

## CHAPTER 108

## UNEMPLOYMENT INSURANCE AND RESERVES

108.01	Public policy declaration.	108.135	Income tax withholding.
108.015	Construction.	108.14	Administration.
108.02	Definitions.	108.141	Extended benefits.
108.025	Coverage of certain corporate officers.	108.142	Wisconsin supplemental benefits.
108.03	Payment of benefits.	108.145	Disaster unemployment assistance.
108.04	Eligibility for benefits.	108.15	Benefits for public employees.
108.05	Amount of benefits.	108.151	Financing benefits for employees of nonprofit organizations.
108.06	Benefit entitlement.	108.16	Unemployment reserve fund.
108.065	Determination of employer.	108.161	Federal administrative financing account.
108.066	Seasonal employers and seasons.	108.162	Employment security buildings and equipment.
108.07	Liability of employers.	108.17	Payment of contributions.
108.08	Notification.	108.18	Contributions to the fund.
108.09	Settlement of benefit claims.	108.19	Contributions to the administrative account.
108.095	False statements or representations to obtain benefits payable to other persons.	108.20	Administrative account.
108.10	Settlement of issues other than benefit claims.	108.205	Quarterly wage reports.
108.101	Effect of finding, determination, decision or judgment.	108.21	Record and audit of payrolls.
108.105	Suspension of agents.	108.22	Timely reports, notices and payments.
108.11	Agreement to contribute by employees void.	108.225	Levy for delinquent contributions or benefit overpayments.
108.12	Waiver of benefit void.	108.23	Preference of required payments.
108.13	Deductions from benefit payments.	108.24	Penalties.
		108.26	Saving clause.

**Cross-reference:** See definitions in s. 103.001.

**108.01 Public policy declaration.** Without intending that this section shall supersede, alter or modify the specific provisions hereinafter contained in this chapter, the public policy of this state is declared as follows:

(1) Unemployment in Wisconsin is recognized as an urgent public problem, gravely affecting the health, morals and welfare of the people of this state. The burdens resulting from irregular employment and reduced annual earnings fall directly on the unemployed worker and his or her family. The decreased and irregular purchasing power of wage earners in turn vitally affects the livelihood of farmers, merchants and manufacturers, results in a decreased demand for their products, and thus tends partially to paralyze the economic life of the entire state. In good times and in bad times unemployment is a heavy social cost, directly affecting many thousands of wage earners. Each employing unit in Wisconsin should pay at least a part of this social cost, connected with its own irregular operations, by financing benefits for its own unemployed workers. Each employer's contribution rate should vary in accordance with its own unemployment costs, as shown by experience under this chapter. Whether or not a given employing unit can provide steadier work and wages for its own employees, it can reasonably be required to build up a limited reserve for unemployment, out of which benefits shall be paid to its eligible unemployed workers, as a matter of right, based on their respective wages and lengths of service.

(2) The economic burdens resulting from unemployment should not only be shared more fairly, but should also be decreased and prevented as far as possible. A sound system of unemployment reserves, contributions and benefits should induce and reward steady operations by each employer, since the employer is in a better position than any other agency to share in and to reduce the social costs of its own irregular employment. Employers and employees throughout the state should cooperate, in advisory committees under government supervision, to promote and encourage the steadiest possible employment. A more adequate system of free public employment offices should be provided, at the expense of employers, to place workers more efficiently and to shorten the periods between jobs. Education and retraining of workers during their unemployment should be encouraged. Governmental construction providing emergency relief through work and wages should be stimulated.

(3) A gradual and constructive solution of the unemployment problem along these lines has become an imperative public need.

**History:** 1989 a. 77; 1997 a. 39.

Wisconsin courts should not look to other jurisdictions, federal or state, in interpreting this chapter. National Labor Relations Board law does not constitute persuasive authority within Wisconsin unemployment law. *Bernhardt v. LIRC*, 207 Wis. 2d 294, 558 N.W.2d 874 (Ct. App. 1996).

Effects of unemployment compensation proceedings on related labor litigation. *Mazurak*, 64 MLR 133 (1980).

**108.015 Construction.** Unless the department otherwise provides by rule, s. 108.02 (26) shall be interpreted consistently with 26 USC 3306 (b).

**History:** 1991 a. 89.

**108.02 Definitions.** As used in this chapter:

(1) ADMINISTRATIVE ACCOUNT. "Administrative account" means the account established in s. 108.20.

(2) AGRICULTURAL LABOR. "Agricultural labor" means service performed:

(a) On a farm, in the employ of any person, in connection with cultivating the soil, or in connection with raising or harvesting any agricultural or horticultural commodity, including the raising, shearing, feeding, caring for, training and management of livestock, bees, poultry, and fur-bearing animals and wildlife.

(b) In the employ of the owner or tenant or other operator of a farm, in connection with the operation, management, conservation, improvement, or maintenance of such farm and its tools and equipment, or in salvaging timber or clearing land of brush and other debris left by a hurricane, if the major part of such service is performed on a farm.

(c) In connection with the production or harvesting of any commodity defined as an agricultural commodity in s. 15 (g) of the federal agricultural marketing act, as amended (46 Stat. 1550, s. 3; 12 USC 1141j) or in connection with the ginning of cotton, or in connection with the operation or maintenance of ditches, canals, reservoirs, or waterways, not owned or operated for profit, used exclusively for supplying and storing water for farming purposes.

(d) In the employ of the operator of a farm in handling, planting, drying, packing, packaging, processing, freezing, grading, storing, or delivering to storage or to market or to a carrier for transportation to market, in its unmanufactured state, any agricultural or horticultural commodity; but only if such operator pro-

duced more than one-half of the commodity with respect to which such service is performed.

(dm) In the employ of a group of operators of farms, or a cooperative organization of which operators of farms are members, in the performance of service described in par. (d), but only if such operators produced more than one-half of the commodity with respect to which such service is performed.

(dn) The provisions of pars. (d) and (dm) shall not be deemed to be applicable with respect to service performed in connection with commercial canning or commercial freezing or in connection with any agricultural or horticultural commodity after its delivery to a terminal market for distribution for consumption.

(e) As used in this subsection, the term “farm” includes stock, dairy, poultry, fruit, fur-bearing animal, and truck farms, plantations, ranches, nurseries, ranges, greenhouses or other similar structures used primarily for the raising of agricultural or horticultural commodities, and orchards.

(4) **BASE PERIOD.** “Base period” means the period that is used to compute an employee’s benefit rights under s. 108.06 consisting of:

(a) The first 4 of the 5 most recently completed quarters preceding the employee’s benefit year; or

(b) If an employee does not qualify to receive any benefits using the period described in par. (a), the period consisting of the 4 most recently completed quarters preceding the employee’s benefit year.

(4m) **BASE PERIOD WAGES.** “Base period wages” means:

(a) All earnings for wage-earning service which are paid to an employee during his or her base period as a result of employment for an employer;

(b) All sick pay which is paid directly by an employer to an employee at the employee’s usual rate of pay during his or her base period as a result of employment for an employer;

(c) All holiday, vacation and termination pay which is paid to an employee during his or her base period as a result of employment for an employer;

(d) For an employee who, as a result of employment for an employer, receives temporary total disability or temporary partial disability payments under ch. 102 or under any federal law which provides for payments on account of a work-related injury or illness analogous to those provided under ch. 102, all payments that the employee would have been paid during his or her base period as a result of employment for an employer, but not exceeding the amount that, when combined with other wages, the employee would have earned but for the injury or illness;

(e) Back pay that an employee would have been paid during his or her base period as a result of employment for an employer, if the payment of such back pay is made no later than the end of the 104-week period beginning with the earliest week to which such pay applies; and

(f) All wages that an employer was legally obligated to pay in an employee’s base period but failed to pay, or was prohibited from paying as a result of an insolvency proceeding under ch. 128 or as a result of a bankruptcy proceeding under 11 USC 101 et seq.

(g) All salary reduction amounts that are not wages and that would have been paid to an employee by an employer as salary during the employee’s base period but for a salary reduction agreement under a cafeteria plan, within the meaning of 26 USC 125.

(5) **BENEFIT YEAR.** “Benefit year” means the 52-week period beginning with a valid new claim week for which an employee’s benefit rights are computed under s. 108.06, except that the “benefit year” of an employee who files consecutive claims shall be extended to 53 weeks whenever necessary to avoid utilizing the same quarter as a part of the base period for 2 successive benefit years.

(6) **BENEFITS.** “Benefits” means the money allowance payable to an employee as compensation for the employee’s wage losses due to unemployment as provided in this chapter.

(7) **COMMISSION.** “Commission” means the labor and industry review commission.

(8) **COMPUTATION DATE.** “Computation date” means that date as of the close of which the department computes reserve percentages and determines contribution rates for the next calendar year. The computation date shall be June 30, starting in 1963.

(10) **DEPARTMENT.** “Department” means the department of workforce development.

(10e) **DEPARTMENTAL ERROR.** “Departmental error” means an error made by the department in computing or paying benefits which results from:

(a) A mathematical mistake, miscalculation, misapplication or misinterpretation of the law or mistake of evidentiary fact, whether by commission or omission; or

(b) Misinformation provided to a claimant by the department, on which the claimant relied.

(10m) **EDUCATIONAL SERVICE AGENCY.** “Educational service agency” means a governmental entity which is established and operated exclusively for the purpose of providing services to one or more educational institutions.

(11) **ELIGIBILITY.** An employee shall be deemed “eligible” for benefits for any given week of the employee’s unemployment unless the employee is disqualified by a specific provision of this chapter from receiving benefits for such week of unemployment, and shall be deemed “ineligible” for any week to which such a disqualification applies.

(12) **EMPLOYEE.** (a) “Employee” means any individual who is or has been performing services for an employing unit, in an employment, whether or not the individual is paid directly by such employing unit; except as provided in par. (b), (bm), (c) or (d).

(b) During the period beginning on January 1, 1996, and ending on December 31, 1999, and during the period beginning on January 1, 2004, with respect to contribution requirements, and during the period beginning on January 1, 1996, and ending on April 1, 2000, and during the period beginning on April 4, 2004, with respect to benefit eligibility, par. (a) does not apply to an individual performing services for an employing unit other than a government unit or nonprofit organization in a capacity other than as a logger or trucker, if the employing unit satisfies the department that:

1. The individual:

a. Holds or has applied for an employer identification number with the federal internal revenue service; or

b. Has filed business or self-employment income tax returns with the federal internal revenue service based on such services in the previous year; and

2. The individual meets 6 or more of the following conditions:

a. The individual maintains a separate business with his or her own office, equipment, materials and other facilities.

b. The individual operates under contracts to perform specific services for specific amounts of money and under which the individual controls the means and method of performing the services.

c. The individual incurs the main expenses related to the services that he or she performs under contract.

d. The individual is responsible for the satisfactory completion of the services that he or she contracts to perform and is liable for a failure to satisfactorily complete the services.

e. The individual receives compensation for services performed under a contract on a commission or per-job or competitive-bid basis and not on any other basis.

f. The individual may realize a profit or suffer a loss under contracts to perform services.

g. The individual has recurring business liabilities or obligations.

h. The success or failure of the individual's business depends on the relationship of business receipts to expenditures.

(bm) During the 4-year period beginning on January 1, 2000, with respect to contribution requirements, and during the period beginning on April 2, 2000, and ending on April 3, 2004, with respect to benefit eligibility, par. (a) does not apply to an individual performing services for an employing unit other than a government unit or nonprofit organization in a capacity other than as a logger or trucker, if the employing unit satisfies the department that the individual meets 7 or more of the following conditions by contract and in fact:

1. The individual holds or has applied for an identification number with the federal internal revenue service.
2. The individual has filed business or self-employment income tax returns with the federal internal revenue service based on such services in the previous year or, in the case of a new business, in the year in which such services were first performed.
3. The individual maintains a separate business with his or her own office, equipment, materials and other facilities.
4. The individual operates under contracts to perform specific services for specific amounts of money and under which the individual controls the means and methods of performing such services.
5. The individual incurs the main expenses related to the services that he or she performs under contract.
6. The individual is responsible for the satisfactory completion of the services that he or she contracts to perform and is liable for a failure to satisfactorily complete the services.
7. The individual receives compensation for services performed under a contract on a commission or per-job or competitive-bid basis and not on any other basis.
8. The individual may realize a profit or suffer a loss under contracts to perform such services.
9. The individual has recurring business liabilities or obligations.
10. The success or failure of the individual's business depends on the relationship of business receipts to expenditures.

(c) Paragraph (a) does not apply to an individual performing services for a government unit or nonprofit organization, or for any other employing unit in a capacity as a logger or trucker if the employing unit satisfies the department:

1. That such individual has been and will continue to be free from the employing unit's control or direction over the performance of his or her services both under his or her contract and in fact; and

2. That such services have been performed in an independently established trade, business or profession in which the individual is customarily engaged.

(d) Paragraph (a) does not apply to a contractor who, in fulfillment of a contract with an employing unit, employs any individual in employment for which the contractor is subject to the contribution or reimbursement provisions of this chapter.

(e) This subsection shall be used in determining an employing unit's liability under the contribution provisions of this chapter, and shall likewise be used in determining the status of claimants under the benefit provisions of this chapter.

(f) The department may promulgate rules to ensure the consistent application of this subsection.

**(12m) EMPLOYEE SERVICE COMPANY.** "Employee service company" means a leasing company or temporary help service which contracts with clients or customers to supply individuals to perform services for the client or customer and which, both under contract and in fact:

(a) Negotiates with clients or customers for such matters as time, place, type of work, working conditions, quality, and price of the services;

(b) Determines assignments or reassignments of individuals to its clients or customers, even if the individuals retain the right to refuse specific assignments;

(c) Sets the rate of pay of the individuals, whether or not through negotiation;

(d) Pays the individuals from its account or accounts; and

(e) Hires and terminates individuals who perform services for the clients or customers.

**(13) EMPLOYER.** (a) "Employer" means every government unit and any person, association, corporation, whether domestic or foreign, or legal representative, debtor in possession or trustee in bankruptcy or receiver or trustee of a person, partnership, association or corporation, or guardian of the estate of a person, or legal representative of a deceased person, any partnership or partnerships consisting of the same partners, except as provided in par. (L), any limited liability company or limited liability companies consisting of the same members, except as provided in par. (kL), and any fraternal benefit society as defined in s. 614.01 (1) (a), which is subject to this chapter under the statutes of 1975, or which has had employment in this state and becomes subject to this chapter under this subsection and, notwithstanding any other provisions of this section, any service insurance corporation organized or operating under ch. 613.

(b) Any employing unit which is a nonprofit organization shall become an employer as of the beginning of any calendar year if it employed as many as 4 individuals in employment for some portion of a day on at least 20 days, each day being in a different calendar week, whether or not such weeks were consecutive, in either that year or the preceding calendar year.

(c) 1. Any employing unit which employs an individual in agricultural labor shall become an employer as of the beginning of any calendar year if the employing unit paid or incurred a liability to pay cash wages for agricultural labor which totaled \$20,000 or more during any quarter in either that year or the preceding calendar year, or if the employing unit employed as many as 10 individuals in some agricultural labor for some portion of a day on at least 20 days, each day being in a different calendar week, whether or not such weeks were consecutive, in either that year or the preceding calendar year.

2. For the purpose of this paragraph any individual who is a member of a crew furnished by a crew leader to perform service in agricultural labor for any other person shall be an employee of such crew leader if:

a. Such crew leader holds a valid certificate of registration under the federal farm labor contractor registration act of 1963; or substantially all the members of such crew operate or maintain tractors, mechanized harvesting or cropdusting equipment, or any other mechanized equipment which is provided by such crew leader; and

b. If such crew leader is not an employee of such other person under sub. (12).

3. For the purposes of this paragraph, if any individual who is furnished by a crew leader to perform service in agricultural labor is not an employee of the crew leader under subd. 2., such other person, and not the crew leader, is the employer of that individual and the other person shall be considered to have paid or incurred liability to pay cash remuneration to the individual in an amount equal to the amount of cash remuneration paid or payable to the individual by the crew leader, either on behalf of the crew leader or such other person, for the service in agricultural labor performed for such other person.

4. For the purpose of this paragraph, "crew leader" means an individual who furnishes individuals to perform service in agricultural labor for any other person, pays on behalf of himself or herself or on behalf of such other person the individuals so furnished to perform such labor, and has not entered into a written agreement with such other person under which he or she is designated as an employee of such other person.

(d) Any employing unit of an individual or individuals in domestic service shall become an employer as of the beginning of any calendar year if the employer paid or incurred liability to pay cash wages of \$1,000 or more during any quarter in either that year or the preceding calendar year for such domestic service.

(e) Any other employing unit, except a government unit, shall become an employer as of the beginning of any calendar year if the employing unit:

1. Paid or incurred liability to pay wages for employment which totaled \$1,500 or more during any quarter in either that year or the preceding calendar year; or

2. Employed at least one individual in some employment in each of 20 or more calendar weeks in either that year or the preceding calendar year, whether or not the same individual was in employment in each such week and whether or not such weeks were consecutive; except that

3. Wages and employment for agricultural labor which meets the conditions of par. (c) shall be counted under this paragraph, but wages and employment for domestic service shall not be so counted except as par. (i) applies.

