendments thereto, from the  
41 eligibility requirements of applicants for and recipients of medical  
42 assistance. Such assistance shall be known as medical assistance.

43 (2) For the purposes of medical assistance eligibility determinations

1 on or after July 1, 2004, if an applicant or recipient owns property in joint  
2 tenancy with some other party and the applicant or recipient of medical  
3 assistance has restricted or conditioned their interest in such property to a  
4 specific and discrete property interest less than 100%, then such  
5 designation will cause the full value of the property to be considered an  
6 available resource to the applicant or recipient.

7 (3) (A) Resources from trusts shall be considered when determining  
8 eligibility of a trust beneficiary for medical assistance. Medical assistance  
9 is to be secondary to all resources, including trusts, that may be available  
10 to an applicant or recipient of medical assistance.

11 (B) If a trust has discretionary language, the trust shall be considered  
12 to be an available resource to the extent, using the full extent of discretion,  
13 the trustee may make any of the income or principal available to the  
14 applicant or recipient of medical assistance. Any such discretionary trust  
15 shall be considered an available resource unless: (i) At the time of creation  
16 or amendment of the trust, the trust states a clear intent that the trust is  
17 supplemental to public assistance; and (ii) the trust: (a) Is funded from  
18 resources of a person who, at the time of such funding, owed no duty of  
19 support to the applicant or recipient of medical assistance; or (b) is funded  
20 not more than nominally from resources of a person while that person  
21 owed a duty of support to the applicant or recipient of medical assistance.

22 (C) For the purposes of this paragraph, "public assistance" includes,  
23 but is not limited to, medicaid, medical assistance or title XIX of the social  
24 security act.

25 (4) (A) When an applicant or recipient of medical assistance is a party  
26 to a contract, agreement or accord for personal services being provided by  
27 a nonlicensed individual or provider and such contract, agreement or  
28 accord involves health and welfare monitoring, pharmacy assistance, case  
29 management, communication with medical, health or other professionals,  
30 or other activities related to home health care, long term care, medical  
31 assistance benefits, or other related issues, any moneys paid under such  
32 contract, agreement or accord shall be considered to be an available  
33 resource unless the following restrictions are met: (i) The contract,  
34 agreement or accord must be in writing and executed prior to any services  
35 being provided; (ii) the moneys paid are in direct relationship with the fair  
36 market value of such services being provided by similarly situated and  
37 trained nonlicensed individuals; (iii) if no similarly situated nonlicensed  
38 individuals or situations can be found, the value of services will be based  
39 on federal hourly minimum wage standards; (iv) such individual providing  
40 the services will report all receipts of moneys as income to the appropriate  
41 state and federal governmental revenue agencies; (v) any amounts due  
42 under such contract, agreement or accord shall be paid after the services  
43 are rendered; (vi) the applicant or recipient shall have the power to revoke

1 the contract, agreement or accord; and (vii) upon the death of the applicant  
2 or recipient, the contract, agreement or accord ceases.

3 (B) When an applicant or recipient of medical assistance is a party to  
4 a written contract for personal services being provided by a licensed health  
5 professional or facility and such contract involves health and welfare  
6 monitoring, pharmacy assistance, case management, communication with  
7 medical, health or other professionals, or other activities related to home  
8 health care, long term care, medical assistance benefits or other related  
9 issues, any moneys paid in advance of receipt of services for such  
10 contracts shall be considered to be an available resource.

11 (5) Any trust may be amended if such amendment is permitted by the  
12 Kansas uniform trust code.

13 (f) *Eligibility for medical assistance of resident receiving medical*  
14 *care outside state.* A person who is receiving medical care including long-  
15 term care outside of Kansas whose health would be endangered by the  
16 postponement of medical care until return to the state or by travel to return  
17 to Kansas, may be determined eligible for medical assistance if such  
18 individual is a resident of Kansas and all other eligibility factors are met.  
19 Persons who are receiving medical care on an ongoing basis in a long-term  
20 medical care facility in a state other than Kansas and who do not return to  
21 a care facility in Kansas when they are able to do so, shall no longer be  
22 eligible to receive assistance in Kansas unless such medical care is not  
23 available in a comparable facility or program providing such medical care  
24 in Kansas. For persons who are minors or who are under guardianship, the  
25 actions of the parent or guardian shall be deemed to be the actions of the  
26 child or ward in determining whether or not the person is remaining  
27 outside the state voluntarily.

28 (g) *Medical assistance; assignment of rights to medical support and*  
29 *limited power of attorney; recovery from estates of deceased recipients.*(1)  
30 Except as otherwise provided in K.S.A. 39-786 and 39-787, and  
31 amendments thereto, or as otherwise authorized on and after September  
32 30, 1989, under section 303 and amendments thereto of the federal  
33 medicare catastrophic coverage act of 1988, whichever is applicable, by  
34 applying for or receiving medical assistance under a medical care plan in  
35 which federal funds are expended, any accrued, present or future rights to  
36 support and any rights to payment for medical care from a third party of an  
37 applicant or recipient and any other family member for whom the  
38 applicant is applying shall be deemed to have been assigned to the  
39 secretary on behalf of the state. The assignment shall automatically  
40 become effective upon the date of approval for such assistance without the  
41 requirement that any document be signed by the applicant or recipient. By  
42 applying for or receiving medical assistance the applicant or recipient is  
43 also deemed to have appointed the secretary, or the secretary's designee, as

1 an attorney in fact to perform the specific act of negotiating and endorsing  
2 all drafts, checks, money orders or other negotiable instruments,  
3 representing payments received by the secretary in behalf of any person  
4 applying for, receiving or having received such assistance. This limited  
5 power of attorney shall be effective from the date the secretary approves  
6 the application for assistance and shall remain in effect until the  
7 assignment has been terminated in full. The assignment of any rights to  
8 payment for medical care from a third party under this subsection shall not  
9 prohibit a health care provider from directly billing an insurance carrier for  
10 services rendered if the provider has not submitted a claim covering such  
11 services to the secretary for payment. Support amounts collected on behalf  
12 of persons whose rights to support are assigned to the secretary only under  
13 this subsection and no other shall be distributed pursuant to subsection (d)  
14 of K.S.A. 39-756, and amendments thereto, except that any amounts  
15 designated as medical support shall be retained by the secretary for  
16 repayment of the unreimbursed portion of assistance. Amounts collected  
17 pursuant to the assignment of rights to payment for medical care from a  
18 third party shall also be retained by the secretary for repayment of the  
19 unreimbursed portion of assistance.

20 (2) The amount of any medical assistance paid after June 30, 1992,  
21 under the provisions of subsection (e) is (A) a claim against the property or  
22 any interest therein belonging to and a part of the estate of any deceased  
23 recipient or, if there is no estate, the estate of the surviving spouse, if any,  
24 shall be charged for such medical assistance paid to either or both, and (B)  
25 a claim against any funds of such recipient or spouse in any account under  
26 K.S.A. 9-1215, 9-1216, 17-2263, 17-2264, 17-5828 or 17-5829, and  
27 amendments thereto. There shall be no recovery of medical assistance  
28 correctly paid to or on behalf of an individual under subsection (e) except  
29 after the death of the surviving spouse of the individual, if any, and only at  
30 a time when the individual has no surviving child who is under 21 years of  
31 age or is blind or permanently and totally disabled. Transfers of real or  
32 personal property by recipients of medical assistance without adequate  
33 consideration are voidable and may be set aside. Except where there is a  
34 surviving spouse, or a surviving child who is under 21 years of age or is  
35 blind or permanently and totally disabled, the amount of any medical  
36 assistance paid under subsection (e) is a claim against the estate in any  
37 guardianship or conservatorship proceeding. The monetary value of any  
38 benefits received by the recipient of such medical assistance under long-  
39 term care insurance, as defined by K.S.A. 40-2227, and amendments  
40 thereto, shall be a credit against the amount of the claim provided for such  
41 medical assistance under this subsection (g). The secretary is authorized to  
42 enforce each claim provided for under this subsection (g). The secretary  
43 shall not be required to pursue every claim, but is granted discretion to

1 determine which claims to pursue. All moneys received by the secretary  
2 from claims under this subsection (g) shall be deposited in the social  
3 welfare fund. The secretary may adopt rules and regulations for the  
4 implementation and administration of the medical assistance recovery  
5 program under this subsection (g).

