

Amendments to Senate Bill No. 127  
1st Reading Copy

Requested by Senator Edward Buttrey

For the Senate Business, Labor, and Economic Affairs Committee

Prepared by Pat Murdo  
January 31, 2013 (4:34pm)

1. Title, page 1, line 4.

**Strike:** "GENERALLY" through "LAW;"

**Following:** the second "REVISING"

**Insert:** "THE"

2. Title, page 1, line 5 through line 6.

**Following:** "MISCONDUCT"" on line 5

**Insert:** "FOR UNEMPLOYMENT INSURANCE PURPOSES"

**Strike:** "REVISING" on line 5 through "BENEFITS;" on line 6

**Strike:** "SECTIONS" on line 6

**Insert:** "SECTION"

**Strike:** "AND 39-51-2104" on line 6

3. Page 4, line 9.

**Following:** "employer"

**Insert:** ", including:

(A) insubordination showing a deliberate, willful, or purposeful refusal to follow the reasonable directions, processes, or instructions of the employer;

(B) repeated inexcusable tardiness following warnings by the employer;

(C) dishonesty related to employment, including but not limited to deliberate falsification of company records, theft, deliberate deception, or lying;

(D) false statements made as part of a job application process, including but not limited to deliberate falsification of the individual's criminal history, work record, or educational or licensure achievements;

(E) repeated and inexcusable absences, including absences for which the employee was able to give advance notice and failed to do so;

(F) deliberate acts that are illegal, provoke violence or violation of the law, or violate a collective bargaining agreement by which the employee is covered. However, an employee who engages in lawful union activity may not be disqualified because of misconduct under this subsection (19)(a)(i)(F).

(G) violations of a company rule if the rule is reasonable and if the claimant knew or should have known of the existence of the rule; or

(H) actions by the claimant who, while acting within the scope of employment, commits violations of law that significantly affect the claimant's job performance or that significantly harm the employer's ability to do business"

4. Page 6, line 1 through page 7, line 5.

**Strike:** section 2 in its entirety

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