(f) Any employing unit which is subject to the federal unemployment tax act for any calendar year, or which, as a condition for approval of this chapter for full tax credit against the tax imposed by the federal unemployment tax act, is required, pursuant to such act, the social security act, or any other federal law, to be an employer, shall become an employer as of the beginning of such calendar year.

(g) Any employing unit which succeeds to the business of any employer shall become an employer as provided in s. 108.16 (8).

(h) Any employing unit which files with the department a written election to become an “employer” for not less than 2 calendar years may become an “employer” if the department approves the election in writing, as of the date and under the conditions stated in the approved election.

1. The department may refuse to approve any such election in the interest of the proper administration of this chapter. The department shall not approve any such election by a nonprofit organization unless the employing unit also elects reimbursement financing in accordance with s. 108.151 (2), and shall terminate such election under this chapter if the election of reimbursement financing is terminated under s. 108.151 (3). The department may at any time by written notice to the employer terminate an election in the interest of the proper administration of this chapter.

2. Notwithstanding par. (i), an electing employer may terminate the election no earlier than 2 calendar years after the election and thereby cease to be an employer at the close of any week which ends after the month in which the employer files a written notice to that effect with the department if the employer is not then subject to this chapter under pars. (b) to (g).

(i) An “employer” shall cease to be subject to this chapter only upon department action terminating coverage of such employer. The department may terminate an “employer’s” coverage, on its own motion or on application by the “employer”, by mailing a notice of termination to the “employer’s” last-known address. An employer’s coverage may be terminated whenever the employer ceased to exist, transferred its entire business, or would not otherwise be subject under any one or more of pars. (b) to (g). If any employer of agricultural labor or domestic service work becomes subject to this chapter under par. (c) or (d), with respect to such employment, and such employer is otherwise subject to this chapter with respect to other employment, the employer shall continue to be covered with respect to agricultural labor or domestic service or both while the employer is otherwise subject to this chapter, without regard to the employment or wage requirements under par. (c) or (d). If a termination of coverage is based on an employer’s application, it shall be effective as of the close of the quarter in which the application was filed. Otherwise, it shall be effective as of the date specified in the notice of termination.

(j) “Employer” includes a person who pays wages to an individual on account of sickness or accident disability if the person is classified as an “employer” under rules promulgated by the department. If the person is so classified, no other person is an “employer” by reason of making such payments.

(k) “Employer” does not include a county department or aging unit that serves as a fiscal agent or contracts with a fiscal intermediary to serve as a fiscal agent under s. 46.27 (5) (i) or 47.035 as to any individual performing services for a person receiving long-term support services under s. 46.27 (5) (b), 46.275, 46.277, 46.278, 46.495, 51.42 or 51.437 or personal assistance services under s. 47.02 (6) (c).

(kL) “Employer” means all limited liability companies consisting of the same members except that “employer” means each limited liability company consisting of the same members if:

1. Each limited liability company maintains separate accounting records;

2. Each limited liability company otherwise qualifies as an “employer” under this subsection;

3. Each limited liability company files a written request with the department to be treated as an “employer”; and

4. The department approves the requests.

(L) “Employer” means all partnerships consisting of the same partners except that “employer” means each partnership consisting of the same partners if:

1. Each partnership maintains separate accounting records;

2. Each partnership otherwise qualifies as an “employer” under this subsection;

3. Each partnership files a written request with the department to be treated as an “employer”; and

4. The department approves the requests.

(14) EMPLOYER’S ACCOUNT. “Employer’s account” means a separate account in the fund, reflecting the employer’s experience with respect to contribution credits and benefit charges under this chapter.

(14m) EMPLOYING UNIT. “Employing unit” means any person who employs one or more individuals.

(15) EMPLOYMENT. (a) “Employment”, subject to the other provisions of this subsection means any service, including service in interstate commerce, performed by an individual for pay.

(b) The term “employment” shall include an individual’s entire service performed within, or partly within and partly outside, Wisconsin, if such service is “localized” in Wisconsin; and shall also include such service, if it is not “localized” in any state but is performed partly within Wisconsin, and if:

1. The base of operations, or, if there is no base of operations, then the place from which such service is directed or controlled, is in Wisconsin; or

2. The base of operations or place from which such service is directed or controlled is not in any state in which some part of such service is performed, but the individual’s residence is in Wisconsin.

(c) An individual’s entire service for an employer, whether performed partly within or entirely outside Wisconsin, shall be deemed “employment” subject to this chapter, provided both the following conditions exist:

1. Such service is deemed “employment” covered by this chapter pursuant to a reciprocal arrangement between the department and each agency administering the unemployment insurance law of a jurisdiction in which part of such service is performed; or no contributions are required with respect to any of such service under any other unemployment insurance law; and

2. The employer so elects with the department’s approval and with written notice to the individual.

(d) An individual’s entire service shall be deemed “localized” within a state, if such service is performed entirely within such state, or if such service is performed partly within and partly out-

side such state but the service performed outside such state is incidental to the individual's service within such state (for example, is temporary or transitory in nature or consists of isolated transactions).

(dm) "Employment" includes an individual's service, whether performed within the United States or Canada, if:

1. Such service is not covered under the unemployment insurance law of any other state or Canada; and
2. The place from which the service is directed or controlled is in Wisconsin.

(dn) "Employment" includes the service of an individual who is a citizen of the United States, performed outside the United States, except in Canada, in the employ of an American employer, other than service which is deemed "employment" under par. (b), (c) or (d) or the parallel provisions of another state's law, if:

1. The employer's principal place of business in the United States is located in Wisconsin; or
2. The employer has no place of business in the United States, but:
  - a. The employer is an individual who is a resident of Wisconsin; or
  - b. The employer is a corporation or a limited liability company which is organized under the laws of Wisconsin; or
  - c. The employer is a partnership or a trust and the number of the partners or trustees who are residents of Wisconsin is greater than the number who are residents of any one other state; or
3. None of the criteria of subsds. 1. and 2. is met but the employer has elected coverage in Wisconsin or, the employer having failed to elect coverage in any state, the individual has filed a claim for benefits, based on such service, under this chapter.

(do) 1. An "American employer", for purposes of par. (dn), means a person who is:

- a. An individual who is a resident of the United States; or
- b. A partnership if two-thirds or more of the partners are residents of the United States; or
- c. A trust, if all the trustees are residents of the United States; or
- d. A corporation or limited liability company organized under the laws of the United States or of any state.

2. For the purposes of pars. (dm) to (do), the term "United States" includes the states, the District of Columbia, commonwealth of Puerto Rico, and the Virgin Islands.

(e) In determining whether an individual's entire services shall be considered "employment" subject to this chapter, under pars. (b), (c), (d), (dm) and (dn), the department may determine and redetermine the individual's status hereunder for such reasonable periods as it considers advisable, and may refund, as paid by mistake, any contributions that have been paid hereunder with respect to services duly covered under any other unemployment insurance law.

(f) "Employment" as applied to work for a government unit, except as such unit duly elects otherwise with the department's approval, does not include service:

1. As an official elected by vote of the public;
2. As an official appointed to fill part or all of the unexpired term of a vacant position normally otherwise filled by vote of the public;
3. As a member of a legislative body or the judiciary of a state or political subdivision;
4. As a member of the Wisconsin national guard in a military capacity;
5. As an employee serving solely on a temporary basis in case of fire, storm, snow, earthquake, flood or similar emergency; or
6. In a position which, under or pursuant to the laws of this state, is designated as a major nontenured policymaking or advisory position, or is designated as a policymaking or advisory posi-

tion the performance of the duties of which does not ordinarily require more than 8 hours per week.

(g) "Employment" as applied to work for a government unit or a nonprofit organization, except as such unit or organization duly elects otherwise with the department's approval, does not include service:

1. By an individual receiving work relief or work training as part of an unemployment work-relief or work-training program assisted or financed in whole or in part by any federal agency or an agency of a state or political subdivision thereof, unless otherwise required as a condition for participation by the unit or organization in such program;

2. In a facility conducted for the purpose of carrying out a program of rehabilitation for individuals whose earning capacity is impaired by age or physical or mental deficiency or injury, or providing remunerative work for individuals who because of their impaired physical or mental capacity cannot be readily absorbed in the competitive labor market, by an individual receiving such rehabilitation or remunerative work; or

3. By an inmate of a custodial or penal institution.

(h) "Employment" as applied to work for a nonprofit organization, except as such organization duly elects otherwise with the department's approval, does not include service:

1. In the employ of a church or convention or association of churches;

2. In the employ of an organization operated primarily for religious purposes and operated, supervised, controlled, or principally supported by a church or convention or association of churches; or

3. By a duly ordained, commissioned or licensed minister of a church in the exercise of his or her ministry or by a member of a religious order in the exercise of duties required by such order.

(i) "Employment" as applied to work for an educational institution, except as such institution duly elects otherwise with the department's approval, does not include service:

1. By a student who is enrolled and is regularly attending classes at such institution; or

2. By the spouse of such a student, if given written notice at the start of such service, that the work is under a program to provide financial assistance to the student and that the work will not be covered by a program of unemployment insurance.

(j) "Employment" as applied to work for a given employer, except as such employer duly elects otherwise with the department's approval, does not include service:

1. By an individual who is enrolled at a nonprofit or public educational institution which normally maintains a regular faculty and curriculum and normally has a regularly organized body of students in attendance at the place where its educational activities are carried on as a student in a full-time program, taken for credit at such institution, which combines academic instruction with work experience, if such service is an integral part of such program and such institution has so certified to the employer, except as to a program established by or on behalf of an employer or group of employers;

2. As a student nurse in the employ of a hospital or a nurses' training school by an individual who is enrolled and is regularly attending classes in a nurses' training school;

3. As an intern in the employ of a hospital by an individual who has completed a 4-year course in a medical school;

4. In the employ of a hospital by a patient of such hospital; or

5. In any quarter in the employ of any organization exempt from federal income tax under section 501 (a) of the internal revenue code, other than an organization described in section 401 (a) or 501 (c) (3) of such code, or under section 521 of the internal revenue code, if the remuneration for such service is less than \$50.

(k) "Employment" as applied to work for a given employer other than a government unit or nonprofit organization, except as

such employer duly elects otherwise with the department's approval, does not include service:

1. In agricultural labor unless performed for an employer subject to this chapter under sub. (13) (c) or (i);
2. As a domestic in the employ of an individual in such individual's private home, or as a domestic in the employ of a local college club or of a local chapter of a college fraternity or sorority, unless performed for an individual, club or chapter which is an employer subject to this chapter under sub. (13) (d) or (i);
3. As a caddy on a golf course;
4. As an individual selling or distributing newspapers or magazines on the street or from house to house;
5. With respect to which unemployment insurance is payable under the federal railroad unemployment insurance act (52 Stat. 1094);
6. By an individual for a person as an insurance agent or an insurance solicitor, if all such service performed by such individual for such person is performed for remuneration solely by way of commissions;
7. By an individual for a person as a real estate agent or as a real estate salesperson, if all such service performed by such individual for such person is performed for remuneration solely by way of commission;
8. As an unpaid officer of a corporation or association or as an unpaid manager of a limited liability company;
9. Covered by any other unemployment insurance law pursuant to a reciprocal arrangement made by the department under s. 108.14 (8m);
10. For an employer who would otherwise be subject to this chapter solely because of sub. (13) (f), if and while the employer, with written notice to and approval by the department, duly covers under the unemployment insurance law of another jurisdiction all services for such employer which would otherwise be covered under this chapter;
11. By an individual in the employ of the individual's son, daughter or spouse, and by an individual under the age of 18 for his or her parent;
14. By an individual for an employer which is engaged in the processing of fresh perishable fruits or vegetables within a given calendar year if the individual has been employed by the employer solely within the active processing season or seasons, as determined by the department, of the establishment in which the individual has been employed by the employer, and the individual's base period wages with the employer are less than the wages required to start a benefit year under s. 108.04 (4) (a), unless the individual was paid wages of \$200 or more for services performed in employment or other work covered by the unemployment insurance law of any state or the federal government, other than work performed for the processing employer, during the 4 most recently completed quarters preceding the individual's first week of employment by the processing employer within that year;
15. By an individual as a court reporter if the individual receives wages on a per diem basis; or
16. By an individual whose remuneration consists solely of commissions, overrides, bonuses or differentials directly related to sales or other output derived from in-person sales to or solicitation of orders from ultimate consumers, primarily in the home; or
17. In any type of maritime service specifically excluded from coverage under the federal unemployment tax act;
18. By an individual who leases a motor vehicle used for taxicab purposes or other taxi equipment attached to and becoming a part of the vehicle under a bona fide lease agreement, if:
  - a. The individual retains the income earned through the use of the leased motor vehicle or equipment during the lease term;
  - b. The individual receives no direct compensation from the lessor during the lease term; and

c. The amount of the lease payment is not contingent upon the income generated through the use of the motor vehicle or equipment during the lease term; or

19. Performed by an individual for a seasonal employer if the individual received written notice from the seasonal employer prior to performing any service for the employer that such service is potentially excludable under this subdivision unless:

a. The individual is employed by the seasonal employer for a period of 90 days or more, whether or not service is actually performed on each such day, during any season, as determined under s. 108.066, that includes any portion of the individual's base period; or

b. The individual has been paid or is treated as having been paid wages or other remuneration of \$500 or more during his or her base period for services performed for at least one employer other than the seasonal employer which is subject to the unemployment insurance law of any state or the federal government.

(L) "Employment" includes an individual's service for an employer organized as a corporation in which the individual is a principal officer and has a direct or indirect ownership interest, except as provided in s. 108.025.

(n) If any employment for a government unit or nonprofit organization excluded under other paragraphs of this subsection is required by the federal unemployment tax act, the social security act, or any other federal law, to be employment covered by this chapter as a condition for approval of this chapter for full tax credit against the tax imposed by the federal unemployment tax act, such exclusion shall not apply under this chapter.

**(15m) FAMILY CORPORATION.** Except as provided in s. 108.04 (7) (r), "family corporation" means:

(a) A corporation in which 50% or more of the ownership interest, however designated or evidenced, is or during a claimant's employment was owned or controlled, directly or indirectly, by the claimant or by the claimant's spouse or child, or by the claimant's parent if the claimant is under the age of 18, or by a combination of 2 or more of them; or

(b) Except where par. (a) applies, a corporation in which 25% or more of ownership interest, however designated or evidenced, is or during a claimant's employment was owned or controlled, directly or indirectly, by the claimant.

**(16) FUND.** "Fund" means the unemployment reserve fund established in s. 108.16.

**(17) GOVERNMENT UNIT.** "Government unit" means:

(a) This state, including all of its constitutional offices, branches of government, agencies, departments, boards, commissions, councils, committees and all other parts and subdivisions of state government, and all public bodies or instrumentalities of this state and one or more other states; and

(b) Any school district, county, city, village, town and any other public corporation or entity, any combination thereof and any agency of any of the foregoing, and any public body or instrumentality of any political subdivision of this state and one or more other states or one or more political subdivisions of one or more other states.

**(18) INSTITUTION OF HIGHER EDUCATION.** "Institution of higher education" means a nonprofit or public educational institution which provides an educational program for which it awards a bachelor's or higher degree, or provides a program which is acceptable for full credit toward such a degree or a program of training to prepare students for gainful employment in a recognized occupation, and admits as regular students only individuals having a certificate of graduation from a high school, or the recognized equivalent of such a certificate.

**(18m) LOGGER.** "Logger" means a skidding operator or piece cutter with a forest products manufacturer or a logging contractor.

**(19) NONPROFIT ORGANIZATIONS.** A "nonprofit organization" is an organization described in section 501 (c) (3) of the internal

revenue code which is exempt from federal income tax under s. 501 (a) of the internal revenue code.

**(20) PARTIAL UNEMPLOYMENT.** An employee is “partially unemployed” in any week for which he or she earns some wages and is eligible for some benefits under s. 108.05 (3).

**(21) PAYROLL.** (a) “Payroll” means all wages paid directly or indirectly by an employer within a certain period to individuals with respect to their employment by that employer, and includes all such wages for work which is excluded under sub. (15) (k) if the wages paid for such work:

1. Are subject to a tax under the federal unemployment tax act or are exempted from that tax only because the federal unemployment tax act (26 USC 3301 to 3311) applies to a lesser amount of wages paid to an individual during a calendar year than the amount specified in par. (b); and

2. Are not subject to contributions under another unemployment insurance law.

(b) Notwithstanding par. (a), an employer’s payroll includes only the first \$10,500 of wages paid by an employer to an individual during a calendar year, including any wages paid for any work covered by the unemployment insurance law of any other state, except as authorized in s. 108.17 (5).

(c) If the federal unemployment tax is amended to apply to a higher amount of wages paid to an individual during a calendar year than the amount specified in par. (b), then the higher amount shall likewise apply under par. (b), as a substitute for the amount there specified, starting with the same period to which the federal amendment first applies.

**(21m) QUARTER.** “Quarter” means a 3–month period ending on March 31, June 30, September 30 or December 31.

**(21s) RELATED CORPORATIONS.** “Related corporations” means 2 or more corporations to which at least one of the following conditions applies:

(a) The corporations are members of a controlled group of corporations, as defined in 26 USC 1563, or would be members if 26 USC 1563 (a) (4) and (b) did not apply and if the phrase “more than fifty percent” were substituted for the phrase “at least eighty percent” wherever it appears in 26 USC 1563 (a).