6 (3) By applying for or receiving medical assistance under the  
7 provisions of article 7 of chapter 39 of the Kansas Statutes Annotated, such  
8 individual or such individual's agent, fiduciary, guardian, conservator,  
9 representative payee or other person acting on behalf of the individual  
10 consents to the following definitions of estate and the results therefrom:

11 (A) If an individual receives any medical assistance before July 1,  
12 2004, pursuant to article 7 of chapter 39 of the Kansas Statutes Annotated,  
13 which forms the basis for a claim under subsection (g)(2), such claim is  
14 limited to the individual's probatable estate as defined by applicable law;  
15 and

16 (B) if an individual receives any medical assistance on or after July 1,  
17 2004, pursuant to article 7 of chapter 39 of the Kansas Statutes Annotated,  
18 which forms the basis for a claim under subsection (g)(2), such claim shall  
19 apply to the individual's medical assistance estate. The medical assistance  
20 estate is defined as including all real and personal property and other  
21 assets in which the deceased individual had any legal title or interest  
22 immediately before or at the time of death to the extent of that interest or  
23 title. The medical assistance estate includes, without limitation assets  
24 conveyed to a survivor, heir or assign of the deceased recipient through  
25 joint tenancy, tenancy in common, survivorship, transfer-on-death deed,  
26 payable-on-death contract, life estate, trust, annuities or similar  
27 arrangement.

28 (4) The secretary of social and rehabilitation services or the  
29 secretary's designee is authorized to file and enforce a lien against the real  
30 property of a recipient of medical assistance in certain situations, subject  
31 to all prior liens of record. The lien must be filed in the office of the  
32 register of deeds of the county where the real property is located and must  
33 contain the legal description of all real property in the county subject to the  
34 lien. This lien is for payments of medical assistance made by the  
35 department of social and rehabilitation services to the recipient who is an  
36 inpatient in a nursing home or other medical institution. Such lien may be  
37 filed only after notice and an opportunity for a hearing has been given.  
38 Such lien may be enforced only upon competent medical testimony that  
39 the recipient cannot reasonably be expected to be discharged and returned  
40 home. A six-month period of compensated inpatient care at a nursing  
41 home, nursing homes or other medical institution shall constitute a  
42 determination by the department of social and rehabilitation services that  
43 the recipient cannot reasonably be expected to be discharged and returned



1 home. To return home means the recipient leaves the nursing or medical  
2 facility and resides in the home on which the lien has been placed for a  
3 period of at least 90 days without being readmitted as an inpatient to a  
4 nursing or medical facility. The amount of the lien shall be for the amount  
5 of assistance paid by the department of social and rehabilitation services  
6 after the expiration of six months from the date the recipient became  
7 eligible for compensated inpatient care at a nursing home, nursing homes  
8 or other medical institution until the time of the filing of the lien and for  
9 any amount paid thereafter for such medical assistance to the recipient.

10 (5) The lien filed by the secretary or the secretary's designee for  
11 medical assistance correctly received may be enforced before or after the  
12 death of the recipient by the filing of an action to foreclose such lien in the  
13 Kansas district court or through an estate probate court action in the  
14 county where the real property of the recipient is located. However, it may  
15 be enforced only:

16 (A) After the death of the surviving spouse of the recipient;

17 (B) when there is no child of the recipient, natural or adopted, who is  
18 20 years of age or less residing in the home;

19 (C) when there is no adult child of the recipient, natural or adopted,  
20 who is blind or disabled residing in the home; or

21 (D) when no brother or sister of the recipient is lawfully residing in  
22 the home, who has resided there for at least one year immediately before  
23 the date of the recipient's admission to the nursing or medical facility, and  
24 has resided there on a continuous basis since that time.

25 (6) The lien remains on the property even after a transfer of the title  
26 by conveyance, sale, succession, inheritance or will unless one of the  
27 following events occur:

28 (A) The lien is satisfied. The recipient, the heirs, personal  
29 representative or assigns of the recipient may discharge such lien at any  
30 time by paying the amount of the lien to the secretary or the secretary's  
31 designee;

32 (B) the lien is terminated by foreclosure of prior lien of record or  
33 settlement action taken in lieu of foreclosure;

34 (C) the value of the real property is consumed by the lien, at which  
35 time the secretary or the secretary's designee may force the sale for the real  
36 property to satisfy the lien; or

37 (D) after a lien is filed against the real property, it will be dissolved if  
38 the recipient leaves the nursing or medical facility and resides in the  
39 property to which the lien is attached for a period of more than 90 days  
40 without being readmitted as an inpatient to a nursing or medical facility,  
41 even though there may have been no reasonable expectation that this  
42 would occur. If the recipient is readmitted to a nursing or medical facility  
43 during this period, and does return home after being released, another 90

1 days must be completed before the lien can be dissolved.

2 (7) If the secretary of social and rehabilitation services or the  
3 secretary's designee has not filed an action to foreclose the lien in the  
4 Kansas district court in the county where the real property is located  
5 within 10 years from the date of the filing of the lien, then the lien shall  
6 become dormant, and shall cease to operate as a lien on the real estate of  
7 the recipient. Such dormant lien may be revived in the same manner as a  
8 dormant judgment lien is revived under K.S.A. 60-2403 et seq., and  
9 amendments thereto.

10 (h) *Placement under the revised Kansas code for care of children or*  
11 *revised Kansas juvenile justice code; assignment of support rights and*  
12 *limited power of attorney.* In any case in which the secretary of social and  
13 rehabilitation services pays for the expenses of care and custody of a child  
14 pursuant to K.S.A. 2012 Supp. 38-2201 et seq. or 38-2301 et seq., and  
15 amendments thereto, including the expenses of any foster care placement,  
16 an assignment of all past, present and future support rights of the child in  
17 custody possessed by either parent or other person entitled to receive  
18 support payments for the child is, by operation of law, conveyed to the  
19 secretary. Such assignment shall become effective upon placement of a  
20 child in the custody of the secretary or upon payment of the expenses of  
21 care and custody of a child by the secretary without the requirement that  
22 any document be signed by the parent or other person entitled to receive  
23 support payments for the child. When the secretary pays for the expenses  
24 of care and custody of a child or a child is placed in the custody of the  
25 secretary, the parent or other person entitled to receive support payments  
26 for the child is also deemed to have appointed the secretary, or the  
27 secretary's designee, as attorney in fact to perform the specific act of  
28 negotiating and endorsing all drafts, checks, money orders or other  
29 negotiable instruments representing support payments received by the  
30 secretary on behalf of the child. This limited power of attorney shall be  
31 effective from the date the assignment to support rights becomes effective  
32 and shall remain in effect until the assignment of support rights has been  
33 terminated in full.

34 (i) No person who voluntarily quits employment or who is fired from  
35 employment due to gross misconduct as defined by rules and regulations  
36 of the secretary or who is a fugitive from justice by reason of a felony  
37 conviction or charge shall be eligible to receive public assistance benefits  
38 in this state. Any recipient of public assistance who fails to timely comply  
39 with monthly reporting requirements under criteria and guidelines  
40 prescribed by rules and regulations of the secretary shall be subject to a  
41 penalty established by the secretary by rules and regulations.

42 (j) If the applicant or recipient of aid to families with dependent  
43 children is a mother of the dependent child, as a condition of the mother's

1 eligibility for aid to families with dependent children the mother shall  
2 identify by name and, if known, by current address the father of the  
3 dependent child except that the secretary may adopt by rules and  
4 regulations exceptions to this requirement in cases of undue hardship. Any  
5 recipient of aid to families with dependent children who fails to cooperate  
6 with requirements relating to child support enforcement under criteria and  
7 guidelines prescribed by rules and regulations of the secretary shall be  
8 subject to a penalty established by the secretary by rules and regulations  
9 which penalty shall progress to ineligibility for the family after three  
10 months of noncooperation.

11 (k) By applying for or receiving child care benefits or food stamps,  
12 the applicant or recipient shall be deemed to have assigned, pursuant to  
13 K.S.A. 39-756 and amendments thereto, to the secretary on behalf of the  
14 state only accrued, present or future rights to support from any other  
15 person such applicant may have in such person's own behalf or in behalf of  
16 any other family member for whom the applicant is applying for or  
17 receiving aid. The assignment of support rights shall automatically become  
18 effective upon the date of approval for or receipt of such aid without the  
19 requirement that any document be signed by the applicant or recipient. By  
20 applying for or receiving child care benefits or food stamps, the applicant  
21 or recipient is also deemed to have appointed the secretary, or the  
22 secretary's designee, as an attorney in fact to perform the specific act of  
23 negotiating and endorsing all drafts, checks, money orders or other  
24 negotiable instruments representing support payments received by the  
25 secretary in behalf of any person applying for, receiving or having  
26 received such assistance. This limited power of attorney shall be effective  
27 from the date the secretary approves the application for aid and shall  
28 remain in effect until the assignment of support rights has been terminated  
29 in full. An applicant or recipient who has assigned support rights to the  
30 secretary pursuant to this subsection shall cooperate in establishing and  
31 enforcing support obligations to the same extent required of applicants for  
32 or recipients of aid to families with dependent children.

33 (l) (1) *A program of drug screening for applicants for cash assistance*  
34 *as a condition of eligibility for cash assistance and persons receiving cash*  
35 *assistance as a condition of continued receipt of cash assistance shall be*  
36 *established, subject to applicable federal law, by the secretary for children*  
37 *and families on or before January 1, 2014. Under such program of drug*  
38 *screening, the secretary for children and families shall order a drug*  
39 *screening of an applicant for or a recipient of cash assistance at any time*  
40 *when reasonable suspicion exists that such applicant for or recipient of*  
41 *cash assistance is {unlawfully} using a controlled substance or controlled*  
42 *substance analog. The secretary for children and families may use any*  
43 *information obtained by the secretary for children and families to*

1 determine whether such reasonable suspicion exists, including, but not  
2 limited to, an applicant's or recipient's demeanor, missed appointments  
3 and arrest or other police records, previous employment or application for  
4 employment in an occupation or industry that regularly conducts drug  
5 screening, termination from previous employment due to {unlawful} use of  
6 a controlled substance or controlled substance analog or prior drug  
7 screening records of the applicant or recipient indicating {unlawful} use  
8 of a controlled substance or controlled substance analog.

9 (2) Any applicant for or recipient of cash assistance whose drug  
10 screening results in a positive test may request that the drug screening  
11 specimen be sent to a different drug testing facility for an additional drug  
12 screening. Any applicant for or recipient of cash assistance who requests  
13 an additional drug screening at a different drug testing facility shall be  
14 required to pay the cost of drug screening. Such applicant or recipient who  
15 took the additional drug screening and who tested negative for {unlawful}  
16 use of a controlled substance and controlled substance analog shall be  
17 reimbursed for the cost of such additional drug screening.

18 (3) Any applicant for or recipient of cash assistance who tests  
19 positive for {unlawful} use of a controlled substance or controlled  
20 substance analog shall be required to complete a substance abuse  
21 treatment program approved by the secretary for children and families,  
22 secretary of labor or secretary of commerce, and a job skills program  
23 approved by the secretary for children and families, secretary of labor or  
24 secretary of commerce. Subject to applicable federal laws, any applicant  
25 for or recipient of cash assistance who fails to complete or refuses to  
26 participate in the substance abuse treatment program or job skills  
27 program as required under this subsection shall be ineligible to receive  
28 cash assistance until completion of such substance abuse treatment and  
29 job skills programs. Upon completion of both substance abuse treatment  
30 and job skills programs, such applicant for or recipient of cash assistance  
31 may be subject to periodic drug screening, as determined by the secretary  
32 for children and families. Upon a second positive test for {unlawful} use  
33 of a controlled substance or controlled substance analog, a recipient of  
34 cash assistance shall be ordered to complete again a substance abuse  
35 treatment program and job skills program, and shall be terminated from  
36 cash assistance for a period of 12 months, or until such recipient of cash  
37 assistance completes both substance abuse treatment and job skills  
38 programs, whichever is later. Upon a third positive test for {unlawful} use  
39 of a controlled substance or controlled substance analog, a recipient of  
40 cash assistance shall be terminated from cash assistance, subject to  
41 applicable federal law.

42 ***{The secretary for children and families shall fund such substance***  
43 ***abuse treatment program and job skills program with the funding***

1 *available from TANF, provided that the federal law and regulations*  
2 *allow such expenditure and the applicant or the recipient are not*  
3 *otherwise eligible for medical assistance under subsection (e). If the*  
4 *federal law and regulations do not allow such expenditure, the secretary*  
5 *for children and families shall expend moneys appropriated from the*  
6 *state general fund to administer and operate such programs. When the*  
7 *federal or any other funding is not available to fund such expenditures,*  
8 *the secretary for children and families shall expend moneys from the*  
9 *state general fund to administer and operate such programs.}*

10 (4) *If an applicant for or recipient of cash assistance is ineligible for*  
11 *or terminated from cash assistance as a result of a positive test for*  
12 *{unlawful} use of a controlled substance or controlled substance analog,*  
13 *and such applicant for or recipient of cash assistance is the parent or*  
14 *legal guardian of a minor child—eligible for cash assistance, an*  
15 *appropriate protective payee shall be designated to receive cash*  
16 *assistance on behalf of such child. Such parent or legal guardian of the*  
17 *minor child may choose to designate an individual to receive cash*  
18 *assistance for such parent's or legal guardian's minor child, as approved*  
19 *by the secretary for children and families. Prior to the designated*  
20 *individual receiving any cash assistance, the secretary for children and*  
21 *families shall—order a drug screening of the designated individual{review*  
22 *whether reasonable suspicion exists that such designated individual is*  
23 *unlawfully using a controlled substance or controlled substance analog}.*

24 (A) *In addition, any individual designated to receive cash assistance*  
25 *on behalf of an eligible minor child shall be subject to drug screening at*  
26 *any time when reasonable suspicion exists that such designated individual*  
27 *is {unlawfully} using a controlled substance or controlled substance*  
28 *analog. The secretary for children and families may use any information*  
29 *obtained by the secretary for children and families to determine whether*  
30 *such reasonable suspicion exists, including, but not limited to, the*  
31 *designated individual's demeanor, missed appointments and arrest or*  
32 *other police records, previous employment or application for employment*  
33 *in an occupation or industry that regularly conducts drug screening,*  
34 *termination from previous employment due to {unlawful} use of a*  
35 *controlled substance or controlled substance analog or prior drug*  
36 *screening records of the designated individual indicating {unlawful} use*  
37 *of a controlled substance or controlled substance analog.*

38 (B) *Any designated individual whose drug screening results in a*  
39 *positive test may request that the drug screening specimen be sent to a*  
40 *different drug testing facility for an additional drug screening. Any*  
41 *designated individual who requests an additional drug screening at a*  
42 *different drug testing facility shall be required to pay the cost of drug*  
43 *screening. Such designated individual who took the additional drug*

1 screening and who tested negative for ~~{unlawful}~~ use of a controlled  
2 substance and controlled substance analog shall be reimbursed for the  
3 cost of such additional drug screening.

4 (C) Upon any positive test for ~~{unlawful}~~ use of a controlled  
5 substance or controlled substance analog, the designated individual shall  
6 not receive cash assistance on behalf of the parent's or legal guardian's  
7 minor child, and another designated individual shall be selected by the  
8 secretary for children and families to receive cash assistance on behalf of  
9 such parent's or legal guardian's minor child.