(b) If the corporations do not issue stock, either 50% or more of the members of one corporation’s governing body are members of the other corporation’s governing body, or the holders of 50% or more of the voting power to select such members are concurrently the holders of more than 50% of that power in respect to the other corporation.

(c) Fifty percent or more of one corporation’s officers are concurrently officers of the other corporation.

(d) Thirty percent or more of one corporation’s employees are concurrently employees of the other corporation.

**(22) RESERVE PERCENTAGE.** “Reserve percentage” shall for contribution purposes refer to the status of an employer’s account, as determined by the department as of the applicable “computation date”. In calculating an employer’s net reserve as of any computation date, the employer’s account shall be charged with benefits paid on or before said date, and shall be credited with contributions, on the employer’s payroll through said date, if paid by the close of the month which follows said date or if paid pursuant to s. 108.18 (7) and within the period therein specified. The employer’s “reserve percentage” means the net reserve of the employer’s account as of the computation date, stated as a percentage of the employer’s “payroll” in the year ending on such date or in the year applicable under s. 108.18 (6).

**(22m) SCHOOL YEAR EMPLOYEE.** “School year employee” means an employee of an educational institution or an educational service agency, or an employee of a government unit or nonprofit organization which provides services to or on behalf of an educational institution, who performs services under an employment contract which does not require the performance of services on a year–round basis.

**(23) SEASONAL EMPLOYER.** “Seasonal employer” means an employer designated by the department under s. 108.066.

**(24) STANDARD RATE.** As to any calendar year, “standard rate” means the combined rate of contributions from the applicable schedules of s. 108.18 (4) and (9) which is closest to but not less than 5.4%.

**(25) TOTAL UNEMPLOYMENT.** An employee is “totally unemployed” in any week for which he or she earns no wages.

**(25e) TRUCKER.** “Trucker” means a contract operator with a trucking carrier.

**(25m) VALID NEW CLAIM WEEK.** “Valid new claim week” means the first week of an employee’s benefit year.

**(26) WAGES.** Unless the department otherwise specifies by rule:

(a) “Wages” means every form of remuneration payable, directly or indirectly, for a given period, or payable within a given period if this basis is permitted or prescribed by the department, by an employing unit to an individual for personal services.

(b) “Wages” includes:

1. Any payment in kind or other similar advantage received from an individual’s employing unit for personal services, except as provided in par. (c).

2. The value of an employee achievement award that is compensation for services.

3. The value of tips that are received while performing services which constitute employment, and that are included in a written statement furnished to an employer under 26 USC 6053 (a).

4. Any payment under a deferred compensation and salary reduction arrangement which is treated as wages under 26 USC 3306 (r).

5. Any payment made by a corporation electing to be taxed as a partnership under subchapter S of chapter 1 of the federal internal revenue code, 26 USC 1361 to 1379, to an officer, which is reasonable compensation for services performed for the corporation, or the reasonable value of services performed by an officer for such a corporation, if the officer receives no payment for the services or less than the reasonable value of the services, except:

a. A distribution of earnings and profits which is in excess of any such payment;

b. A loan to an officer evidenced by a promissory note signed by the officer prior to the payment of the loan proceeds and recorded in the records of such a corporation as a loan to the officer;

c. A repayment of a loan or payment of interest on a loan made by an officer to such a corporation and recorded in the records of the corporation as a liability of the corporation;

d. A reimbursement by such a corporation of reasonable corporate expenses incurred by an officer which is documented by a written expense voucher and recorded in the records of the corporation as corporate expenses; or

e. A reasonable lease or rental payment to an officer who owns property which is leased or rented to such a corporation.

(c) “Wages” does not include:

1. The amount of any payment, including any amount paid by an employer for insurance or annuities or into an account to provide for such payment, made to or on behalf of an employee or any of his or her dependents under a plan or system established by an employer which makes provision for its employees generally, or for its employees generally and their dependents, or for a class or classes of its employees, or for a class or classes of its employees and their dependents, on account of:

a. Sickness or accident disability, except that in the case of payments made to an employee or any of his or her dependents, “wages” excludes only payments which are received under ch. 102 or under any federal law which provides for payments on

account of a work–related injury or illness analogous to those provided under ch. 102 as a result of employment for an employer;

b. Medical or hospitalization expenses in connection with sickness or accident disability; or

c. Death.

2. Any payment for sickness or accident disability, or medical or hospitalization expenses in connection with sickness or accident disability, made by an employer to or on behalf of an employee after the expiration of 6 months following the last month in which the employee worked for the employer.

3. Any payment made to or on behalf of an employee or his or her beneficiary under a cafeteria plan, within the meaning of 26 USC 125, if the payment would not be treated as wages without regard to that plan and if 26 USC 125 would not treat the payment as constructively received.

4. Except as provided in par. (b) 4., any payment made to, or on behalf of, an employee or his or her beneficiary:

a. From or to a trust described in 26 USC 401 (a) which is exempt from taxation under 26 USC 501 (a) at the time of the payment unless the payment is made to an employee of the trust as remuneration for services rendered as an employee and not as a beneficiary of the trust;

b. Under or to an annuity plan which, at the time of the payment, is a plan described in 26 USC 403 (a);

c. Under a simplified employee pension, as defined in 26 USC 408 (k) (1), other than any contributions described in 26 USC 408 (k) (6);

d. Under or to an annuity contract described in 26 USC 403 (b), other than a payment for the purchase of such a contract which is made by reason of a salary reduction agreement, whether evidenced by a written instrument or otherwise;

e. Under or to an exempt governmental deferred compensation plan, as defined in 26 USC 3121 (v) (3); or

f. To supplement pension benefits under a plan or trust described in subd. 4. a. to e. to take into account some portion or all of the increase in the cost of living, as determined by the U.S. secretary of labor, since retirement but only if the payment is under a plan which is treated as a welfare plan under 29 USC 1002 (2) (B) (ii).

5. The payment by an employer, without deduction from the remuneration of an employee, of the tax imposed on the employee under 26 USC 3101 with respect to remuneration paid to the employee for domestic service in a private home of the employer or for agricultural labor.

6. Remuneration paid in any medium other than cash to an employee for service not in the course of the employer's trade or business.

7. Remuneration paid to or on behalf of an employee if and to the extent that at the time of the payment it is reasonable to believe that a corresponding deduction is allowable under 26 USC 217, determined without regard to 26 USC 274 (n).

8. Any payment or series of payments by an employer to an employee or any of his or her dependents which is paid:

a. Upon or after the termination of an employee's employment relationship because of the employee's death or retirement for disability; and

b. Under a plan established by the employer which makes provision for its employees generally or a class or classes of its employees, or for such employees or class or classes of employees and their dependents, other than a payment or series of payments which would have been paid if the employee's employment relationship had not been so terminated.

9. Any contribution, payment or service provided by an employer which may be excluded from the gross income of an employee, or the employee's spouse or dependents, under the provisions of 26 USC 120 relating to amounts received under qualified group legal services plans.

10. Any payment made or benefit furnished to or for the benefit of an employee if, at the time of the payment or furnishing, it is reasonable to believe that the employee will be able to exclude the payment or benefit from income under 26 USC 127 or 129.

11. The value of any meals or lodging furnished by or on behalf of an employer if, at the time of the furnishing, it is reasonable to believe that the employee will be able to exclude such items from income under 26 USC 119.

12. Any payment made by an employer to a survivor or the estate of a former employee after the year in which the employee died.

13. Any benefit provided to or on behalf of an employee if at the time the benefit is provided it is reasonable to believe that the employee will be able to exclude the benefit from income under 26 USC 117 or 132.

14. The amount of any refund required to be made by an employer under section 421 of the federal medicare catastrophic coverage act of 1988, P.L. 100–360.

15. Remuneration for services performed in a fishing rights–related activity of an Indian tribe by a member of that tribe for another member of that tribe or for a qualified Indian entity, as provided in 26 USC 7873.

16. Any contribution made by an employer into or payment made from a supplemental unemployment benefit plan for employees, if the contribution or payment is not considered “wages” under 26 USC 3306 (b), regardless of whether the plan is part of an employer profit–sharing plan.

(27) WEEK. “Week” means calendar week, starting Sunday and ending Saturday; but, where an employee starts a working shift on a given Saturday, all of the employee's hours and pay for that shift shall be counted in the calendar week which includes that Saturday.

(28) WEEKLY BENEFIT RATE. An employee's “weekly benefit rate” from a given employer means the amount computed in accordance with s. 108.05.

**History:** 1971 c. 53; 1971 c. 213 s. 5; 1973 c. 247; 1975 c. 223, 343; 1975 c. 373 s. 40; 1977 c. 29, 133; 1979 c. 52, 221; 1981 c. 36, 353; 1983 a. 8 ss. 4 to 12, 54; 1983 a. 168; 1983 a. 189 ss. 158 to 161, 329 (25), (28); 1983 a. 384, 477, 538; 1985 a. 17, 29, 332; 1987 a. 38 ss. 6 to 22, 134; 1987 a. 255; 1989 a. 31; 1989 a. 56 ss. 151, 259; 1989 a. 77, 303; 1991 a. 89; 1993 a. 112, 213, 373, 492; 1995 a. 27 ss. 3777, 9130 (4); 1995 a. 118, 225; 1997 a. 3, 27, 39; 1999 a. 15, 82, 83.

An employee can at the same time be an employer, responsible for unemployment compensation contributions. *Price County Telephone Co. v. Lord*, 47 Wis. 2d 704, 177 N.W.2d 904.

Under sub. (3), 1981 stats. [now sub. (12)] the person must first be found to be an employee under par. (a); the second step is to determine whether an exemption applies. *Transport Oil, Inc. v. Cummings*, 54 Wis. 2d 256, 195 N.W.2d 649.

CETA employees are disqualified for unemployment compensation by sub. (5) (g) 1., 1981 stats. [now sub. (15) (g) 1.]. *Bliss v. DILHR*, 101 Wis. 2d 245, 304 N.W.2d 783 (Ct. App. 1981).

Owner–operators of semitractors who leased services to a trucking company were considered employees of the trucking company. *Stafford Trucking, Inc. v. DILHR*, 102 Wis. 2d 256, 306 N.W.2d 79 (Ct. App. 1981).

Corporate owner–operators of trucks were both employers and employees under this section. *Wisconsin Cheese Service, Inc. v. DILHR*, 108 Wis. 2d 482, 322 N.W.2d 495 (Ct. App. 1982).

Truck owner–operators who leased trucks to a trucking company were not company employees despite inclusion of PSC 60.03 (2), Wis. Adm. Code, in the lease agreement. *Star Line Trucking Corp. v. DILHR*, 109 Wis. 2d 266, 325 N.W.2d 872 (1982).

In determining whether sub. (3) (b) 2., 1981 stats. [now sub. (12) (b) 2.] has been satisfied, a court may apply a proprietary – interest test or test of independently established business in which individual is customarily engaged. Coverage under sub. (3) (a), 1981 stats. [now sub. (12) (a)] is broad, almost presumptive. *Princess House, Inc. v. DILHR*, 111 Wis. 2d 46, 330 N.W.2d 169 (1983).

Graduate students preparing dissertations were “regularly attending classes” under sub. (5) (i) 1., 1981 stats. [now sub. (15) (i) 1.] even though they attended no class meetings. *Bachrach v. DILHR*, 114 Wis. 2d 131, 336 N.W.2d 698 (Ct. App. 1983).

“Wages” includes salaries and benefits received while taking compensatory time off. *Transportation Dept. v. LIRC*, 122 Wis. 2d 358, 361 N.W.2d 722 (Ct. App. 1984).

The status of a contractor under sub. (3) (e), 1981 stats. [now sub. (12) (e)] is discussed. *Robert Hansen Trucking, Inc. v. LIRC*, 126 Wis. 2d 323, 377 N.W.2d 151 (1985).

Profit–sharing distributions are includable under the definition of “wages.” *La Crosse Footwear v. LIRC*, 147 Wis. 2d 419, 434 N.W.2d 392 (Ct. App. 1988).

The commission's conclusion that an employer failed to prove that migrant workers met the sub. (12) (b) exception was reasonable. *Yeska v. LIRC*, 149 Wis. 2d 363, 440 N.W.2d 823 (Ct. App. 1989).



As the refund of dues to union stewards was not remuneration for services, it did not constitute “wages” under sub. (26), and was not assessable to the union for contribution purposes. *Local No. 695 v. LIRC*, 154 Wis. 2d 75, 452 N.W.2d 368 (1990).

An employee who provides services on a regular part-time basis while also holding other full-time employment may still qualify as having customarily engaged in an independently established business under sub. (12) (b) 2. *Grutzner S.C. v. LIRC*, 154 Wis. 2d 648, 453 N.W.2d 920 (Ct. App. 1990).

The determination of nonemployee status under sub. (12) (b) is discussed. *Larson v. LIRC*, 184 Wis. 2d 378, 516 N.W.2d 456 (Ct. App. 1994).

The direct seller exclusion under sub. (15) (k) 16. is not restricted to persons who actually make sales to consumers in the home, but includes distributors who sell to dealers engaged in the sale of products for resale in the home whose compensation is directly related to the amount of sales made. *National Safety Associates, Inc. v. LIRC*, 199 Wis. 2d 106, 543 N.W.2d 584 (Ct. App. 1995).

An employment contract under sub. (22m) need not be in writing. *Ashleson v. LIRC*, 216 Wis. 2d 23, 573 N.W.2d 554 (Ct. App. 1997).

There are 5 factors to determine whether an individual performed services in an independently established trade in which customarily engaged within the meaning of sub. (12) (b) 2.: (1) integration; (2) advertising or holding out; (3) entrepreneurial risk; (4) economic dependence; and (5) proprietary interest. *Margoles v. LIRC*, 221 Wis. 2d 260, 585 N.W.2d 596 (Ct. App. 1998).

Institutions of higher education, including VTAE [technical college] districts, are included within the unemployment compensation act by reason of 26 U.S.C.A., sec. 3309 (a) and (d). 61 Atty. Gen. 18.

Strict compliance with all criteria in sub. (12m) and s. 108.065 is required before a company will qualify as an employee service company and the employer for unemployment compensation purposes. 80 Atty. Gen. 154.

**108.025 Coverage of certain corporate officers. (1)** In this section, “principal officer” means an individual named as a principal officer in the corporation’s most recent annual report or, if that information is not current, an individual holding an office described in the corporation’s most recent annual report as a principal officer.

(2) If an employer having no annual payroll for the calendar year preceding an election or an employer having an annual payroll of less than the amount specified in s. 108.18 (9) which establishes separate solvency contribution rates for the calendar year preceding an election files a notice of election, in the manner prescribed by the department, to exclude the service of all of its principal officers who have a direct or indirect substantial ownership interest in the corporation, employment does not include the service of those officers.

(3) An election of an employer under this section does not apply in any calendar year if the annual payroll of the employer for the preceding calendar year equaled or exceeded the amount specified in s. 108.18 (9) which establishes separate solvency contribution rates.

(4) An employer which files an election under this section may reelect coverage of its principal officers under this section by filing a notice of reelection with the department. An employer which reelects coverage of its principal officers is not eligible to file a notice of election of noncoverage under this section.

(5) To be effective for any calendar year, a notice of election or reelection must be received by the department no later than March 31 except that in the case of an employing unit which becomes an employer during a calendar year, notice of election must be received by the department no later than the date on which the initial contributions of the employer become payable under s. 108.17 (1m), and except that if the due date for a notice of election or reelection falls on a Saturday, Sunday or legal holiday under state or federal law, the due date is the next following day which is not a Saturday, Sunday or legal holiday under state or federal law. If a notice of election or reelection is mailed, it is timely if it is either postmarked by the due date or received by the department no later than 3 days after that date. An election is effective for each calendar year until the employer files a timely notice of reelection.

(6) A principal officer has a direct or indirect substantial ownership interest in a corporation under this section if 25% or more of the ownership interest, however designated or evidenced, in the corporation is owned or controlled, directly or indirectly, by the officer.

History: 1991 a. 89.

**108.03 Payment of benefits. (1)** Benefits shall be paid to each unemployed and eligible employee from his or her employer’s account, under the conditions and in the amounts stated in, or approved by the department pursuant to, this chapter, and at such times, at such places, and in such manner as the department may from time to time approve or prescribe.

(2) The benefit liability of each employer’s account shall begin to accrue under s. 108.07 in the first week completed on or after the first day of that calendar year within which the employer’s contributions first began to accrue under this chapter.

History: 1971 c. 53; 1975 c. 343; 1985 a. 17; 1987 a. 38 ss. 23, 136; 1993 a. 492; 1999 a. 83.

**108.04 Eligibility for benefits. (1) GENERAL DISQUALIFICATIONS AND LIMITATIONS.** (a) An employee’s eligibility for benefits shall be reduced for any week in which the employee is with due notice called on by his or her current employing unit to report for work actually available within such week and is unavailable for, or unable to perform, some or all of such available work. For purposes of this paragraph, the department shall treat the amount that the employee would have earned as wages for that week in such available work as wages earned by the employee and shall apply the method specified in s. 108.05 (3) (a) to compute the benefits payable to the employee. The department shall estimate wages that an employee would have earned if it is not possible to compute the exact amount of wages that would have been earned by the employee.