10 (5) If a person has been convicted under federal or state law of any  
11 offense which is classified as a felony by the law of the jurisdiction and  
12 which has as an element of such offense the manufacture, cultivation,  
13 distribution, possession or use of a controlled substance or controlled  
14 substance analog, and the date of conviction is on or after July 1, 2013,  
15 such person shall thereby become forever ineligible to receive any cash  
16 assistance under this subsection unless such conviction is the person's first  
17 conviction. First-time offenders convicted under federal or state law of  
18 any offense which is classified as a felony by the law of the jurisdiction  
19 and which has as an element of such offense the manufacture, cultivation,  
20 distribution, possession or use of a controlled substance or controlled  
21 substance analog, and the date of conviction is on or after July 1, 2013,  
22 such person shall become ineligible to receive cash assistance for five  
23 years from the date of conviction.

24 (6) Except for hearings before the Kansas department for children  
25 and families or criminal prosecutions, the results of any drug screening  
26 administered as part of the drug screening program authorized by this  
27 subsection shall be confidential and shall not be disclosed publicly.

28 (7) The secretary for children and families may adopt such rules and  
29 regulations as are necessary to carry out the provisions of this subsection.

30 (8) Any authority granted to the secretary for children and families  
31 under this subsection shall be in addition to any other penalties prescribed  
32 by law.

33 (9) As used in this subsection:

34 (A) "Cash assistance" means cash assistance provided to individuals  
35 under the provisions of article 7 of chapter 39 of the Kansas Statutes  
36 Annotated, and amendments thereto, and any rules and regulations  
37 adopted pursuant to such statutes.

38 (B) "Controlled substance" means the same as in K.S.A. 2012 Supp.  
39 21-5701, and amendments thereto, and 21 U.S.C. § 802.

40 (C) "Controlled substance analog" means the same as in K.S.A. 2012  
41 Supp. 21-5701, and amendments thereto.

42 Sec. 2. K.S.A. 2012 Supp. 39-709e is hereby amended to read as  
43 follows: 39-709e. (a) Except as provided in section 1, and amendments

1 *thereto*, under the authority of subsection (d)(1)(A) of 21 U.S.C. § 862a,  
2 the state of Kansas hereby exercises its option out of subsection (a) of 21  
3 U.S.C. § 862a, which makes any individual ineligible for certain state and  
4 federal assistance if that individual has been convicted under federal or  
5 state law of any offense which is classified as a felony by the law of the  
6 jurisdiction and which has as an element of such offense the possession,  
7 use or distribution of a controlled substance as defined by subsection (6) of  
8 21 U.S.C. § 802, only if, after such conviction, such individual has:

9 (1) Been assessed by a licensed substance abuse treatment provider as  
10 not requiring substance abuse treatment; or

11 (2) been assessed by a licensed substance abuse treatment provider  
12 and such provider recommended substance abuse treatment and such  
13 individual:

14 (A) Is participating in a licensed substance abuse treatment program;  
15 or

16 (B) has successfully completed a licensed substance abuse treatment  
17 program.

18 (b) An individual shall be disqualified for any state or federal  
19 assistance permitted by this section if confirmation of illegal drug use is  
20 found as a result of testing that occurs while the individual is on probation,  
21 parole, conditional release or postrelease supervision or during required  
22 substance abuse treatment. Thereafter, such disqualified individual may  
23 reapply for assistance after 30 days.

24 New Sec. 3. (a) Each employer shall submit a report to the secretary  
25 containing:

26 (1) The name and address of each employee who has been  
27 discharged by reason of misconduct as such term is defined in K.S.A. 44-  
28 706(b)(2), and amendments thereto; or

29 (2) the name and address of each job applicant who has refused  
30 employment by reason of misconduct as such term is defined in K.S.A. 44-  
31 706(b)(2), and amendments thereto; and

32 (3) such other information which may be required by the secretary.

33 (b) The report required by subsection (a) shall be submitted on a form  
34 prescribed by the secretary. Such report shall be submitted in a  
35 manner prescribed by the secretary.

36 (c) The secretary may adopt rules and regulations as are necessary to  
37 carry out the provisions of this section.

38 (d) The secretary may use any report received pursuant to this section  
39 to determine eligibility for unemployment benefits.

40 (e) This section shall be a part of and supplemental to the  
41 employment security law.

42 Sec. 4. K.S.A. 2012 Supp. 44-706 is hereby amended to read as  
43 follows: 44-706. An individual shall be disqualified for benefits:

1 (a) If the individual left work voluntarily without good cause  
2 attributable to the work or the employer, subject to the other provisions of  
3 this subsection. Failure to return to work after expiration of approved  
4 personal or medical leave, or both, shall be considered a voluntary  
5 resignation. After a temporary job assignment, failure of an individual to  
6 affirmatively request an additional assignment on the next succeeding  
7 workday, if required by the employment agreement, after completion of a  
8 given work assignment, shall constitute leaving work voluntarily. The  
9 disqualification shall begin the day following the separation and shall  
10 continue until after the individual has become reemployed and has had  
11 earnings from insured work of at least three times the individual's weekly  
12 benefit amount. An individual shall not be disqualified under this  
13 subsection if:

14 (1) The individual was forced to leave work because of illness or  
15 injury upon the advice of a licensed and practicing health care provider  
16 and, upon learning of the necessity for absence, immediately notified the  
17 employer thereof, or the employer consented to the absence, and after  
18 recovery from the illness or injury, when recovery was certified by a  
19 practicing health care provider, the individual returned to the employer and  
20 offered to perform services and the individual's regular work or  
21 comparable and suitable work was not available. As used in this paragraph  
22 "health care provider" means any person licensed by the proper licensing  
23 authority of any state to engage in the practice of medicine and surgery,  
24 osteopathy, chiropractic, dentistry, optometry, podiatry or psychology;

25 (2) the individual left temporary work to return to the regular  
26 employer;

27 (3) the individual left work to enlist in the armed forces of the United  
28 States, but was rejected or delayed from entry;

29 (4) the spouse of an individual who is a member of the armed forces  
30 of the United States who left work because of the voluntary or involuntary  
31 transfer of the individual's spouse from one job to another job, which is for  
32 the same employer or for a different employer, at a geographic location  
33 which makes it unreasonable for the individual to continue work at the  
34 individual's job. For the purposes of this provision the term "armed forces"  
35 means active duty in the army, navy, marine corps, air force, coast guard or  
36 any branch of the military reserves of the United States;

37 (5) the individual left work because of hazardous working conditions;  
38 in determining whether or not working conditions are hazardous for an  
39 individual, the degree of risk involved to the individual's health, safety and  
40 morals, the individual's physical fitness and prior training and the working  
41 conditions of workers engaged in the same or similar work for the same  
42 and other employers in the locality shall be considered; as used in this  
43 paragraph, "hazardous working conditions" means working conditions that



1 could result in a danger to the physical or mental well-being of the  
2 individual; each determination as to whether hazardous working  
3 conditions exist shall include, but shall not be limited to, a consideration of  
4 (A) the safety measures used or the lack thereof, and (B) the condition of  
5 equipment or lack of proper equipment; no work shall be considered  
6 hazardous if the working conditions surrounding the individual's work are  
7 the same or substantially the same as the working conditions generally  
8 prevailing among individuals performing the same or similar work for  
9 other employers engaged in the same or similar type of activity;

10 (6) the individual left work to enter training approved under section  
11 236(a)(1) of the federal trade act of 1974, provided the work left is not of a  
12 substantially equal or higher skill level than the individual's past adversely  
13 affected employment (as defined for purposes of the federal trade act of  
14 1974), and wages for such work are not less than 80% of the individual's  
15 average weekly wage as determined for the purposes of the federal trade  
16 act of 1974;

17 (7) the individual left work because of unwelcome harassment of the  
18 individual by the employer or another employee of which the employing  
19 unit had knowledge;

20 (8) the individual left work to accept better work; each determination  
21 as to whether or not the work accepted is better work shall include, but  
22 shall not be limited to, consideration of (A) the rate of pay, the hours of  
23 work and the probable permanency of the work left as compared to the  
24 work accepted, (B) the cost to the individual of getting to the work left in  
25 comparison to the cost of getting to the work accepted, and (C) the  
26 distance from the individual's place of residence to the work accepted in  
27 comparison to the distance from the individual's residence to the work left;

28 (9) the individual left work as a result of being instructed or requested  
29 by the employer, a supervisor or a fellow employee to perform a service or  
30 commit an act in the scope of official job duties which is in violation of an  
31 ordinance or statute;

32 (10) the individual left work because of a violation of the work  
33 agreement by the employing unit and, before the individual left, the  
34 individual had exhausted all remedies provided in such agreement for the  
35 settlement of disputes before terminating;

36 (11) after making reasonable efforts to preserve the work, the  
37 individual left work due to a personal emergency of such nature and  
38 compelling urgency that it would be contrary to good conscience to  
39 impose a disqualification; or

40 (12) (A) the individual left work due to circumstances resulting from  
41 domestic violence, including:

42 (i) The individual's reasonable fear of future domestic violence at or  
43 en route to or from the individual's place of employment; or

1 (ii) the individual's need to relocate to another geographic area in  
2 order to avoid future domestic violence; ~~or~~

3 (iii) the individual's need to address the physical, psychological and  
4 legal impacts of domestic violence; ~~or~~

5 (iv) the individual's need to leave employment as a condition of  
6 receiving services or shelter from an agency which provides support  
7 services or shelter to victims of domestic violence; or

8 (v) the individual's reasonable belief that termination of employment  
9 is necessary to avoid other situations which may cause domestic violence  
10 and to provide for the future safety of the individual or the individual's  
11 family.

12 (B) An individual may prove the existence of domestic violence by  
13 providing one of the following:

14 (i) A restraining order or other documentation of equitable relief by a  
15 court of competent jurisdiction; ~~or~~

16 (ii) a police record documenting the abuse; ~~or~~

17 (iii) documentation that the abuser has been convicted of one or more  
18 of the offenses enumerated in articles 34 and 35 of chapter 21 of the  
19 Kansas Statutes Annotated, prior to their repeal, or articles 54 or 55 of  
20 chapter 21 of the Kansas Statutes Annotated, or K.S.A. 2012 Supp. 21-  
21 6104, 21-6325, 21-6326 or 21-6418 through 21-6421, and amendments  
22 thereto, where the victim was a family or household member; ~~or~~

23 (iv) medical documentation of the abuse; ~~or~~

24 (v) a statement provided by a counselor, social worker, health care  
25 provider, clergy, shelter worker, legal advocate, domestic violence or  
26 sexual assault advocate or other professional who has assisted the  
27 individual in dealing with the effects of abuse on the individual or the  
28 individual's family; or

29 (vi) a sworn statement from the individual attesting to the abuse.

30 (C) No evidence of domestic violence experienced by an individual,  
31 including the individual's statement and corroborating evidence, shall be  
32 disclosed by the department of labor unless consent for disclosure is given  
33 by the individual.

34 (b) If the individual has been discharged for misconduct connected  
35 with the individual's work. The disqualification shall begin the day  
36 following the separation and shall continue until after the individual  
37 becomes reemployed and has had earnings from insured work of at least  
38 three times the individual's determined weekly benefit amount, except that  
39 if an individual is discharged for gross misconduct connected with the  
40 individual's work, such individual shall be disqualified for benefits until  
41 such individual again becomes employed and has had earnings from  
42 insured work of at least eight times such individual's determined weekly  
43 benefit amount. In addition, all wage credits attributable to the

1 employment from which the individual was discharged for gross  
2 misconduct connected with the individual's work shall be canceled. No  
3 such cancellation of wage credits shall affect prior payments made as a  
4 result of a prior separation.

5 (1) For the purposes of this subsection, "misconduct" is defined as a  
6 violation of a duty or obligation reasonably owed the employer as a  
7 condition of employment. The term "gross misconduct" as used in this  
8 subsection shall be construed to mean conduct evincing extreme, willful or  
9 wanton misconduct as defined by this subsection. Failure of the employee  
10 to notify the employer of an absence shall be considered prima facie  
11 evidence of a violation of a duty or obligation reasonably owed the  
12 employer as a condition of employment.

13 (2) For the purposes of this subsection, the use of or impairment  
14 caused by alcoholic liquor, a cereal malt beverage or a nonprescribed  
15 controlled substance by an individual while working shall be conclusive  
16 evidence of misconduct and the possession of alcoholic liquor, a cereal  
17 malt beverage or a nonprescribed controlled substance by an individual  
18 while working shall be prima facie evidence of conduct which is a  
19 violation of a duty or obligation reasonably owed to the employer as a  
20 condition of employment. Alcoholic liquor shall be defined as provided in  
21 K.S.A. 41-102, and amendments thereto. Cereal malt beverage shall be  
22 defined as provided in K.S.A. 41-2701, and amendments thereto.  
23 Controlled substance shall be defined as provided in K.S.A. 2012 Supp.  
24 21-5701, and amendments thereto. As used in this paragraph, "required by  
25 law" means required by a federal or state law, a federal or state rule or  
26 regulation having the force and effect of law, a county resolution or  
27 municipal ordinance, or a policy relating to public safety adopted in open  
28 meeting by the governing body of any special district or other local  
29 governmental entity. Chemical test shall include, but is not limited to, tests  
30 of urine, blood or saliva. A positive chemical test shall mean a chemical  
31 result showing a concentration at or above the levels listed in K.S.A. 44-  
32 501, and amendments thereto, for the drugs or abuse listed therein. A  
33 positive breath test shall mean a test result showing an alcohol  
34 concentration of .04 or greater. Alcohol concentration means the number  
35 of grams of alcohol per 210 liters of breath. An individual's refusal to  
36 submit to a chemical test or breath alcohol test shall be conclusive  
37 evidence of misconduct if the test meets the standards of the drug free  
38 workplace act, 41 U.S.C. § 701 et seq.; the test was administered as part of  
39 an employee assistance program or other drug or alcohol treatment  
40 program in which the employee was participating voluntarily or as a  
41 condition of further employment; the test was otherwise required by law  
42 and the test constituted a required condition of employment for the  
43 individual's job; the test was requested pursuant to a written policy of the

1 employer of which the employee had knowledge and was a required  
2 condition of employment; or there was probable cause to believe that the  
3 individual used, possessed or was impaired by alcoholic liquor, a cereal  
4 malt beverage or a controlled substance while working. A positive breath  
5 alcohol test or a positive chemical test shall be conclusive evidence to  
6 prove misconduct if the following conditions are met:

7 (A) Either (i) the test was required by law and was administered  
8 pursuant to the drug free workplace act, 41 U.S.C. § 701 et seq., (ii) the  
9 test was administered as part of an employee assistance program or other  
10 drug or alcohol treatment program in which the employee was  
11 participating voluntarily or as a condition of further employment, (iii) the  
12 test was requested pursuant to a written policy of the employer of which  
13 the employee had knowledge and was a required condition of employment,  
14 (iv) the test was required by law and the test constituted a required  
15 condition of employment for the individual's job, or (v) there was probable  
16 cause to believe that the individual used, had possession of, or was  
17 impaired by alcoholic liquor, the cereal malt beverage or the controlled  
18 substance while working;

19 (B) the test sample was collected either (i) as prescribed by the drug  
20 free workplace act, 41 U.S.C. § 701 et seq., (ii) as prescribed by an  
21 employee assistance program or other drug or alcohol treatment program  
22 in which the employee was participating voluntarily or as a condition of  
23 further employment, (iii) as prescribed by the written policy of the  
24 employer of which the employee had knowledge and which constituted a  
25 required condition of employment, (iv) as prescribed by a test which was  
26 required by law and which constituted a required condition of employment  
27 for the individual's job, or (v) at a time contemporaneous with the events  
28 establishing probable cause;