(b) An employee is ineligible for benefits:

1. While the employee is unable to work, or unavailable for work, if his or her employment with an employer was suspended by the employee or by the employer or was terminated by the employer because the employee was unable to do, or unavailable for, suitable work otherwise available with the employer;

2. While the employee is on a voluntary leave of absence granted for a definite period, until the period ends or until the employee returns to work, whichever occurs first, except as provided in par. (c); or

3. While the employee is on family or medical leave under the federal family and medical leave act of 1993 (P.L. 103–3) or s. 103.10, until whichever of the following occurs first:

a. The leave is exhausted.

b. The employer is required to reinstate the employee under 5 USC 6384 or s. 103.10 (8).

c. The employee returns to work.

(c) If a leave of absence is granted to an employee for a portion of a week, the employee’s eligibility for benefits for that partial week shall be reduced by the amount of wages that the employee could have earned in his or her work had the leave not been granted. For purposes of this paragraph, the department shall treat the amount the employee would have earned as wages in that work for that week as wages earned by the employee and shall apply the method specified in s. 108.05 (3) (a) to compute the benefits payable to the employee. The department shall estimate the wages that an employee would have earned for a partial week if it is not possible to compute the exact amount of wages that the employee would have earned for that partial week.

(e) An individual who is self-employed shall not be eligible for benefits for any week in which the individual has worked at the self-employment, unless the individual establishes to the satisfaction of the department that in view of labor market conditions the individual has made an active and bona fide search for employment. The department shall, by rule, define self-employment for purposes of this paragraph.

(f) If an employee is required by law to have a license issued by a governmental agency to perform his or her customary work for an employer, and the employee’s employment is suspended or terminated because the employee’s license has been suspended,

revoked or not renewed due to the employee's fault, the employee is not eligible to receive benefits until 5 weeks have elapsed since the end of the week in which the suspension or termination occurs or until the license is reinstated or renewed, whichever occurs first. The wages paid by the employer with which an employee's employment is suspended or terminated shall be excluded from the employee's base period wages under s. 108.06 (1) for purposes of benefit entitlement while the suspension, revocation or nonrenewal of the license is in effect. This paragraph does not preclude an employee from establishing a benefit year using the wages excluded under this paragraph if the employee qualifies to establish a benefit year under s. 108.06 (2) (a). The department shall charge to the fund's balancing account any benefits otherwise chargeable to the account of an employer that is subject to the contribution requirements of ss. 108.17 and 108.18 from which base period wages are excluded under this paragraph.

(g) Except as provided in par. (gm), the base period wages utilized to compute total benefits payable to an individual under s. 108.06 (1) as a result of the following employment shall not exceed 10 times the individual's weekly benefit rate based solely on that employment under s. 108.05 (1):

1. Employment by a partnership, if a one-half or greater ownership interest in the partnership is or during such employment was owned or controlled, directly or indirectly, by the individual's spouse or child, or by the individual's parent if the individual is under age 18, or by a combination of 2 or more of them.

1L. Employment by a limited liability company, if a one-half or greater ownership interest in the limited liability company is or during such employment was owned or controlled, directly or indirectly, by the individual's spouse or child, or by the individual's parent if the individual is under age 18, or by a combination of 2 or more of them.

2. Employment by a corporation, if one-half or more of the ownership interest, however designated or evidenced, in the corporation is or during such employment was owned or controlled, directly or indirectly, by the individual or by the individual's spouse or child, or by the individual's parent if the individual is under age 18, or by a combination of 2 or more of them.

3. Except where subd. 2. applies, employment by a corporation, if one-fourth or more of the ownership interest, however designated or evidenced, in the corporation is or during such employment was owned or controlled, directly or indirectly, by the individual.

(gm) Paragraph (g) does not apply if the department determines that the individual whose base period wages are being computed was employed by an employer which is a family corporation and the individual's employment was terminated by the employer because of involuntary cessation of business of the family corporation under one or more of the following circumstances:

1. Dissolution of the corporation, due to economic inviability, under ch. 180 or the analogous applicable laws of the jurisdiction in which the corporation is incorporated;

2. Filing for corporate bankruptcy;

3. Filing for personal bankruptcy by all owners who are personally liable for any of the debts of the corporation; or

4. Disposition of a total of 75% or more of the assets of the corporation using one or more of the following methods:

a. Assignment for the benefit of creditors.

b. Surrender to one or more secured creditors or lienholders.

c. Sale, due to economic inviability, if the sale does not result in ownership or control by substantially the same interests that owned or controlled the family corporation. It is presumed unless shown to the contrary that a sale, in whole or in part, to a spouse, parent or child of an individual who owned or controlled the family corporation, or to any combination of 2 or more of them, is a sale to substantially the same interests that owned or controlled the family corporation.

(h) Each employer shall inform the department in its report under s. 108.09 (1) whenever an individual claims benefits based on employment to which par. (g) applies. Each employee who claims benefits based on employment to which par. (g) applies shall so inform the department when claiming benefits.

(hm) The department may require any claimant to appear before it and to answer truthfully, orally or in writing, any questions relating to the claimant's eligibility for benefits and to provide such demographic information as may be necessary to permit the department to conduct a statistically valid sample audit of compliance with this chapter. A claimant is not eligible to receive benefits for any week in which the claimant fails to comply with a request by the department to provide the information required under this paragraph, or any subsequent week, until the claimant complies or satisfies the department that he or she had good cause for failure to comply with a request of the department under this paragraph. If a claimant later complies with a request by the department or satisfies the department that he or she had good cause for failure to comply with a request, the claimant is eligible to receive benefits as of the week in which the failure occurred, if otherwise qualified.

(i) A claimant who does not provide information sufficient for the department to determine whether the claimant has been discharged for misconduct connected with his or her employment, has voluntarily terminated his or her work, has failed without good cause to accept suitable work when offered, or has failed to return to work with a former employer that recalls the employee within 52 weeks after the employee last worked for that employer is not eligible to receive benefits for the week in which the discharge, termination or failure occurs or any subsequent week. If a claimant later provides the information and has good cause for the initial failure to provide the information, he or she is eligible to receive benefits as of the week in which the discharge, termination or failure occurred, if otherwise qualified. If a claimant later provides the information but does not have good cause for the initial failure to provide the information, he or she is eligible to receive benefits as of the week in which the information is provided, if otherwise qualified.

(2) GENERAL QUALIFYING REQUIREMENTS. (a) Except as provided in par. (b) and as otherwise expressly provided, a claimant is eligible for benefits as to any given week for which he or she earns no wages only if:

1. The individual is able to work and available for work during that week;

2. As of that week, the individual has registered for work; and

3. The individual is seeking suitable work during that week or, during the 104-week period beginning on January 2, 2000, the individual conducts a reasonable search for suitable work during that week. The work search required under this subdivision must include 2 actions that constitute a reasonable search as prescribed by rule of the department.

(b) The requirements for registration for work and search for work shall be prescribed by rule of the department, and the department may by general rule waive these requirements under certain stated conditions.

(c) Each employer shall inform his or her employees of the requirements of this subsection in such reasonable manner as the department may prescribe by rule.

(d) A claimant who earns or receives wages for one or more weeks of unemployment may be required, by rule of the department, to comply with the requirements of this subsection in order to be or remain eligible for benefits for any such week.

(e) Each claimant shall furnish to the department his or her social security number. If a claimant fails, without good cause, to provide his or her social security number, the claimant is not eligible to receive benefits for the week in which the failure occurs or any subsequent week until the week in which he or she provides the social security number. If the claimant has good cause, he or

she is eligible to receive benefits as of the week in which the claimant first files a claim for benefits or first requests the department to reactivate an existing benefit claim.

(f) A claimant is ineligible to receive benefits for any week for which benefits are paid or payable because the claimant knowingly provided the department with a false social security number.

**(4) QUALIFYING CONDITIONS.** (a) A claimant is not eligible to start a benefit year unless the claimant has combined base period wages equal to at least 30 times the claimant's weekly benefit rate under s. 108.05 (1), including combined base period wages equal to at least 4 times the claimant's weekly benefit rate under s. 108.05 (1) in one or more quarters outside of the quarter within the claimant's base period in which the claimant has the highest base period wages.

(b) There shall be counted toward the wages required by par. (a) any federal service, within the relevant period, which is assigned to Wisconsin under an agreement pursuant to 5 USC 8501 to 8525.

(c) An employee is not eligible to start a new benefit year unless, subsequent to the start of the employee's most recent benefit year in which benefits were paid to the employee, the employee has performed services and earned wages for those services equal to at least 8 times the employee's latest weekly benefit rate under s. 108.05 (1) that was payable to the employee in the employee's most recent benefit year in employment or other work covered by the unemployment insurance law of any state or the federal government.

**(5) DISCHARGE FOR MISCONDUCT.** An employee whose work is terminated by an employing unit for misconduct connected with the employee's work is ineligible to receive benefits until 7 weeks have elapsed since the end of the week in which the discharge occurs and the employee earns wages after the week in which the discharge occurs equal to at least 14 times the employee's weekly benefit rate under s. 108.05 (1) in employment or other work covered by the unemployment insurance law of any state or the federal government. For purposes of requalification, the employee's weekly benefit rate shall be that rate which would have been paid had the discharge not occurred. The wages paid to an employee by an employer which terminates employment of the employee for misconduct connected with the employee's employment shall be excluded from the employee's base period wages under s. 108.06 (1) for purposes of benefit entitlement. This subsection does not preclude an employee who has employment with an employer other than the employer which terminated the employee for misconduct from establishing a benefit year using the base period wages excluded under this subsection if the employee qualifies to establish a benefit year under s. 108.06 (2) (a). The department shall charge to the fund's balancing account any benefits otherwise chargeable to the account of an employer that is subject to the contribution requirements under ss. 108.17 and 108.18 from which base period wages are excluded under this subsection.

**(6) DISCIPLINARY SUSPENSION.** An employee whose work is suspended by an employing unit for good cause connected with the employee's work is ineligible to receive benefits until 3 weeks have elapsed since the end of the week in which the suspension occurs or until the suspension is terminated, whichever occurs first. This subsection does not preclude an employee from establishing a benefit year during a period in which the employee is ineligible to receive benefits under this subsection if the employee qualifies to establish a benefit year under s. 108.06 (2) (a).

**(7) VOLUNTARY TERMINATION OF WORK.** (a) If an employee terminates work with an employing unit, the employee is ineligible to receive benefits until 4 weeks have elapsed since the end of the week in which the termination occurs and the employee earns wages after the week in which the termination occurs equal to at least 4 times the employee's weekly benefit rate under s. 108.05 (1) in employment or other work covered by the unemployment insurance law of any state or the federal government. For purposes of requalification, the employee's weekly benefit rate shall be that rate which would have been paid had the termination not

occurred. This paragraph does not preclude an employee from establishing a benefit year by using the base period wages paid by the employer from which the employee voluntarily terminated, if the employee is qualified to establish a benefit year under s. 108.06 (2) (a).

(am) Paragraph (a) does not apply if the department determines that the suspension or termination of the claimant's work was in lieu of a suspension or termination by the employer of another employee's work. The claimant shall not be deemed unavailable for the claimant's work with the employer by reason of such suspension or termination.

(b) Paragraph (a) does not apply if the department determines that the employee terminated his or her work with good cause attributable to the employing unit. In this paragraph, "good cause" includes, but is not limited to, a request, suggestion or directive by the employing unit that the employee violate federal or Wisconsin law, or sexual harassment, as defined in s. 111.32 (13), by an employing unit or employing unit's agent or a co-worker, of which the employer knew or should have known but failed to take timely and appropriate corrective action.

(c) Paragraph (a) does not apply if the department determines that the employee terminated his or her work but had no reasonable alternative because the employee was unable to do his or her work or because of the health of a member of his or her immediate family; but if the department determines that the employee is unable to work or unavailable for work, the employee is ineligible to receive benefits while such inability or unavailability continues.

(cm) Paragraph (a) does not apply if an employee is hired to work a particular shift and if the department determines that the employee terminated his or her work as the result of a requirement by his or her employing unit to transfer his or her working hours to a shift occurring at a time that would result in a lack of child care for his or her minor children, provided that the employee is able to work and available for full-time work during the same shift that the employee worked in the employee's most recent work with that employing unit. For purposes of sub. (2) (a), such an employee is not deemed unavailable for work solely for refusing to work a shift other than the one for which the employee was hired.

(d) Paragraph (a) does not apply if the department determines that the employee terminated his or her work to accept a recall to work for a former employer within 52 weeks after having last worked for such employer.

(e) Paragraph (a) does not apply if the department determines that the employee accepted work which the employee could have failed to accept with good cause under sub. (8) and terminated such work with the same good cause and within the first 10 weeks after starting the work, or that the employee accepted work which the employee could have refused under sub. (9) and terminated such work within the first 10 weeks after starting the work. For purposes of this paragraph, an employee has the same good cause for voluntarily terminating work if the employee could have failed to accept the work under sub. (8) (d) when it was offered, regardless of the reason articulated by the employee for the termination.

(f) Paragraph (a) does not apply if the department determines that the employee terminated his or her work because the employee was transferred by his or her employing unit to work paying less than two-thirds of his or her immediately preceding wage rate with the employing unit, except that the employee is ineligible to receive benefits for the week of termination and the 4 next following weeks.

(g) Paragraph (a) does not affect an employee's eligibility to receive benefits if the employee:

1. Maintained a temporary residence near the work terminated; and
2. Maintained a permanent residence in another locality; and
3. Terminated such work and returned to his or her permanent residence because the work available to the employee had been

reduced to less than 20 hours per week in at least 2 consecutive weeks.

(h) The department shall charge to the fund's balancing account benefits paid to an employee that are otherwise chargeable to the account of an employer that is subject to the contribution requirements of ss. 108.17 and 108.18 if the employee voluntarily terminates employment with that employer and par. (a), (c), (d), (e), (k), (L), (o), (p), (q) or (s) applies.

(j) Paragraph (a) does not apply if the department determines that the employee left or lost his or her work because of reaching the compulsory retirement age used by the employee's employing unit.

(k) Paragraph (a) does not apply to an employee who terminates his or her part-time work consisting of not more than 30 hours per week if the employee is otherwise eligible to receive benefits because of the loss of the employee's full-time employment and the loss of the full-time employment makes it economically unfeasible for the employee to continue the part-time work.

(L) Paragraph (a) does not apply if the department determines that the employee terminated work to accept employment or other work covered by the unemployment insurance law of any state or the federal government, and earned wages in the subsequent work equal to at least 4 times the employee's weekly benefit rate under s. 108.05 (1) if the work:

1. Offered average weekly wages at least equal to the average weekly wages that the employee earned in the terminated work;
  2. Offered the same or a greater number of hours of work than those performed in the work terminated;
  3. Offered the opportunity for significantly longer term work;
- or
4. Offered the opportunity to accept a position for which the duties were primarily discharged at a location significantly closer to the employee's domicile than the location of the terminated work.

(m) Paragraph (a) does not apply to an employee who terminates his or her work with a labor organization if the termination causes the employee to lose seniority rights granted under a collective bargaining agreement and if the termination results in the loss of the employee's employment with the employer which is a party to that collective bargaining agreement.

(n) Paragraph (a) does not apply to an employee who:

1. Terminated work in a position serving as a part-time elected or appointed member of a governmental body or representative of employees;
2. Was engaged in work for an employing unit other than the employing unit in which the employee served under subd. 1. at the time that the employee terminated work under subd. 1.; and
3. Was paid wages in the terminated work constituting not more than 5% of the employee's base period wages for purposes of benefit entitlement.

(o) Paragraph (a) does not apply to an employee who terminates his or her work in one of 2 or more concurrently held positions, at least one of which consists of more than 30 hours per week, if the employee terminates his or her work before receiving notice of termination from a position which consists of more than 30 hours per week.

(p) Paragraph (a) does not apply if the department determines that an employee, while claiming benefits for partial unemployment, terminated work to accept employment or other work covered by the unemployment insurance law of any state or the federal government, if that work offered an average weekly wage greater than the average weekly wage earned in the work terminated.

(q) Paragraph (a) does not apply if the department determines that an employee, while serving as a member of the U.S. armed forces, was engaged concurrently in other work and terminated that work as a result of the employee's honorable discharge or discharge under honorable conditions from active duty as a member

of the U.S. armed forces for a reason that would qualify the employee to receive unemployment compensation under 5 USC 8521.

(r) Paragraph (a) does not apply if the department determines that the employee owns or controls, directly or indirectly, an ownership interest, however designated or evidenced, in a family corporation and the employee's employment was terminated by the employer because of an involuntary cessation of the business of the corporation under one or more of the conditions specified in sub. (1) (gm). In this paragraph, "family corporation" has the meaning given in s. 108.02 (15m) and also includes a corporation in which 50% or more of the ownership interest is or was owned or controlled, directly or indirectly, by one or more brothers or sisters of a claimant, or by a combination of one or more brothers or sisters and one or more of the persons specified in s. 108.02 (15m) (a).