29 (C) the collecting and labeling of a chemical test sample was  
30 performed by a licensed health care professional or any other individual  
31 certified pursuant to paragraph (b)(2)(F) or authorized to collect or label  
32 test samples by federal or state law, or a federal or state rule or regulation  
33 having the force or effect of law, including law enforcement personnel;

34 (D) the chemical test was performed by a laboratory approved by the  
35 United States department of health and human services or licensed by the  
36 department of health and environment, except that a blood sample may be  
37 tested for alcohol content by a laboratory commonly used for that purpose  
38 by state law enforcement agencies;

39 (E) the chemical test was confirmed by gas chromatography, gas  
40 chromatography-mass spectroscopy or other comparably reliable  
41 analytical method, except that no such confirmation is required for a blood  
42 alcohol sample or a breath alcohol test;

43 (F) the breath alcohol test was administered by an individual trained

1 to perform breath tests, the breath testing instrument used was certified  
2 and operated strictly according to description provided by the  
3 manufacturers and the reliability of the instrument performance was  
4 assured by testing with alcohol standards; and

5 (G) the foundation evidence must establish, beyond a reasonable  
6 doubt, that the test results were from the sample taken from the individual.

7 (3) (A) For the purposes of this subsection, misconduct shall include,  
8 but not be limited to, repeated absence, including incarceration, resulting  
9 in absence from work of three days or longer, excluding Saturdays,  
10 Sundays and legal holidays, and lateness, from scheduled work if the facts  
11 show:

12 (i) The individual was absent without good cause;

13 (ii) the absence was in violation of the employer's written  
14 absenteeism policy;

15 (iii) the employer gave or sent written notice to the individual, at the  
16 individual's last known address, that future absence may or will result in  
17 discharge; and

18 (iv) the employee had knowledge of the employer's written  
19 absenteeism policy.

20 (B) For the purposes of this subsection, if an employee disputes being  
21 absent without good cause, the employee shall present evidence that a  
22 majority of the employee's absences were for good cause. If the employee  
23 alleges that the employee's repeated absences were the result of health  
24 related issues, such evidence shall include documentation from a licensed  
25 and practicing health care provider as defined in subsection (a)(1).

26 (4) An individual shall not be disqualified under this subsection if the  
27 individual is discharged under the following circumstances:

28 (A) The employer discharged the individual after learning the  
29 individual was seeking other work or when the individual gave notice of  
30 future intent to quit;

31 (B) the individual was making a good-faith effort to do the assigned  
32 work but was discharged due to: (i) Inefficiency;; (ii) unsatisfactory  
33 performance due to inability, incapacity or lack of training or experience;;  
34 (iii) isolated instances of ordinary negligence or inadvertence;; (iv) good-  
35 faith errors in judgment or discretion;; or (v) unsatisfactory work or  
36 conduct due to circumstances beyond the individual's control; or

37 (C) the individual's refusal to perform work in excess of the contract  
38 of hire.

39 (c) If the individual has failed, without good cause, to either apply for  
40 suitable work when so directed by the employment office of the secretary  
41 of labor, or to accept suitable work when offered to the individual by the  
42 employment office, the secretary of labor, or an employer, such  
43 disqualification shall begin with the week in which such failure occurred

1 and shall continue until the individual becomes reemployed and has had  
2 earnings from insured work of at least three times such individual's  
3 determined weekly benefit amount. In determining whether or not any  
4 work is suitable for an individual, the secretary of labor, or a person or  
5 persons designated by the secretary, shall consider the degree of risk  
6 involved to health, safety and morals, physical fitness and prior training,  
7 experience and prior earnings, length of unemployment and prospects for  
8 securing local work in the individual's customary occupation or work for  
9 which the individual is reasonably fitted by training or experience, and the  
10 distance of the available work from the individual's residence.  
11 Notwithstanding any other provisions of this act, an otherwise eligible  
12 individual shall not be disqualified for refusing an offer of suitable  
13 employment, or failing to apply for suitable employment when notified by  
14 an employment office, or for leaving the individual's most recent work  
15 accepted during approved training, including training approved under  
16 section 236(a)(1) of the trade act of 1974, if the acceptance of or applying  
17 for suitable employment or continuing such work would require the  
18 individual to terminate approved training and no work shall be deemed  
19 suitable and benefits shall not be denied under this act to any otherwise  
20 eligible individual for refusing to accept new work under any of the  
21 following conditions: (1) If the position offered is vacant due directly to a  
22 strike, lockout or other labor dispute; (2) if the remuneration, hours or  
23 other conditions of the work offered are substantially less favorable to the  
24 individual than those prevailing for similar work in the locality; (3) if as a  
25 condition of being employed, the individual would be required to join or to  
26 resign from or refrain from joining any labor organization; and (4) if the  
27 individual left employment as a result of domestic violence, and the  
28 position offered does not reasonably accommodate the individual's  
29 physical, psychological, safety, and/or legal needs relating to such  
30 domestic violence.

31 (d) For any week with respect to which the secretary of labor, or a  
32 person or persons designated by the secretary, finds that the individual's  
33 unemployment is due to a stoppage of work which exists because of a  
34 labor dispute or there would have been a work stoppage had normal  
35 operations not been maintained with other personnel previously and  
36 currently employed by the same employer at the factory, establishment or  
37 other premises at which the individual is or was last employed, except that  
38 this subsection (d) shall not apply if it is shown to the satisfaction of the  
39 secretary of labor, or a person or persons designated by the secretary, that:  
40 (1) The individual is not participating in or financing or directly interested  
41 in the labor dispute which caused the stoppage of work; and (2) the  
42 individual does not belong to a grade or class of workers of which,  
43 immediately before the commencement of the stoppage, there were

1 members employed at the premises at which the stoppage occurs any of  
2 whom are participating in or financing or directly interested in the dispute.  
3 If in any case separate branches of work which are commonly conducted  
4 as separate businesses in separate premises are conducted in separate  
5 departments of the same premises, each such department shall, for the  
6 purpose of this subsection be deemed to be a separate factory,  
7 establishment or other premises. For the purposes of this subsection,  
8 failure or refusal to cross a picket line or refusal for any reason during the  
9 continuance of such labor dispute to accept the individual's available and  
10 customary work at the factory, establishment or other premises where the  
11 individual is or was last employed shall be considered as participation and  
12 interest in the labor dispute.

13 (e) For any week with respect to which or a part of which the  
14 individual has received or is seeking unemployment benefits under the  
15 unemployment compensation law of any other state or of the United  
16 States, except that if the appropriate agency of such other state or the  
17 United States finally determines that the individual is not entitled to such  
18 unemployment benefits, this disqualification shall not apply.

19 (f) For any week with respect to which the individual is entitled to  
20 receive any unemployment allowance or compensation granted by the  
21 United States under an act of congress to ex-service men and women in  
22 recognition of former service with the military or naval services of the  
23 United States.

24 (g) For the period of one year beginning with the first day following  
25 the last week of unemployment for which the individual received benefits,  
26 or for one year from the date the act was committed, whichever is the later,  
27 if the individual, or another in such individual's behalf with the knowledge  
28 of the individual, has knowingly made a false statement or representation,  
29 or has knowingly failed to disclose a material fact to obtain or increase  
30 benefits under this act or any other unemployment compensation law  
31 administered by the secretary of labor.

32 (h) For any week with respect to which the individual is receiving  
33 compensation for temporary total disability or permanent total disability  
34 under the workmen's compensation law of any state or under a similar law  
35 of the United States.