(s) 1. In this paragraph:

a. "Domestic abuse" means physical abuse, including a violation of s. 940.225 (1), (2) or (3), or a threat of physical abuse by an adult family or adult household member against another family or household member; by an adult person against his or her spouse or former spouse; or by an adult person against a person with whom the person has a child in common.

b. "Family member" means a spouse, parent, child or person related by consanguinity to another person.

c. "Household member" means a person who is currently or formerly residing in a place of abode with another person.

2. Paragraph (a) does not apply if the employee:

a. Terminates his or her work due to domestic abuse, concerns about personal safety or harassment, concerns about the safety or harassment of his or her family members who reside with the employee or concerns about the safety or harassment of other household members;

b. Prior to termination of his or her employment, obtains a temporary restraining order or an injunction under s. 813.12, 813.122, 813.123, 813.125 or 813.127, or has a foreign protection order recognized under s. 813.128; and

c. Demonstrates to the department that the order has been or is reasonably likely to be violated.

**(7m) VOLUNTARY REDUCTION IN HOURS OF EMPLOYMENT.** An employee whose employer grants the employee's voluntary request to reduce indefinitely the number of hours of employment usually worked by the employee voluntarily terminates his or her employment within the meaning of sub. (7). The wages earned by the employee from that employer for any week in which the reduction requested by the employee is in effect may not be used to meet the requalification requirement provided in sub. (7) (a) applicable to that termination if the employer has notified the employee in writing, prior to the time that the request is granted, of the effect of this subsection. The department shall charge to the fund's balancing account benefits paid to such an employee that are otherwise chargeable to the account of an employer that grants an employee's request under this subsection, for each week in which this subsection applies, if the employer is subject to the contribution requirements of ss. 108.17 and 108.18.

**(8) SUITABLE WORK.** (a) If an employee fails, without good cause, to accept suitable work when offered, the employee is ineligible to receive benefits until 4 weeks have elapsed since the end of the week in which the failure occurs and the employee earns wages after the week in which the failure occurs equal to at least 4 times the employee's weekly benefit rate under s. 108.05 (1) in employment or other work covered by the unemployment insurance law of any state or the federal government. For purposes of requalification, the employee's weekly benefit rate shall be that rate which would have been paid had the failure not occurred. This paragraph does not preclude an employee from establishing a benefit year during a period in which the employee is ineligible to receive benefits under this paragraph if the employee qualifies to establish a benefit year under s. 108.06 (2) (a). The department

shall charge to the fund's balancing account any benefits otherwise chargeable to the account of an employer that is subject to the contribution requirements under ss. 108.17 and 108.18 whenever an employee of that employer fails, without good cause, to accept suitable work offered by that employer.

(c) If an employee fails, without good cause, to return to work with a former employer that recalls the employee within 52 weeks after the employee last worked for that employer, the employee is ineligible to receive benefits until 4 weeks have elapsed since the end of the week in which the failure occurs and the employee earns wages after the week in which the failure occurs equal to at least 4 times the employee's weekly benefit rate under s. 108.05 (1) in employment or other work covered by the unemployment insurance law of any state or the federal government. For purposes of requalification, the employee's weekly benefit rate shall be that rate which would have been paid had the failure not occurred. This paragraph does not preclude an employee from establishing a benefit year during a period in which the employee is ineligible to receive benefits under this paragraph if the employee qualifies to establish a benefit year under s. 108.06 (2) (a). If an employee receives actual notice of a recall to work, par. (a) applies in lieu of this paragraph.

(d) An employee shall have good cause under par. (a) or (c), regardless of the reason articulated by the employee for the failure, if the department determines that the failure involved work at a lower grade of skill or significantly lower rate of pay than applied to the employee on one or more recent jobs, and that the employee had not yet had a reasonable opportunity, in view of labor market conditions and the employee's degree of skill, but not to exceed 6 weeks after the employee became unemployed, to seek a new job substantially in line with the employee's prior job skill and rate of pay.

(e) If the department determines that a failure under this subsection has occurred with good cause, but that the employee is unable to work or unavailable for work, the employee shall be ineligible for the week in which such failure occurred and while such inability or unavailability continues.

(f) This subsection does not apply to an individual claiming extended benefits if the individual fails to provide sufficient evidence that his or her prospects for obtaining work in his or her customary occupation within a period of time not exceeding 4 weeks, beginning with the first week of eligibility for extended benefits, are good.

**(9) PROTECTION OF LABOR STANDARDS.** Benefits shall not be denied under this chapter to any otherwise eligible individual for refusing to accept new work under any of the following conditions:

(a) If the position offered is vacant due directly to a strike, lockout or other labor dispute.

(b) If the wages, hours, including arrangement and number, or other conditions of the work offered are substantially less favorable to the individual than those prevailing for similar work in the locality.

(c) If as a condition of being employed the individual would be required to join a company union or to resign from or refrain from joining any bona fide labor organization.

**(10) LABOR DISPUTE.** (a) An employee who has left or partially or totally lost his or her work with an employing unit because of a strike or other bona fide labor dispute, other than a lockout, is not eligible to receive benefits based on wages paid for employment prior to commencement of the dispute for any week in which the dispute is in active progress in the establishment in which the employee is or was employed, except as provided in par. (b).

(b) An employee who did not establish a benefit year prior to commencement of a strike or other bona fide labor dispute, other than a lockout, may establish a benefit year after commencement of the dispute if the employee qualifies to establish a benefit year under s. 108.06 (2) (a), but the wages paid to the employee for

employment prior to commencement of the dispute shall be excluded from the employee's base period wages under sub. (4) (a) and ss. 108.05 (1) and 108.06 (1) for any week in which the dispute is in active progress in the establishment in which the employee is or was employed.

(c) For purposes of this subsection, if the active progress of a strike or other bona fide labor dispute ends on a Sunday, it is not in "active progress" in the calendar week beginning on that Sunday as to any employee who did not normally work on Sundays in the establishment in which the labor dispute occurs.

(d) In this subsection, "lockout" means the barring of one or more employees from their employment in an establishment by an employer as a part of a labor dispute, which is not directly subsequent to a strike or other job action of a labor union or group of employees of the employer, or which continues or occurs after the termination of a strike or other job action of a labor union or group of employees of the employer.

**(11) FRAUDULENT CLAIMS.** (a) If a claimant, in filing his or her application for benefits or claim for any week, conceals any part of his or her wages earned in or paid or payable for that week, or conceals his or her refusal within that week of a job offer or any other material fact relating to his or her eligibility for benefits, so much of any benefit payment as was paid because of such concealment shall be recovered by the department as an overpayment.

(b) The department shall also require any claimant to forfeit for an act of concealment the following amount of benefits:

1. Not less than 25% of nor more than 4 times the claimant's benefit rate under s. 108.05 (1) for the week for which the claim is made for any single act of concealment which results in no overpayment or in an overpayment of less than 50% of that benefit rate; or

2. Not less than one nor more than 4 times the claimant's benefit rate under s. 108.05 (1) for the week for which the claim is made for any single act of concealment which results in an overpayment of 50% or more of that benefit rate.

(bm) The forfeiture established under par. (b) may be applied against benefits which would otherwise become payable to the claimant for weeks of unemployment occurring after the week of concealment and within 6 years after the date of an initial determination issued under s. 108.09 finding that a concealment occurred. If no benefit rate applies to the week for which the claim is made, the department shall use the claimant's benefit rate for the claimant's next benefit year beginning after the week of concealment to determine the forfeiture amount. If the benefits forfeited would otherwise be chargeable to an employer's account, the department shall charge the amount of benefits forfeited to the employer's account and shall credit the fund's balancing account for that amount. Any forfeiture amount of less than \$1 shall be rounded up to the nearest whole dollar.

(c) Any employing unit that aids and abets a claimant in committing an act of concealment described in par. (a) may, by a determination issued under s. 108.10, be required, as to each act of concealment the employing unit aids and abets, to forfeit an amount equal to the amount of the benefits the claimant improperly received as a result of the concealment. The amount forfeited shall be credited to the administrative account.

(cm) Any person who makes a false statement or representation in order to obtain benefits in the name of another person may, by a determination or decision issued under s. 108.095, be required to repay the amount of the benefits obtained and be assessed an administrative assessment in an additional amount equal to not more than 50% of the amount of benefits obtained.

(d) In addition to other remedies, the department may, by civil action, recover any benefits obtained by means of any false statement or representation or any administrative assessment imposed under par. (cm). Chapter 778 does not apply to collection of any benefits or assessment under this paragraph.

(e) This subsection may be applied even when other provisions, including penalty provisions, of this chapter are applied.

**(12) PREVENTION OF DUPLICATE PAYMENTS.** (b) Any individual who receives, through the department, any other type of unemployment benefit or allowance for a given week is ineligible for benefits for that same week under this chapter, except as specifically required for conformity with the federal trade act of 1974 (P.L. 93–618).

(c) Any individual who receives unemployment insurance for a given week under any federal law through any federal agency shall be ineligible for benefits paid or payable for that same week under this chapter.

(d) Any individual who receives unemployment insurance for a given week under the law of any other state, with no use of benefit credits earned under this chapter, shall be ineligible for benefits paid or payable for that same week under this chapter.

(e) Any individual who receives a temporary total disability payment for a whole week under ch. 102 or under any federal law which provides for payments on account of a work–related injury or illness analogous to those provided under ch. 102 shall be ineligible for benefits paid or payable for that same week under this chapter unless otherwise provided by federal law. A temporary total disability payment or a temporary partial disability payment under those provisions received by an individual for part of a week shall be treated as wages for purposes of eligibility for benefits for partial unemployment under s. 108.05 (3).

**(13) NOTIFICATION AS TO INELIGIBILITY.** (a) The department shall apply any provision of this chapter which may disqualify a claimant from receiving benefits whether or not the claimant’s employing unit questions the claimant’s eligibility or files the report required under s. 108.09 (1).

(b) If an employer fails to file the required wage report under s. 108.205 for an employee who has claimed benefits from the employer’s account, the department may compute and proceed to pay the benefits thus claimed, based on the claimant’s statements and any other information then available.

(c) If an employer, after notice of a benefit claim, fails to file an objection to the claim under s. 108.09 (1), any benefits allowable under any resulting benefit computation shall, unless the department applies a provision of this chapter to disqualify the claimant, be promptly paid. Except as otherwise provided in this paragraph, any eligibility question in objection to the claim raised by the employer after benefit payments to the claimant are commenced does not affect benefits paid prior to the end of the week in which a determination is issued as to the eligibility question unless the benefits are erroneously paid without fault on the part of the employer. If benefits are erroneously paid because the employer and the employee are at fault, the department shall charge the employer for the benefits and proceed to create an overpayment under s. 108.22 (8) (a). If benefits are erroneously paid without fault on the part of the employer, regardless of whether the employee is at fault, the department shall charge the benefits as provided in par. (d), unless par. (e) applies, and proceed to create an overpayment under s. 108.22 (8) (a). If benefits are erroneously paid because an employer is at fault and the department recovers the benefits erroneously paid under s. 108.22 (8), the recovery does not affect benefit charges made under this paragraph.

(d) 1. If the department finds that any benefits charged to an employer’s account have been erroneously paid to an employee without fault by the employer, the department shall notify the employee and the employer of the erroneous payment.

2. If recovery of an overpayment is permitted under s. 108.22 (8) (c) and benefits are currently payable to the employee from the employer’s account, the department may correct the error by adjusting the benefits accordingly.

3. To correct any erroneous payment not so adjusted that was charged to the account of an employer that is subject to the con-

tribution requirements of ss. 108.17 and 108.18, the department shall:

a. If recovery of an overpayment is permitted under s. 108.22 (8) (c), restore the proper amount to the employer’s account and charge that amount to the fund’s balancing account, and shall thereafter reimburse the balancing account by crediting to it benefits which would otherwise be payable to, or cash recovered from, the employee or;

b. If recovery of an overpayment is not permitted under s. 108.22 (8) (c), restore the proper amount to the employer’s account and charge that amount to the fund’s balancing account unless s. 108.07 (5) (c) applies.

4. To correct any erroneous payment not so adjusted from the account of an employer which is a government unit or a nonprofit organization and which has elected reimbursement financing, the department shall:

a. If recovery of an overpayment is permitted under s. 108.22 (8) (c), credit to the account benefits which would otherwise be payable to, or cash received from, the employee; or

b. If recovery of an overpayment is not permitted under s. 108.22 (8) (c), restore the proper amount to the employer’s account and charge that amount in accordance with s. 108.07 (5).

(e) If the department erroneously pays benefits from one employer’s account and a 2nd employer is at fault, the department shall credit the benefits paid to the first employer’s account and charge the benefits paid to the 2nd employer’s account. Filing of a tardy or corrected report or objection does not affect the 2nd employer’s liability for benefits paid prior to the end of the week in which the department makes a recomputation of the benefits allowable or prior to the end of the week in which the department issues a determination concerning any eligibility question raised by the report or by the 2nd employer. If the department recovers the benefits erroneously paid under s. 108.22 (8), the recovery does not affect benefit charges made under this paragraph.

(f) If benefits are erroneously paid because the employer fails to file a report required by this chapter, fails to provide correct and complete information on the report, fails to object to the benefit claim under s. 108.09 (1) or aids and abets the claimant in an act of concealment as provided in sub. (11), the employer is at fault. If benefits are erroneously paid because an employee commits an act of concealment as provided in sub. (11) or fails to provide correct and complete information to the department, the employee is at fault.

**(14) WAR–TIME APPLICATION OF SUBSECTION (7) OR (8).** If the department finds that the official war–time manpower policies of the United States are or may be materially hampered, in any clearly definable class of cases, by any application of sub. (7) or (8), so as to interfere with the effective war–time use of civilian manpower in Wisconsin, the department may by general rule, after public hearing, modify or suspend such application accordingly.

**(16) APPROVED TRAINING.** (a) Benefits shall not be reduced under sub. (1) (a), or denied under sub. (2) or (8) or s. 108.141 (3g) to any otherwise eligible individual for any week because the individual is enrolled in a full–time course of vocational training or basic education which is a prerequisite to such training, provided it is determined that:

1. The individual possesses aptitudes or skills which can be usefully supplemented by training; and

2. The course is expected to increase the individual’s opportunities to obtain employment, does not grant substantial credit leading to a bachelor’s or higher degree, and is given by a school established under s. 38.02 or other training institution approved by the department; and

3. The individual can reasonably be expected to complete the training course successfully, and to find and accept work; and

4. The individual attended the training course full time during the given training week or had good cause for failing to do so, and

is making satisfactory progress in the course. The department may require the training institution to file a certification showing the individual's attendance and progress.

(b) The requalifying employment requirement under subs. (7) and (8) and the general qualifying requirements under sub. (2) do not apply to an individual as a result of the individual's enrollment in training or leaving unsuitable work to enter or continue training under 19 USC 2296.

(c) Benefits may not be denied to an otherwise eligible individual under par. (a) who is enrolled in a program under the plan of any state for training for dislocated workers under 29 USC 2822, notwithstanding the failure of such training to meet any of the requirements of par. (a) 1. to 4.

**(17) EDUCATIONAL EMPLOYEES.** (a) A school year employee of an educational institution who performs services in an instructional, research or principal administrative capacity is ineligible for benefits based on such services for any week of unemployment which occurs:

1. During the period between 2 successive academic years or terms, if the school year employee performed such services for an educational institution in the first such year or term and if there is reasonable assurance that he or she will perform such services for an educational institution in the 2nd such year or term; or

2. During the period between 2 regular but not successive academic terms, when an agreement between an employer and a school year employee provides for such a period, if the school year employee performed such services for an educational institution in the first such term and if there is reasonable assurance that he or she will perform such services for an educational institution in the 2nd such term.

(b) A school year employee of a government unit or nonprofit organization which provides services to or on behalf of an educational institution who performs services in an instructional, research or principal administrative capacity is ineligible for benefits based on such services for any week of unemployment which occurs:

1. During the period between 2 successive academic years or terms, if the school year employee performed such services for such a government unit or nonprofit organization in the first such year or term and if there is reasonable assurance that he or she will perform such services for such a government unit or nonprofit organization in the 2nd such year or term; or

2. During the period between 2 regular but not successive academic terms, when an agreement between an employer and a school year employee provides for such a period, if the school year employee performed such services for such a government unit or nonprofit organization in the first such term and if there is reasonable assurance that he or she will perform such services for such a government unit or nonprofit organization in the 2nd such term.

(c) A school year employee of an educational service agency who performs services in an instructional, research or principal administrative capacity, and who provides such services in an educational institution or to or on behalf of an educational institution, is ineligible for benefits based on such services for any week of unemployment which occurs:

1. During the period between 2 successive academic years or terms, if the school year employee performed such services for an educational service agency in the first such year or term and if there is reasonable assurance that he or she will perform such services for an educational service agency in the 2nd such year or term; or

2. During the period between 2 regular but not successive academic terms, when an agreement between an employer and a school year employee provides for such a period, if the school year employee performed such services for an educational service agency in the first such term and if there is reasonable assurance that he or she will perform such services for an educational service agency in the 2nd such term.

(d) A school year employee of an educational institution who performs services other than in an instructional, research or principal administrative capacity is ineligible for benefits based on such services for any week of unemployment which occurs during a period between 2 successive academic years or terms if the school year employee performed such services for an educational institution in the first such year or term and there is reasonable assurance that he or she will perform such services for an educational institution in the 2nd such year or term.

(e) A school year employee of a government unit or nonprofit organization which provides services to or on behalf of an educational institution who performs services other than in an instructional, research or principal administrative capacity is ineligible for benefits based on such services for any week of unemployment which occurs during a period between 2 successive academic years or terms if the school year employee performed such services for such a government unit or nonprofit organization in the first such year or term and there is reasonable assurance that he or she will perform such services for such a government unit or nonprofit organization in the 2nd such year or term.

(f) A school year employee of an educational service agency who performs services other than in an instructional, research or principal administrative capacity, and who provides such services in an educational institution or to or on behalf of an educational institution, is ineligible for benefits based on such services for any week of unemployment which occurs during a period between 2 successive academic years or terms if the school year employee performed such services for an educational service agency in the first such year or term and there is reasonable assurance that he or she will perform such services for an educational service agency in the 2nd such year or term.

(g) A school year employee of an educational institution who performs services as described in par. (a) or (d) is ineligible for benefits based on such services for any week of unemployment which occurs during an established and customary vacation period or holiday recess if the school year employee performed such services for an educational institution in the period immediately before the vacation period or holiday recess, and there is reasonable assurance that he or she will perform the services described in par. (a) or (d) for an educational institution in the period immediately following the vacation period or holiday recess.

(h) A school year employee of a government unit or nonprofit organization which provides services to or on behalf of an educational institution who performs the services described in par. (b) or (e) is ineligible for benefits based on such services for any week of unemployment which occurs during an established and customary vacation period or holiday recess if the school year employee performed such services for such a government unit or nonprofit organization in the period immediately before the vacation period or holiday recess, and there is reasonable assurance that the school year employee will perform the services described in par. (b) or (e) for such a government unit or nonprofit organization in the period immediately following the vacation period or holiday recess.

(i) A school year employee of an educational service agency who performs the services described in par. (c) or (f), and who provides such services in an educational institution or to or on behalf of an educational institution, is ineligible for benefits based on such services for any week of unemployment which occurs during an established and customary vacation period or holiday recess if the school year employee performed such services for an educational service agency in the period immediately before the vacation period or holiday recess, and there is reasonable assurance that the school year employee will perform the services described in par. (c) or (f) for an educational service agency in the period immediately following the vacation period or holiday recess.

(j) A school year employee who did not establish a benefit year prior to becoming ineligible to receive benefits under pars. (a) to

(i) may establish a benefit year on or after that date if the school year employee qualifies to establish a benefit year under s. 108.06 (2) (a), but the wages paid the school year employee for any week during which pars. (a) to (i) apply shall be excluded from the school year employee's base period wages under sub. (4) (a) and ss. 108.05 (1) and 108.06 (1) for any week during which pars. (a) to (i) apply. A school year employee who established a benefit year prior to becoming ineligible to receive benefits under pars. (a) to (i) may receive benefits based on employment with other employers during the benefit year only if he or she has base period wages from such employment sufficient to qualify for benefits under sub. (4) (a) and ss. 108.05 (1) and 108.06 (1) for any week during which pars. (a) to (i) apply.

(k) If benefits are reduced or denied to a school year employee who performed services other than in an instructional, research or principal administrative capacity under pars. (d) to (f), and the department later determines that the school year employee was not offered an opportunity to perform such services for the employer in the 2nd academic year or term, the department shall recompute the school year employee's base period wages under sub. (4) (a) and ss. 108.05 (1) and 108.06 (1) and shall make retroactive payment of benefits for each week of such reduction or denial if the school year employee:

1. Establishes a benefit year for the period for which retroactive payment is to be made, in the manner prescribed by rule of the department, if the school year employee has not established such a benefit year;

2. Files a claim under s. 108.08 for each week of reduction or denial in the manner prescribed by rule of the department; and

3. Was otherwise eligible to receive benefits for those weeks.

**(18) ILLEGAL ALIENS.** (a) The wages paid to an employee who performed services while the employee was an alien shall, if based on such services, be excluded from the employee's base period wages for purposes of sub. (4) (a) and ss. 108.05 (1) and 108.06 (1) unless the employee is an alien who was lawfully admitted for permanent residence at the time such services were performed, was lawfully present for the purpose of performing such services, or was permanently residing in the United States under color of law at the time such services were performed, including an alien who was lawfully present in the United States as a result of the application of the provisions of section 212 (d) (5) of the federal immigration and nationality act (8 USC 1182 (d) (5)). All claimants shall be uniformly required to provide information as to whether they are citizens and, if they are not, any determination denying benefits under this subsection shall not be made except upon a preponderance of the evidence.

(am) Paragraph (a) does not preclude an employee from establishing a benefit year during a period in which the employee is ineligible to receive benefits under par. (a) if the employee qualifies to establish a benefit year under s. 108.06 (2) (a).

(b) Any amendment of s. 3304 (a) (14) of the federal unemployment tax act specifying conditions other than as stated in par. (a) for denial of benefits based on services performed by aliens, or changing the effective date for required implementation of par. (a) or such other conditions, which is a condition of approval of this chapter for full tax credit against the tax imposed by the federal unemployment tax act, shall be applicable to this subsection.

**(19) PROFESSIONAL ATHLETES.** An employee who performs services substantially all of which consist of participating in sports or athletic events, or training or preparing to so participate, shall be ineligible for benefits based on any employment for any week of unemployment which occurs during the period between 2 successive sport seasons or similar periods if the employee performed such services in the first such season or period and there is a reasonable assurance that the employee will perform such services in the 2nd such season or period.

**History:** 1971 c. 40, 42, 53, 211; 1973 c. 247; 1975 c. 24, 343; 1977 c. 127, 133, 286, 418; 1979 c. 52, 176; 1981 c. 28, 36, 315, 391; 1983 a. 8, 27, 99, 168; 1983 a. 189 s. 329 (28); 1983 a. 337, 384, 468, 538; 1985 a. 17, 29, 40; 1987 a. 38 ss. 23 to

59, 107, 136; 1987 a. 255, 287, 403; 1989 a. 77; 1991 a. 89; 1993 a. 112, 122, 373, 492; 1995 a. 118, 417, 448; 1997 a. 35, 39; 1999 a. 9, 15, 83.

Employees at Wisconsin terminals of trucking companies laid off as a result of a strike at the Chicago terminal are eligible for unemployment compensation because the Chicago terminal is a separate establishment. *Liberty Trucking Co. v. DILHR*, 57 Wis. 2d 331, 204 N.W.2d 457.

"(N)ew work" in sub. (9) includes indefinitely laid off employees who are recalled, as well as new job applicants. The department must determine whether a laid-off employee had good cause for refusing work on a different shift with a higher pay scale. *Allen-Bradley Co. v. DILHR*, 58 Wis. 2d 1, 205 N.W.2d 129.

When a union that had given a notice of contract termination withdrew it before a strike began, there was no labor dispute in progress when the employer later closed its plant. *Kansas City Star Co. v. DILHR*, 60 Wis. 2d 591, 211 N.W.2d 488.

Intent is a crucial question in determining misconduct under sub. (5), but is not determinative. Carelessness or negligence of such degree as to manifest equal culpability, wrongful intent or evil design is misconduct. *McGraw-Edison Co. v. DILHR*, 64 Wis. 2d 703, 221 N.W.2d 677.

A self-employed claimant who was both the employee and the employer could not disassociate his fault or misfortune as an employer so as to become eligible for unemployment benefits under sub. (7) (b). *Fish v. White Equipment Sales & Service, Inc.* 64 Wis. 2d 737, 221 N.W.2d 864.

Masons, unemployed because their employer locked out masons' laborers, were ineligible under sub. (10) for benefits because the masons would have been working "but for" a bona fide labor dispute. *De Leeuw v. DILHR*, 71 Wis. 2d 446, 238 N.W.2d 706.

Refusal to comply with an employer's grooming code that is not necessary for safety could not constitute misconduct under sub. (5). If an employee's grooming choices create an unreasonable safety hazard in violation of an employer's reasonable safety rule, the rule may be justified notwithstanding the right of free expression. *Consolidated Construction Co., Inc. v. Casey*, 71 Wis. 2d 811, 238 N.W.2d 758.

Striking employees discharged during a strike are not ineligible for benefits because of sub. (10). Hiring permanent replacements is not an automatic discharge of the employees who are replaced. The employer must take some affirmative action to replace the employees, determined by the conduct of the employer and employees. *Carley Ford, Lincoln, Mercury v. Bosquette*, 72 Wis. 2d 569, 241 N.W.2d 596.

"Fault" under sub. (1) (f), in the context of an employee's failure to pass a licensing examination, means blameworthy or negligent conduct, not incompetence. *Milwaukee County v. DILHR*, 80 Wis. 2d 445, 259 N.W.2d 118.

Picketing in violation of a collective bargaining agreement was misconduct under sub. (6) (a). *Universal Foundry Co. v. DILHR*, 86 Wis. 2d 582, 273 N.W.2d 324 (1979).

Indefinite layoff severs an employment relationship. *A. O. Smith Corp. v. DILHR*, 88 Wis. 2d 262, 276 N.W.2d 279 (1979).

Where a company's sole shareholders were also its sole employees, their decision as shareholders to file for voluntary bankruptcy disqualified them for unemployment benefits. *Hammer v. DILHR*, 92 Wis. 2d 90, 284 N.W.2d 587 (1979).

An employee who refused on religious grounds to pay mandatory union dues did not voluntarily terminate employment under sub. (7) (a). *Nottelson v. DILHR*, 94 Wis. 2d 106, 287 N.W.2d 763 (1980).

An employee who voluntarily terminated part-time employment which, prior to termination, had not affected eligibility, became ineligible under sub. (7) (a). *Ellingson v. DILHR*, 95 Wis. 2d 710, 291 N.W.2d 649 (Ct. App. 1980).

An employee who was transferred to a workplace 25 miles away and did not receive a pay increase to cover the increased commuting costs had good cause to quit. *Farmers Mill of Athens, Inc. v. DILHR*, 97 Wis. 2d 576, 294 N.W.2d 39 (Ct. App. 1980).

Falsification of an employment application with respect to a criminal record constitutes "misconduct" under sub. (5), regardless of materiality to the employee's particular job. *Miller Brewing Co. v. DILHR*, 103 Wis. 2d 496, 308 N.W.2d 922 (Ct. App. 1981).

An objective test for misconduct is discussed. *Wehr Steel Co. v. DILHR*, 106 Wis. 2d 111, 315 N.W.2d 357 (1982).

Sub. (10) does not deny equal protection to nonstriking workers laid off because of a strike. *Jenks v. DILHR*, 107 Wis. 2d 714, 321 N.W.2d 347 (Ct. App. 1982).

Under sub. (1) or (7), a pregnant employee who could not perform her specific job but could do other work was eligible for benefits. *Rhineland Paper Co., Inc. v. DILHR*, 120 Wis. 2d 162, 352 N.W.2d 679 (Ct. App. 1984).

A teacher who forgot to accept an employment offer under s. 118.22 (2) and who was consequently terminated did not voluntarily terminate employment under sub. (7). *Nelson v. LIRC*, 123 Wis. 2d 221, 365 N.W.2d 629 (Ct. App. 1985).

A claimant who was physically able to perform less than 15% of the jobs in the job market was ineligible under sub. (2) (a). *Brooks v. LIRC*, 138 Wis. 2d 106, 405 N.W.2d 705 (Ct. App. 1987).

"Reasonable assurance" under sub. (17) (b) is a written, implied, or verbal agreement pursuant to which the employee will perform similar services during the following academic term. *Farrell v. LIRC*, 147 Wis. 2d 476, 433 N.W.2d 269 (Ct. App. 1988).

Under sub. (10) (d), "lockout" requires that the employer physically bar employees' entrance into the workplace; there is no inquiry into the cause for the work stoppage. *Trinwith v. LIRC*, 149 Wis. 2d 634, 439 N.W.2d 581 (Ct. App. 1989).

The Federal Immigration Act did not retroactively confer PRUCOL status on an alien for compensation purposes under sub. (18). *Pickering v. LIRC*, 156 Wis. 2d 361, 456 N.W.2d 874 (Ct. App. 1990).

A teacher was entitled to unemployment benefits during the summer break between academic years when the teacher was permanently employed for all of the first academic year but was offered employment as a long-term substitute for the first semester of the second academic year. *DILHR v. LIRC*, 161 Wis. 2d 231, 467 N.W.2d 545 (1991).

Sub. (17) (c), 1989 stats., (now (17) (g)), is not applicable to a teacher who qualified for benefits although working periodically as substitute. *Wanish v. LIRC*, 163 Wis. 2d 901, 472 N.W.2d 596 (Ct. App. 1991).



Employment offers by a temporary employment agency at rates substantially lower than the prevailing rates for similar work was “good cause” under sub. (7) (b); sub. (7) (f) does not preclude a finding of “good cause” when the offered wage is more than two-thirds of the prior wage. *Cornwell Personnel Associates v. LIRC*, 175 Wis. 2d 537, 499 N.W.2d 705 (Ct. App. 1993).

The intent of sub. (16) (b) is discussed. *Murphy v. LIRC*, 183 Wis. 2d 205, 515 N.W.2d 487 (Ct. App. 1994).

“Suitable work” in sub. (8) (a) and “became unemployed” in sub. (8) (d) are defined. *Hubert v. LIRC*, 186 Wis. 2d 590, 522 N.W.2d 512 (Ct. App. 1994).

Sub. (8) (d) describes a situation where “good cause” under sub. (8) (a) must be found. It does not mean there is no “good cause” if its conditions are not met. *DILHR v. LIRC*, 193 Wis. 2d 391, 535 N.W.2d 6 (Ct. App. 1995).

Excessive tardiness, which disrupted an office work schedule, rose to the level of misconduct under sub. (5). *Charette v. LIRC*, 196 Wis. 2d 956, 540 N.W.2d 239 (Ct. App. 1995).

A reasonable assurance of employment under sub. (17) (a) 1. requires an offer of employment under similar terms and circumstances, including location. Jobs 180 miles apart are not similar; the offer of such a job does not terminate benefits. *Bunker v. LIRC*, 197 Wis. 2d 606, 541 N.W.2d 168 (Ct. App. 1995).

Misconduct under sub. (5) is the intentional and substantial disregard of an employer’s interests. The crucial question is the employee’s intent or attitude that attends the conduct alleged to be misconduct. *Bernhardt v. LIRC*, 207 Wis. 2d 294, 558 N.W.2d 874 (Ct. App. 1996).

To be entitled to benefits under sub. (7) (am), there must be an identifiable, threatened suspension or termination of another employee’s work and not just a response to separation incentives offered by the employer as a cost-cutting measure. *Berry v. LIRC*, 213 Wis. 2d 397, 570 N.W.2d 610 (Ct. App. 1997).

The definition of “employer” under sub. (10) (d) does not include an employer joined or associated with another for the purpose of collective bargaining who is not subject to a strike against the other employer. *Brauneis v. LIRC*, 2000 WI 69, 236 Wis. 2d 27, 612 N.W.2d 635.

The denial of unemployment compensation to a Jehovah’s Witness who quit a job due to religious beliefs was a violation of the right to free exercise of religion. *Thomas v. Review Board of the Indiana Employment Security Division*, 450 U.S. 707 (1981).

Voluntary termination not found where there is meritorious excuse for refusal to pay union dues based on religious ground. 64 MLR 203 (1980).

Unemployment compensation – An examination of Wisconsin’s “active progress” labor dispute disqualification provision. 1982 WLR 907.

Winning denials of unemployment compensation claims. *Thorne*. WBB June 1983.