36 (i) For any week of unemployment on the basis of service in an  
37 instructional, research or principal administrative capacity for an  
38 educational institution as defined in subsection (v) of K.S.A. 44-703, and  
39 amendments thereto, if such week begins during the period between two  
40 successive academic years or terms or, when an agreement provides  
41 instead for a similar period between two regular but not successive terms  
42 during such period or during a period of paid sabbatical leave provided for  
43 in the individual's contract, if the individual performs such services in the

1 first of such academic years or terms and there is a contract or a reasonable  
2 assurance that such individual will perform services in any such capacity  
3 for any educational institution in the second of such academic years or  
4 terms.

5 (j) For any week of unemployment on the basis of service in any  
6 capacity other than service in an instructional, research, or administrative  
7 capacity in an educational institution, as defined in subsection (v) of  
8 K.S.A. 44-703, and amendments thereto, if such week begins during the  
9 period between two successive academic years or terms if the individual  
10 performs such services in the first of such academic years or terms and  
11 there is a reasonable assurance that the individual will perform such  
12 services in the second of such academic years or terms, except that if  
13 benefits are denied to the individual under this subsection and the  
14 individual was not offered an opportunity to perform such services for the  
15 educational institution for the second of such academic years or terms,  
16 such individual shall be entitled to a retroactive payment of benefits for  
17 each week for which the individual filed a timely claim for benefits and for  
18 which benefits were denied solely by reason of this subsection.

19 (k) For any week of unemployment on the basis of service in any  
20 capacity for an educational institution as defined in subsection (v) of  
21 K.S.A. 44-703, and amendments thereto, if such week begins during an  
22 established and customary vacation period or holiday recess, if the  
23 individual performs services in the period immediately before such  
24 vacation period or holiday recess and there is a reasonable assurance that  
25 such individual will perform such services in the period immediately  
26 following such vacation period or holiday recess.

27 (l) For any week of unemployment on the basis of any services,  
28 substantially all of which consist of participating in sports or athletic  
29 events or training or preparing to so participate, if such week begins during  
30 the period between two successive sport seasons or similar period if such  
31 individual performed services in the first of such seasons or similar periods  
32 and there is a reasonable assurance that such individual will perform such  
33 services in the later of such seasons or similar periods.

34 (m) For any week on the basis of services performed by an alien  
35 unless such alien is an individual who was lawfully admitted for  
36 permanent residence at the time such services were performed, was  
37 lawfully present for purposes of performing such services, or was  
38 permanently residing in the United States under color of law at the time  
39 such services were performed, including an alien who was lawfully present  
40 in the United States as a result of the application of the provisions of  
41 section 212(d)(5) of the federal immigration and nationality act. Any data  
42 or information required of individuals applying for benefits to determine  
43 whether benefits are not payable to them because of their alien status shall



1 be uniformly required from all applicants for benefits. In the case of an  
2 individual whose application for benefits would otherwise be approved, no  
3 determination that benefits to such individual are not payable because of  
4 such individual's alien status shall be made except upon a preponderance  
5 of the evidence.

6 (n) For any week in which an individual is receiving a governmental  
7 or other pension, retirement or retired pay, annuity or other similar  
8 periodic payment under a plan maintained by a base period employer and  
9 to which the entire contributions were provided by such employer, except  
10 that: (1) If the entire contributions to such plan were provided by the base  
11 period employer but such individual's weekly benefit amount exceeds such  
12 governmental or other pension, retirement or retired pay, annuity or other  
13 similar periodic payment attributable to such week, the weekly benefit  
14 amount payable to the individual shall be reduced (but not below zero) by  
15 an amount equal to the amount of such pension, retirement or retired pay,  
16 annuity or other similar periodic payment which is attributable to such  
17 week; ~~or~~ (2) if only a portion of contributions to such plan were provided  
18 by the base period employer, the weekly benefit amount payable to such  
19 individual for such week shall be reduced (but not below zero) by the  
20 prorated weekly amount of the pension, retirement or retired pay, annuity  
21 or other similar periodic payment after deduction of that portion of the  
22 pension, retirement or retired pay, annuity or other similar periodic  
23 payment that is directly attributable to the percentage of the contributions  
24 made to the plan by such individual; ~~or~~ (3) if the entire contributions to the  
25 plan were provided by such individual, or by the individual and an  
26 employer (or any person or organization) who is not a base period  
27 employer, no reduction in the weekly benefit amount payable to the  
28 individual for such week shall be made under this subsection; or (4)  
29 whatever portion of contributions to such plan were provided by the base  
30 period employer, if the services performed for the employer by such  
31 individual during the base period, or remuneration received for the  
32 services, did not affect the individual's eligibility for, or increased the  
33 amount of, such pension, retirement or retired pay, annuity or other similar  
34 periodic payment, no reduction in the weekly benefit amount payable to  
35 the individual for such week shall be made under this subsection. No  
36 reduction shall be made for payments made under the social security act or  
37 railroad retirement act of 1974.

38 (o) For any week of unemployment on the basis of services  
39 performed in any capacity and under any of the circumstances described in  
40 subsection (i), (j) or (k) which an individual performed in an educational  
41 institution while in the employ of an educational service agency. For the  
42 purposes of this subsection, the term "educational service agency" means a  
43 governmental agency or entity which is established and operated

1 exclusively for the purpose of providing such services to one or more  
2 educational institutions.

3 (p) For any week of unemployment on the basis of service as a school  
4 bus or other motor vehicle driver employed by a private contractor to  
5 transport pupils, students and school personnel to or from school-related  
6 functions or activities for an educational institution, as defined in  
7 subsection (v) of K.S.A. 44-703, and amendments thereto, if such week  
8 begins during the period between two successive academic years or during  
9 a similar period between two regular terms, whether or not successive, if  
10 the individual has a contract or contracts, or a reasonable assurance  
11 thereof, to perform services in any such capacity with a private contractor  
12 for any educational institution for both such academic years or both such  
13 terms. An individual shall not be disqualified for benefits as provided in  
14 this subsection for any week of unemployment on the basis of service as a  
15 bus or other motor vehicle driver employed by a private contractor to  
16 transport persons to or from nonschool-related functions or activities.

17 (q) For any week of unemployment on the basis of services  
18 performed by the individual in any capacity and under any of the  
19 circumstances described in subsection (i), (j), (k) or (o) which are provided  
20 to or on behalf of an educational institution, as defined in subsection (v) of  
21 K.S.A. 44-703, and amendments thereto, while the individual is in the  
22 employ of an employer which is a governmental entity, Indian tribe or any  
23 employer described in section 501(c)(3) of the federal internal revenue  
24 code of 1986 which is exempt from income under section 501(a) of the  
25 code.

26 (r) For any week in which an individual is registered at and attending  
27 an established school, training facility or other educational institution, or is  
28 on vacation during or between two successive academic years or terms. An  
29 individual shall not be disqualified for benefits as provided in this  
30 subsection provided:

31 (1) The individual was engaged in full-time employment concurrent  
32 with the individual's school attendance; or

33 (2) the individual is attending approved training as defined in  
34 subsection (s) of K.S.A. 44-703, and amendments thereto; or

35 (3) the individual is attending evening, weekend or limited day time  
36 classes, which would not affect availability for work, and is otherwise  
37 eligible under subsection (c) of K.S.A. 44-705, and amendments thereto.

38 (s) For any week with respect to which an individual is receiving or  
39 has received remuneration in the form of a back pay award or settlement.  
40 The remuneration shall be allocated to the week or weeks in the manner as  
41 specified in the award or agreement, or in the absence of such specificity  
42 in the award or agreement, such remuneration shall be allocated to the  
43 week or weeks in which such remuneration, in the judgment of the

1 secretary, would have been paid.

2 (1) For any such weeks that an individual receives remuneration in  
3 the form of a back pay award or settlement, an overpayment will be  
4 established in the amount of unemployment benefits paid and shall be  
5 collected from the claimant.

6 (2) If an employer chooses to withhold from a back pay award or  
7 settlement, amounts paid to a claimant while they claimed unemployment  
8 benefits, such employer shall pay the department the amount withheld.  
9 With respect to such amount, the secretary shall have available all of the  
10 collection remedies authorized or provided in K.S.A. 44-717, and  
11 amendments thereto.