**108.05 Amount of benefits. (1) (j)** Each eligible employee shall be paid benefits for each week of total unemployment that commences on or after January 3, 1999, and before April 2, 2000, at the weekly benefit rate specified in this paragraph. Unless sub. (1m) applies, the weekly benefit rate shall equal 4% of the employee’s base period wages that were paid during that quarter of the employee’s base period in which the employee was paid the highest total wages, rounded down to the nearest whole dollar, except that if that amount is less than the minimum amount shown in the following schedule, no benefits are payable to the employee and if that amount is more than the maximum amount shown in the following schedule, the employee’s weekly benefit rate shall be the maximum amount shown in the following schedule and except that if the employee’s benefits are exhausted during any week under s. 108.06 (1), the employee shall be paid the remaining amount of benefits payable to the employee in lieu of the amount shown in the following schedule: [See Figure 108.05 (1) (j) following]

**Figure 108.05 (1) (j):**

Line	Highest Quarterly Wages Paid	Weekly Benefit Rate
1. ....	Under	0
2. ....	1,100.00 to 1,124.99	44
3. ....	1,125.00 to 1,149.99	45
4. ....	1,150.00 to 1,174.99	46
5. ....	1,175.00 to 1,199.99	47
6. ....	1,200.00 to 1,224.99	48
7. ....	1,225.00 to 1,249.99	49
8. ....	1,250.00 to 1,274.99	50
9. ....	1,275.00 to 1,299.99	51
10. ....	1,300.00 to 1,324.99	52
11. ....	1,325.00 to 1,349.99	53
12. ....	1,350.00 to 1,374.99	54

13. ....	1,375.00	to	1,399.99	55
14. ....	1,400.00	to	1,424.99	56
15. ....	1,425.00	to	1,449.99	57
16. ....	1,450.00	to	1,474.99	58
17. ....	1,475.00	to	1,499.99	59
18. ....	1,500.00	to	1,524.99	60
19. ....	1,525.00	to	1,549.99	61
20. ....	1,550.00	to	1,574.99	62
21. ....	1,575.00	to	1,599.99	63
22. ....	1,600.00	to	1,624.99	64
23. ....	1,625.00	to	1,649.99	65
24. ....	1,650.00	to	1,674.99	66
25. ....	1,675.00	to	1,699.99	67
26. ....	1,700.00	to	1,724.99	68
27. ....	1,725.00	to	1,749.99	69
28. ....	1,750.00	to	1,774.99	70
29. ....	1,775.00	to	1,799.99	71
30. ....	1,800.00	to	1,824.99	72
31. ....	1,825.00	to	1,849.99	73
32. ....	1,850.00	to	1,874.99	74
33. ....	1,875.00	to	1,899.99	75
34. ....	1,900.00	to	1,924.99	76
35. ....	1,925.00	to	1,949.99	77
36. ....	1,950.00	to	1,974.99	78
37. ....	1,975.00	to	1,999.99	79
38. ....	2,000.00	to	2,024.99	80
39. ....	2,025.00	to	2,049.99	81
40. ....	2,050.00	to	2,074.99	82
41. ....	2,075.00	to	2,099.99	83
42. ....	2,100.00	to	2,124.99	84
43. ....	2,125.00	to	2,149.99	85
44. ....	2,150.00	to	2,174.99	86
45. ....	2,175.00	to	2,199.99	87
46. ....	2,200.00	to	2,224.99	88
47. ....	2,225.00	to	2,249.99	89
48. ....	2,250.00	to	2,274.99	90
49. ....	2,275.00	to	2,299.99	91
50. ....	2,300.00	to	2,324.99	92
51. ....	2,325.00	to	2,349.99	93
52. ....	2,350.00	to	2,374.99	94
53. ....	2,375.00	to	2,399.99	95
54. ....	2,400.00	to	2,424.99	96
55. ....	2,425.00	to	2,449.99	97
56. ....	2,450.00	to	2,474.99	98
57. ....	2,475.00	to	2,499.99	99
58. ....	2,500.00	to	2,524.99	100
59. ....	2,525.00	to	2,549.99	101
60. ....	2,550.00	to	2,574.99	102
61. ....	2,575.00	to	2,599.99	103
62. ....	2,600.00	to	2,624.99	104
63. ....	2,625.00	to	2,649.99	105
64. ....	2,650.00	to	2,674.99	106
65. ....	2,675.00	to	2,699.99	107
66. ....	2,700.00	to	2,724.99	108
67. ....	2,725.00	to	2,749.99	109
68. ....	2,750.00	to	2,774.99	110

69. ....	2,775.00	to	2,799.99	.....	111	125. ....	4,175.00	to	4,199.99	.....	167
70. ....	2,800.00	to	2,824.99	.....	112	126. ....	4,200.00	to	4,224.99	.....	168
71. ....	2,825.00	to	2,849.99	.....	113	127. ....	4,225.00	to	4,249.99	.....	169
72. ....	2,850.00	to	2,874.99	.....	114	128. ....	4,250.00	to	4,274.99	.....	170
73. ....	2,875.00	to	2,899.99	.....	115	129. ....	4,275.00	to	4,299.99	.....	171
74. ....	2,900.00	to	2,924.99	.....	116	130. ....	4,300.00	to	4,324.99	.....	172
75. ....	2,925.00	to	2,949.99	.....	117	131. ....	4,325.00	to	4,349.99	.....	173
76. ....	2,950.00	to	2,974.99	.....	118	132. ....	4,350.00	to	4,374.99	.....	174
77. ....	2,975.00	to	2,999.99	.....	119	133. ....	4,375.00	to	4,399.99	.....	175
78. ....	3,000.00	to	3,024.99	.....	120	134. ....	4,400.00	to	4,424.99	.....	176
79. ....	3,025.00	to	3,049.99	.....	121	135. ....	4,425.00	to	4,449.99	.....	177
80. ....	3,050.00	to	3,074.99	.....	122	136. ....	4,450.00	to	4,474.99	.....	178
81. ....	3,075.00	to	3,099.99	.....	123	137. ....	4,475.00	to	4,499.99	.....	179
82. ....	3,100.00	to	3,124.99	.....	124	138. ....	4,500.00	to	4,524.99	.....	180
83. ....	3,125.00	to	3,149.99	.....	125	139. ....	4,525.00	to	4,549.99	.....	181
84. ....	3,150.00	to	3,174.99	.....	126	140. ....	4,550.00	to	4,574.99	.....	182
85. ....	3,175.00	to	3,199.99	.....	127	141. ....	4,575.00	to	4,599.99	.....	183
86. ....	3,200.00	to	3,224.99	.....	128	142. ....	4,600.00	to	4,624.99	.....	184
87. ....	3,225.00	to	3,249.99	.....	129	143. ....	4,625.00	to	4,649.99	.....	185
88. ....	3,250.00	to	3,274.99	.....	130	144. ....	4,650.00	to	4,674.99	.....	186
89. ....	3,275.00	to	3,299.99	.....	131	145. ....	4,675.00	to	4,699.99	.....	187
90. ....	3,300.00	to	3,324.99	.....	132	146. ....	4,700.00	to	4,724.99	.....	188
91. ....	3,325.00	to	3,349.99	.....	133	147. ....	4,725.00	to	4,749.99	.....	189
92. ....	3,350.00	to	3,374.99	.....	134	148. ....	4,750.00	to	4,774.99	.....	190
93. ....	3,375.00	to	3,399.99	.....	135	149. ....	4,775.00	to	4,799.99	.....	191
94. ....	3,400.00	to	3,424.99	.....	136	150. ....	4,800.00	to	4,824.99	.....	192
95. ....	3,425.00	to	3,449.99	.....	137	151. ....	4,825.00	to	4,849.99	.....	193
96. ....	3,450.00	to	3,474.99	.....	138	152. ....	4,850.00	to	4,874.99	.....	194
97. ....	3,475.00	to	3,499.99	.....	139	153. ....	4,875.00	to	4,899.99	.....	195
98. ....	3,500.00	to	3,524.99	.....	140	154. ....	4,900.00	to	4,924.99	.....	196
99. ....	3,525.00	to	3,549.99	.....	141	155. ....	4,925.00	to	4,949.99	.....	197
100. ....	3,550.00	to	3,574.99	.....	142	156. ....	4,950.00	to	4,974.99	.....	198
101. ....	3,575.00	to	3,599.99	.....	143	157. ....	4,975.00	to	4,999.99	.....	199
102. ....	3,600.00	to	3,624.99	.....	144	158. ....	5,000.00	to	5,024.99	.....	200
103. ....	3,625.00	to	3,649.99	.....	145	159. ....	5,025.00	to	5,049.99	.....	201
104. ....	3,650.00	to	3,674.99	.....	146	160. ....	5,050.00	to	5,074.99	.....	202
105. ....	3,675.00	to	3,699.99	.....	147	161. ....	5,075.00	to	5,099.99	.....	203
106. ....	3,700.00	to	3,724.99	.....	148	162. ....	5,100.00	to	5,124.99	.....	204
107. ....	3,725.00	to	3,749.99	.....	149	163. ....	5,125.00	to	5,149.99	.....	205
108. ....	3,750.00	to	3,774.99	.....	150	164. ....	5,150.00	to	5,174.99	.....	206
109. ....	3,775.00	to	3,799.99	.....	151	165. ....	5,175.00	to	5,199.99	.....	207
110. ....	3,800.00	to	3,824.99	.....	152	166. ....	5,200.00	to	5,224.99	.....	208
111. ....	3,825.00	to	3,849.99	.....	153	167. ....	5,225.00	to	5,249.99	.....	209
112. ....	3,850.00	to	3,874.99	.....	154	168. ....	5,250.00	to	5,274.99	.....	210
113. ....	3,875.00	to	3,899.99	.....	155	169. ....	5,275.00	to	5,299.99	.....	211
114. ....	3,900.00	to	3,924.99	.....	156	170. ....	5,300.00	to	5,324.99	.....	212
115. ....	3,925.00	to	3,949.99	.....	157	171. ....	5,325.00	to	5,349.99	.....	213
116. ....	3,950.00	to	3,974.99	.....	158	172. ....	5,350.00	to	5,374.99	.....	214
117. ....	3,975.00	to	3,999.99	.....	159	173. ....	5,375.00	to	5,399.99	.....	215
118. ....	4,000.00	to	4,024.99	.....	160	174. ....	5,400.00	to	5,424.99	.....	216
119. ....	4,025.00	to	4,049.99	.....	161	175. ....	5,425.00	to	5,449.99	.....	217
120. ....	4,050.00	to	4,074.99	.....	162	176. ....	5,450.00	to	5,474.99	.....	218
121. ....	4,075.00	to	4,099.99	.....	163	177. ....	5,475.00	to	5,499.99	.....	219
122. ....	4,100.00	to	4,124.99	.....	164	178. ....	5,500.00	to	5,524.99	.....	220
123. ....	4,125.00	to	4,149.99	.....	165	179. ....	5,525.00	to	5,549.99	.....	221
124. ....	4,150.00	to	4,174.99	.....	166	180. ....	5,550.00	to	5,574.99	.....	222

181.	....	5,575.00	to	5,599.99	.....	223
182.	....	5,600.00	to	5,624.99	.....	224
183.	....	5,625.00	to	5,649.99	.....	225
184.	....	5,650.00	to	5,674.99	.....	226
185.	....	5,675.00	to	5,699.99	.....	227
186.	....	5,700.00	to	5,724.99	.....	228
187.	....	5,725.00	to	5,749.99	.....	229
188.	....	5,750.00	to	5,774.99	.....	230
189.	....	5,775.00	to	5,799.99	.....	231
190.	....	5,800.00	to	5,824.99	.....	232
191.	....	5,825.00	to	5,849.99	.....	233
192.	....	5,850.00	to	5,874.99	.....	234
193.	....	5,875.00	to	5,899.99	.....	235
194.	....	5,900.00	to	5,924.99	.....	236
195.	....	5,925.00	to	5,949.99	.....	237
196.	....	5,950.00	to	5,974.99	.....	238
197.	....	5,975.00	to	5,999.99	.....	239
198.	....	6,000.00	to	6,024.99	.....	240
199.	....	6,025.00	to	6,049.99	.....	241
200.	....	6,050.00	to	6,074.99	.....	242
201.	....	6,075.00	to	6,099.99	.....	243
203.	....	6,125.00	to	6,149.99	.....	245
204.	....	6,150.00	to	6,174.99	.....	246
205.	....	6,175.00	to	6,199.99	.....	247
206.	....	6,200.00	to	6,224.99	.....	248
207.	....	6,225.00	to	6,249.99	.....	249
208.	....	6,250.00	to	6,274.99	.....	250
209.	....	6,275.00	to	6,299.99	.....	251
210.	....	6,300.00	to	6,324.99	.....	252
211.	....	6,325.00	to	6,349.99	.....	253
212.	....	6,350.00	to	6,374.99	.....	254
213.	....	6,375.00	to	6,399.99	.....	255
214.	....	6,400.00	to	6,424.99	.....	256
215.	....	6,425.00	to	6,449.99	.....	257
216.	....	6,450.00	to	6,474.99	.....	258
217.	....	6,475.00	to	6,499.99	.....	259
218.	....	6,500.00	to	6,524.99	.....	260
219.	....	6,525.00	to	6,549.99	.....	261
220.	....	6,550.00	to	6,574.99	.....	262
221.	....	6,575.00	to	6,599.99	.....	263
222.	....	6,600.00	to	6,624.99	.....	264
223.	....	6,625.00	to	6,649.99	.....	265
224.	....	6,650.00	to	6,674.99	.....	266
225.	....	6,675.00	to	6,699.99	.....	267
226.	....	6,700.00	to	6,724.99	.....	268
227.	....	6,725.00	to	6,749.99	.....	269
228.	....	6,750.00	to	6,774.99	.....	270
229.	....	6,775.00	to	6,799.99	.....	271
230.	....	6,800.00	to	6,824.99	.....	272
231.	....	6,825.00	to	6,849.99	.....	273
232.	....	6,850.00	to	6,874.99	.....	274
233.	....	6,875.00	to	6,899.99	.....	275
234.	....	6,900.00	to	6,924.99	.....	276
235.	....	6,925.00	to	6,949.99	.....	277
236.	....	6,950.00	to	6,974.99	.....	278
237.	....	6,975.00	to	6,999.99	.....	279

238.	....	7,000.00	to	7,024.99	.....	280
239.	....	7,025.00	to	7,049.99	.....	281
240.	....	7,050.00	to	7,074.99	.....	282
241.	....	7,075.00	to	7,099.99	.....	283
242.	....	7,100.00	to	7,124.99	.....	284
243.	....	7,125.00	to	7,149.99	.....	285
244.	....	7,150.00	to	7,174.99	.....	286
245.	....	7,175.00	to	7,199.99	.....	287
246.	....	7,200.00	to	7,224.99	.....	288
247.	....	7,225.00	to	7,249.99	.....	289
248.	....	7,250.00	to	7,274.99	.....	290
249.	....	7,275.00	to	7,299.99	.....	291
250.	....	7,300.00	to	7,324.99	.....	292
251.	....	7,325.00	to	7,349.99	.....	293
252.	....	7,350.00	to	7,374.99	.....	294
253.	....	7,375.00	to	7,399.99	.....	295
254.	....	7,400.00	to	7,424.99	.....	296
255.	....	7,425.00		and over	.....	297

(k) Each eligible employee shall be paid benefits for each week of total unemployment that commences on or after April 2, 2000, and before October 1, 2000, at the weekly benefit rate specified in this paragraph. Unless sub. (1m) applies, the weekly benefit rate shall equal 4% of the employee's base period wages that were paid during that quarter of the employee's base period in which the employee was paid the highest total wages, rounded down to the nearest whole dollar, except that if that amount is less than the minimum amount shown in the following schedule, no benefits are payable to the employee and if that amount is more than the maximum amount shown in the following schedule, the employee's weekly benefit rate shall be the maximum amount shown in the following schedule and except that if the employee's benefits are exhausted during any week under s. 108.06 (1), the employee shall be paid the remaining amount of benefits payable to the employee in lieu of the amount shown in the following schedule: [See Figure 108.05 (1) (k) following]

**Figure 108.05 (1) (k):**

Line	Highest Quarterly Wages Paid	Weekly Benefit Rate
1.....	Under \$1,125.00	\$ 0
2.....	1,125.00 to 1,149.99	45
3.....	1,150.00 to 1,174.99	46
4.....	1,175.00 to 1,199.99	47
5.....	1,200.00 to 1,224.99	48
6.....	1,225.00 to 1,249.99	49
7.....	1,250.00 to 1,274.99	50
8.....	1,275.00 to 1,299.99	51
9.....	1,300.00 to 1,324.99	52
10.....	1,325.00 to 1,349.99	53
11.....	1,350.00 to 1,374.99	54
12.....	1,375.00 to 1,399.99	55
13.....	1,400.00 to 1,424.99	56
14.....	1,425.00 to 1,449.99	57
15.....	1,450.00 to 1,474.99	58
16.....	1,475.00 to 1,499.99	59
17.....	1,500.00 to 1,524.99	60
18.....	1,525.00 to 1,549.99	61
19.....	1,550.00 to 1,574.99	62