12 ~~(t) If the individual has been discharged for failing a preemployment  
13 drug screen required by the employer and if such discharge occurs not later  
14 than seven days after the employer is notified of the results of such drug  
15 screen. The disqualification shall begin the day following the separation  
16 and shall continue until after the individual becomes reemployed and has  
17 had earnings from insured work of at least three times the individual's  
18 determined weekly benefit amount.~~

19 *(1) Any applicant for or recipient of unemployment benefits who tests  
20 positive for {unlawful} use of a controlled substance or controlled  
21 substance analog shall be required to complete a substance abuse  
22 treatment program approved by the secretary of labor, secretary of  
23 commerce or secretary for children and families, and a job skills program  
24 approved by the secretary of labor, secretary of commerce or the  
25 secretary for children and families. Subject to applicable federal laws,  
26 any applicant for or recipient of unemployment benefits who fails to  
27 complete or refuses to participate in the substance abuse treatment  
28 program or job skills program as required under this subsection shall be  
29 ineligible to receive unemployment benefits until completion of such  
30 substance abuse treatment and job skills programs. Upon completion of  
31 both substance abuse treatment and job skills programs, such applicant  
32 for or recipient of unemployment benefits may be subject to periodic drug  
33 screening, as determined by the secretary of labor. Upon a second positive  
34 test for {unlawful} use of a controlled substance or controlled substance  
35 analog, an applicant for or recipient of unemployment benefits shall be  
36 ordered to complete again a substance abuse treatment program and job  
37 skills program, and shall be terminated from unemployment benefits for a  
38 period of 12 months, or until such applicant for or recipient of  
39 unemployment benefits completes both substance abuse treatment and job  
40 skills programs, whichever is later. Upon a third positive test for  
41 {unlawful} use of a controlled substance or controlled substance analog,  
42 an applicant for or a recipient of unemployment benefits shall be  
43 terminated from receiving unemployment benefits, subject to applicable*

1 *federal law.*

2 *{The secretary for children and families shall fund such substance*  
3 *abuse treatment program and job skills program with the funding*  
4 *available from TANF, provided that the federal law and regulations*  
5 *allow such expenditure and the applicant or the recipient are not*  
6 *otherwise eligible for medical assistance under subsection (e). If the*  
7 *federal law and regulations do not allow such expenditure, the secretary*  
8 *for children and families shall expend moneys appropriated from the*  
9 *state general fund to administer and operate such programs. When the*  
10 *federal or any other funding is not available to fund such expenditures,*  
11 *the secretary for children and families shall expend moneys from the*  
12 *state general fund to administer and operate such programs.}*

13 (2) *Any individual who has been discharged or refused employment*  
14 *for failing a preemployment drug screen required by an employer may*  
15 *request that the drug screening specimen be sent to a different drug testing*  
16 *facility for an additional drug screening. Any such individual who requests*  
17 *an additional drug screening at a different drug testing facility shall be*  
18 *required to pay the cost of drug screening.*

19 (u) *If the individual was found not to have a disqualifying*  
20 *adjudication or conviction under K.S.A. 39-970, and amendments thereto,*  
21 *or K.S.A. 65-5117, and amendments thereto, was hired and then was*  
22 *subsequently convicted of a disqualifying felony under K.S.A. 39-970, and*  
23 *amendments thereto, or K.S.A. 65-5117, and amendments thereto, and*  
24 *discharged pursuant to K.S.A. 39-970, and amendments thereto, or K.S.A.*  
25 *65-5117, and amendments thereto. The disqualification shall begin the day*  
26 *following the separation and shall continue until after the individual*  
27 *becomes reemployed and has had earnings from insured work of at least*  
28 *three times the individual's determined weekly benefit amount.*

29 *{Sec. 5. K.S.A. 2012 Supp. 75-4362 is hereby amended to read as*  
30 *follows: 75-4362. (a) The director of the division of personnel services of*  
31 *the department of administration shall have the authority to establish*  
32 *and implement a drug screening program for persons taking office as*  
33 *governor, lieutenant governor*~~or~~*, attorney general or members of the*  
34 *Kansas senate or house of representatives and for applicants for safety*  
35 *sensitive positions in state government, but no applicant for a safety*  
36 *sensitive position shall be required to submit to a test as a part of this*  
37 *program unless the applicant is first given a conditional offer of*  
38 *employment.*

39 (b) *The director also shall have the authority to establish and*  
40 *implement a drug screening program based upon a reasonable suspicion*  
41 *of illegal drug use by any person currently holding one of the following*  
42 *positions or offices:*

43 (1) *The office of governor, lieutenant governor or attorney general;*

1       (2) *members of the Kansas senate or house of representatives;*

2       ~~(2)~~ (3) *any safety sensitive position;*

3       ~~(3)~~ (4) *any position in an institution of mental health, as defined in*  
4 *K.S.A. 76-12a01, and amendments thereto, that is not a safety sensitive*  
5 *position;*

6       ~~(4)~~ (5) *any position in the Kansas state school for the blind, as*  
7 *established under K.S.A. 76-1101 et seq., and amendments thereto;*

8       ~~(5)~~ (6) *any position in the Kansas state school for the deaf, as*  
9 *established under K.S.A. 76-1001 et seq., and amendments thereto; or*

10       ~~(6)~~ (7) *any employee of a state veteran's home operated by the*  
11 *Kansas commission on veteran's affairs as described in K.S.A. 76-1901*  
12 *et seq. and K.S.A. 76-1951 et seq., and amendments thereto.*

13       (c) *Any public announcement or advertisement soliciting*  
14 *applications for employment in a safety sensitive position in state*  
15 *government shall include a statement of the requirements of the drug*  
16 *screening program established under this section for applicants for and*  
17 *employees holding a safety sensitive position.*

18       (d) *No person shall be terminated solely due to positive results of a*  
19 *test administered as a part of a program authorized by this section if:*

20       (1) *The employee has not previously had a valid positive test result;*  
21 *and*

22       (2) *the employee undergoes a drug evaluation and successfully*  
23 *completes any education or treatment program recommended as a result*  
24 *of the evaluation. Nothing herein shall be construed as prohibiting*  
25 *demotions, suspensions or terminations pursuant to K.S.A. 75-2949e or*  
26 *75-2949f, and amendments thereto.*

27       (e) *Except in hearings before the state civil service board regarding*  
28 *disciplinary action taken against the employee, the results of any test*  
29 *administered as a part of a program authorized by this section shall be*  
30 *confidential and shall not be disclosed publicly.*

31       (f) *The secretary of administration may adopt such rules and*  
32 *regulations as necessary to carry out the provisions of this section.*

33       (g) *"Safety sensitive positions" means the following:*

34       (1) *All state law enforcement officers who are authorized to carry*  
35 *firearms;*

36       (2) *all state corrections officers;*

37       (3) *all state parole officers;*

38       (4) *heads of state agencies who are appointed by the governor and*  
39 *employees on the governor's staff;*

40       (5) *all employees with access to secure facilities of a correctional*  
41 *institution, as defined in K.S.A. 2012 Supp. 21-5914, and amendments*  
42 *thereto;*

43       (6) *all employees of a juvenile correctional facility, as defined in*

- 1 ***K.S.A. 2012 Supp. 38-2302, and amendments thereto; and***  
2 ***(7) all employees within an institution of mental health, as defined***  
3 ***in K.S.A. 76-12a01, and amendments thereto, who provide clinical,***  
4 ***therapeutic or habilitative services to the clients and patients of those***  
5 ***institutions.***  
6 **Sec. ~~5~~ {6.}** K.S.A. 2012 Supp. 39-709, 39-709e ~~and {,}~~ 44-706 **{and**  
7 **75-4362}** are hereby repealed.  
8 **Sec. ~~6~~ {7.}** This act shall take effect and be in force from and after its  
9 publication in the statute book.