20. ....	1,575.00	to	1,599.99	.....	63	78. ....	3,025.00	to	3,049.99	.....	121
21. ....	1,600.00	to	1,624.99	.....	64	79. ....	3,050.00	to	3,074.99	.....	122
22. ....	1,625.00	to	1,649.99	.....	65	80. ....	3,075.00	to	3,099.99	.....	123
23. ....	1,650.00	to	1,674.99	.....	66	81. ....	3,100.00	to	3,124.99	.....	124
24. ....	1,675.00	to	1,699.99	.....	67	82. ....	3,125.00	to	3,149.99	.....	125
25. ....	1,700.00	to	1,724.99	.....	68	83. ....	3,150.00	to	3,174.99	.....	126
26. ....	1,725.00	to	1,749.99	.....	69	84. ....	3,175.00	to	3,199.99	.....	127
27. ....	1,750.00	to	1,774.99	.....	70	85. ....	3,200.00	to	3,224.99	.....	128
28. ....	1,775.00	to	1,799.99	.....	71	86. ....	3,225.00	to	3,249.99	.....	129
29. ....	1,800.00	to	1,824.99	.....	72	87. ....	3,250.00	to	3,274.99	.....	130
30. ....	1,825.00	to	1,849.99	.....	73	88. ....	3,275.00	to	3,299.99	.....	131
31. ....	1,850.00	to	1,874.99	.....	74	89. ....	3,300.00	to	3,324.99	.....	132
32. ....	1,875.00	to	1,899.99	.....	75	90. ....	3,325.00	to	3,349.99	.....	133
33. ....	1,900.00	to	1,924.99	.....	76	91. ....	3,350.00	to	3,374.99	.....	134
34. ....	1,925.00	to	1,949.99	.....	77	92. ....	3,375.00	to	3,399.99	.....	135
35. ....	1,950.00	to	1,974.99	.....	78	93. ....	3,400.00	to	3,424.99	.....	136
36. ....	1,975.00	to	1,999.99	.....	79	94. ....	3,425.00	to	3,449.99	.....	137
37. ....	2,000.00	to	2,024.99	.....	80	95. ....	3,450.00	to	3,474.99	.....	138
38. ....	2,025.00	to	2,049.99	.....	81	96. ....	3,475.00	to	3,499.99	.....	139
39. ....	2,050.00	to	2,074.99	.....	82	97. ....	3,500.00	to	3,524.99	.....	140
40. ....	2,075.00	to	2,099.99	.....	83	98. ....	3,525.00	to	3,549.99	.....	141
41. ....	2,100.00	to	2,124.99	.....	84	99. ....	3,550.00	to	3,574.99	.....	142
42. ....	2,125.00	to	2,149.99	.....	85	100. ....	3,575.00	to	3,599.99	.....	143
43. ....	2,150.00	to	2,174.99	.....	86	101. ....	3,600.00	to	3,624.99	.....	144
44. ....	2,175.00	to	2,199.99	.....	87	102. ....	3,625.00	to	3,649.99	.....	145
45. ....	2,200.00	to	2,224.99	.....	88	103. ....	3,650.00	to	3,674.99	.....	146
46. ....	2,225.00	to	2,249.99	.....	89	104. ....	3,675.00	to	3,699.99	.....	147
47. ....	2,250.00	to	2,274.99	.....	90	105. ....	3,700.00	to	3,724.99	.....	148
48. ....	2,275.00	to	2,299.99	.....	91	106. ....	3,725.00	to	3,749.99	.....	149
49. ....	2,300.00	to	2,324.99	.....	92	107. ....	3,750.00	to	3,774.99	.....	150
50. ....	2,325.00	to	2,349.99	.....	93	108. ....	3,775.00	to	3,799.99	.....	151
51. ....	2,350.00	to	2,374.99	.....	94	109. ....	3,800.00	to	3,824.99	.....	152
52. ....	2,375.00	to	2,399.99	.....	95	110. ....	3,825.00	to	3,849.99	.....	153
53. ....	2,400.00	to	2,424.99	.....	96	111. ....	3,850.00	to	3,874.99	.....	154
54. ....	2,425.00	to	2,449.99	.....	97	112. ....	3,875.00	to	3,899.99	.....	155
55. ....	2,450.00	to	2,474.99	.....	98	113. .	3,900.00	to	3,924.99	.....	156
56. ....	2,475.00	to	2,499.99	.....	99	114. .	3,925.00	to	3,949.99	.....	157
57. ....	2,500.00	to	2,524.99	.....	100	115. ....	3,950.00	to	3,974.99	.....	158
58. ....	2,525.00	to	2,549.99	.....	101	116. ....	3,975.00	to	3,999.99	.....	159
59. ....	2,550.00	to	2,574.99	.....	102	117. ....	4,000.00	to	4,024.99	.....	160
60. ....	2,575.00	to	2,599.99	.....	103	118. ....	4,025.00	to	4,049.99	.....	161
61. ....	2,600.00	to	2,624.99	.....	104	119. ....	4,050.00	to	4,074.99	.....	162
62. ....	2,625.00	to	2,649.99	.....	105	120. ....	4,075.00	to	4,099.99	.....	163
63. ....	2,650.00	to	2,674.99	.....	106	121. ....	4,100.00	to	4,124.99	.....	164
64. ....	2,675.00	to	2,699.99	.....	107	122. ....	4,125.00	to	4,149.99	.....	165
65. ....	2,700.00	to	2,724.99	.....	108	123. ....	4,150.00	to	4,174.99	.....	166
66. ....	2,725.00	to	2,749.99	.....	109	124. .	4,175.00	to	4,199.99	.....	167
67. ....	2,750.00	to	2,774.99	.....	110	125. ....	4,200.00	to	4,224.99	.....	168
68. ....	2,775.00	to	2,799.99	.....	111	126. ....	4,225.00	to	4,249.99	.....	169
69. ....	2,800.00	to	2,824.99	.....	112	127. ....	4,250.00	to	4,274.99	.....	170
70. ....	2,825.00	to	2,849.99	.....	113	128. ....	4,275.00	to	4,299.99	.....	171
71. ....	2,850.00	to	2,874.99	.....	114	129. ....	4,300.00	to	4,324.99	.....	172
72. ....	2,875.00	to	2,899.99	.....	115	130. ....	4,325.00	to	4,349.99	.....	173
73. ....	2,900.00	to	2,924.99	.....	116	131. ....	4,350.00	to	4,374.99	.....	174
74. ....	2,925.00	to	2,949.99	.....	117	132. ...	4,375.00	to	4,399.99	.....	175
75. ....	2,950.00	to	2,974.99	.....	118	133. ...	4,400.00	to	4,424.99	.....	176
76. ....	2,975.00	to	2,999.99	.....	119	134. ....	4,425.00	to	4,449.99	.....	177
77. ....	3,000.00	to	3,024.99	.....	120	135. ....	4,450.00	to	4,474.99	.....	178

136. .... 4,475.00 to 4,499.99 .....	179	194. .... 5,925.00 to 5,949.99 .....	237
137. .... 4,500.00 to 4,524.99 .....	180	195. .... 5,950.00 to 5,974.99 .....	238
138. .... 4,525.00 to 4,549.99 .....	181	196. .... 5,975.00 to 5,999.99 .....	239
139. .... 4,550.00 to 4,574.99 .....	182	197. .... 6,000.00 to 6,024.99 .....	240
140. .... 4,575.00 to 4,599.99 .....	183	198. .... 6,025.00 to 6,049.99 .....	241
141. .... 4,600.00 to 4,624.99 .....	184	199. .... 6,050.00 to 6,074.99 .....	242
142. .... 4,625.00 to 4,649.99 .....	185	200. .... 6,075.00 to 6,099.99 .....	243
143. .... 4,650.00 to 4,674.99 .....	186	201. .... 6,100.00 to 6,124.99 .....	244
144. .... 4,675.00 to 4,699.99 .....	187	202. .... 6,125.00 to 6,149.99 .....	245
145. .... 4,700.00 to 4,724.99 .....	188	203. .... 6,150.00 to 6,174.99 .....	246
146. .... 4,725.00 to 4,749.99 .....	189	204. .... 6,175.00 to 6,199.99 .....	247
147. .... 4,750.00 to 4,774.99 .....	190	205. .... 6,200.00 to 6,224.99 .....	248
148. .... 4,775.00 to 4,799.99 .....	191	206. .... 6,225.00 to 6,249.99 .....	249
149. .... 4,800.00 to 4,824.99 .....	192	207. .... 6,250.00 to 6,274.99 .....	250
150. .... 4,825.00 to 4,849.99 .....	193	208. .... 6,275.00 to 6,299.99 .....	251
151. .... 4,850.00 to 4,874.99 .....	194	209. .... 6,300.00 to 6,324.99 .....	252
152. .... 4,875.00 to 4,899.99 .....	195	210. .... 6,325.00 to 6,349.99 .....	253
153. .... 4,900.00 to 4,924.99 .....	196	211. .... 6,350.00 to 6,374.99 .....	254
154. .... 4,925.00 to 4,949.99 .....	197	212. .... 6,375.00 to 6,399.99 .....	255
155. .... 4,950.00 to 4,974.99 .....	198	213. .... 6,400.00 to 6,424.99 .....	256
156. .... 4,975.00 to 4,999.99 .....	199	214. .... 6,425.00 to 6,449.99 .....	257
157. .... 5,000.00 to 5,024.99 .....	200	215. .... 6,450.00 to 6,474.99 .....	258
158. .... 5,025.00 to 5,049.99 .....	201	216. .... 6,475.00 to 6,499.99 .....	259
159. .... 5,050.00 to 5,074.99 .....	202	217. .... 6,500.00 to 6,524.99 .....	260
160. .... 5,075.00 to 5,099.99 .....	203	218. .... 6,525.00 to 6,549.99 .....	261
161. .... 5,100.00 to 5,124.99 .....	204	219. .... 6,550.00 to 6,574.99 .....	262
162. .... 5,125.00 to 5,149.99 .....	205	220. .... 6,575.00 to 6,599.99 .....	263
163. .... 5,150.00 to 5,174.99 .....	206	221. .... 6,600.00 to 6,624.99 .....	264
164. .... 5,175.00 to 5,199.99 .....	207	222. .... 6,625.00 to 6,649.99 .....	265
165. .... 5,200.00 to 5,224.99 .....	208	223. .... 6,650.00 to 6,674.99 .....	266
166. .... 5,225.00 to 5,249.99 .....	209	224. .... 6,675.00 to 6,699.99 .....	267
167. .... 5,250.00 to 5,274.99 .....	210	225. .... 6,700.00 to 6,724.99 .....	268
168. .... 5,275.00 to 5,299.99 .....	211	226. .... 6,725.00 to 6,749.99 .....	269
169. .... 5,300.00 to 5,324.99 .....	212	227. .... 6,750.00 to 6,774.99 .....	270
170. .... 5,325.00 to 5,349.99 .....	213	228. .... 6,775.00 to 6,799.99 .....	271
171. .... 5,350.00 to 5,374.99 .....	214	229. .... 6,800.00 to 6,824.99 .....	272
172. .... 5,375.00 to 5,399.99 .....	215	230. .... 6,825.00 to 6,849.99 .....	273
173. .... 5,400.00 to 5,424.99 .....	216	231. .... 6,850.00 to 6,874.99 .....	274
174. .... 5,425.00 to 5,449.99 .....	217	232. .... 6,875.00 to 6,899.99 .....	275
175. .... 5,450.00 to 5,474.99 .....	218	233. .... 6,900.00 to 6,924.99 .....	276
176. .... 5,475.00 to 5,499.99 .....	219	234. .... 6,925.00 to 6,949.99 .....	277
177. .... 5,500.00 to 5,524.99 .....	220	235. .... 6,950.00 to 6,974.99 .....	278
178. .... 5,525.00 to 5,549.99 .....	221	236. .... 6,975.00 to 6,999.99 .....	279
179. .... 5,550.00 to 5,574.99 .....	222	237. .... 7,000.00 to 7,024.99 .....	280
180. .... 5,575.00 to 5,599.99 .....	223	238. .... 7,025.00 to 7,049.99 .....	281
181. .... 5,600.00 to 5,624.99 .....	224	239. .... 7,050.00 to 7,074.99 .....	282
182. .... 5,625.00 to 5,649.99 .....	225	240. .... 7,075.00 to 7,099.99 .....	283
183. .... 5,650.00 to 5,674.99 .....	226	241. .... 7,100.00 to 7,124.99 .....	284
184. .... 5,675.00 to 5,699.99 .....	227	242. .... 7,125.00 to 7,149.99 .....	285
185. .... 5,700.00 to 5,724.99 .....	228	243. .... 7,150.00 to 7,174.99 .....	286
186. .... 5,725.00 to 5,749.99 .....	229	244. .... 7,175.00 to 7,199.99 .....	287
187. .... 5,750.00 to 5,774.99 .....	230	245. .... 7,200.00 to 7,224.99 .....	288
188. .... 5,775.00 to 5,799.99 .....	231	246. .... 7,225.00 to 7,249.99 .....	289
189. .... 5,800.00 to 5,824.99 .....	232	247. .... 7,250.00 to 7,274.99 .....	290
190. .... 5,825.00 to 5,849.99 .....	233	248. .... 7,275.00 to 7,299.99 .....	291
191. .... 5,850.00 to 5,874.99 .....	234	249. .... 7,300.00 to 7,324.99 .....	292
192. .... 5,875.00 to 5,899.99 .....	235	250. .... 7,325.00 to 7,349.99 .....	293
193. .... 5,900.00 to 5,924.99 .....	236	251. .... 7,350.00 to 7,374.99 .....	294

252. ....	7,375.00	to	7,399.99	.....	295	29. ....	1,825.00	to	1,849.99	.....	73
253. ....	7,400.00	to	7,424.99	.....	296	30. ....	1,850.00	to	1,874.99	.....	74
254. ....	7,425.00	to	7,449.99	.....	297	31. ....	1,875.00	to	1,899.99	.....	75
255. ....	7,450.00	to	7,474.99	.....	298	32. ....	1,900.00	to	1,924.99	.....	76
256. ....	7,475.00	to	7,499.99	.....	299	33. ....	1,925.00	to	1,949.99	.....	77
257. ....	7,500.00	to	7,524.99	.....	300	34. ....	1,950.00	to	1,974.99	.....	78
258. ....	7,525.00	to	7,549.99	.....	301	35. ....	1,975.00	to	1,999.99	.....	79
259. ....	7,550.00	to	7,574.99	.....	302	36. ....	2,000.00	to	2,024.99	.....	80
260. ....	7,575.00	to	7,599.99	.....	303	37. ....	2,025.00	to	2,049.99	.....	81
261. ....	7,600.00	to	7,624.99	.....	304	38. ....	2,050.00	to	2,074.99	.....	82
262. ....	7,625.00		and over	.....	305	39. ....	2,075.00	to	2,099.99	.....	83

(L) Each eligible employee shall be paid benefits for each week of total unemployment that commences on or after October 1, 2000, at the weekly benefit rate specified in this paragraph. Unless sub. (1m) applies, the weekly benefit rate shall equal 4% of the employee's base period wages that were paid during that quarter of the employee's base period in which the employee was paid the highest total wages, rounded down to the nearest whole dollar, except that if that amount is less than the minimum amount shown in the following schedule, no benefits are payable to the employee and if that amount is more than the maximum amount shown in the following schedule, the employee's weekly benefit rate shall be the maximum amount shown in the following schedule and except that if the employee's benefits are exhausted during any week under s. 108.06 (1), the employee shall be paid the remaining amount of benefits payable to the employee in lieu of the amount shown in the following schedule: [See Figure 108.05 (1) (L) following]

**Figure 108.05 (1) (L):**

Line	Highest Quarterly Wages Paid	Weekly Benefit Rate
1	Under	\$ 0
2	1,150.00 to 1,174.99	46
3	1,175.00 to 1,199.99	47
4	1,200.00 to 1,224.99	48
5	1,225.00 to 1,249.99	49
6	1,250.00 to 1,274.99	50
7	1,275.00 to 1,299.99	51
8	1,300.00 to 1,324.99	52
9	1,325.00 to 1,349.99	53
10	1,350.00 to 1,374.99	54
11	1,375.00 to 1,399.99	55
12	1,400.00 to 1,424.99	56
13	1,425.00 to 1,449.99	57
14	1,450.00 to 1,474.99	58
15	1,475.00 to 1,499.99	59
16	1,500.00 to 1,524.99	60
17	1,525.00 to 1,549.99	61
18	1,550.00 to 1,574.99	62
19	1,575.00 to 1,599.99	63
20	1,600.00 to 1,624.99	64
21	1,625.00 to 1,649.99	65
22	1,650.00 to 1,674.99	66
23	1,675.00 to 1,699.99	67
24	1,700.00 to 1,724.99	68
25	1,725.00 to 1,749.99	69
26	1,750.00 to 1,774.99	70
27	1,775.00 to 1,799.99	71
28	1,800.00 to 1,824.99	72
29	1,825.00 to 1,849.99	73
30	1,850.00 to 1,874.99	74
31	1,875.00 to 1,899.99	75
32	1,900.00 to 1,924.99	76
33	1,925.00 to 1,949.99	77
34	1,950.00 to 1,974.99	78
35	1,975.00 to 1,999.99	79
36	2,000.00 to 2,024.99	80
37	2,025.00 to 2,049.99	81
38	2,050.00 to 2,074.99	82
39	2,075.00 to 2,099.99	83
40	2,100.00 to 2,124.99	84
41	2,125.00 to 2,149.99	85
42	2,150.00 to 2,174.99	86
43	2,175.00 to 2,199.99	87
44	2,200.00 to 2,224.99	88
45	2,225.00 to 2,249.99	89
46	2,250.00 to 2,274.99	90
47	2,275.00 to 2,299.99	91
48	2,300.00 to 2,324.99	92
49	2,325.00 to 2,349.99	93
50	2,350.00 to 2,374.99	94
51	2,375.00 to 2,399.99	95
52	2,400.00 to 2,424.99	96
53	2,425.00 to 2,449.99	97
54	2,450.00 to 2,474.99	98
55	2,475.00 to 2,499.99	99
56	2,500.00 to 2,524.99	100
57	2,525.00 to 2,549.99	101
58	2,550.00 to 2,574.99	102
59	2,575.00 to 2,599.99	103
60	2,600.00 to 2,624.99	104
61	2,625.00 to 2,649.99	105
62	2,650.00 to 2,674.99	106
63	2,675.00 to 2,699.99	107
64	2,700.00 to 2,724.99	108
65	2,725.00 to 2,749.99	109
66	2,750.00 to 2,774.99	110
67	2,775.00 to 2,799.99	111
68	2,800.00 to 2,824.99	112
69	2,825.00 to 2,849.99	113
70	2,850.00 to 2,874.99	114
71	2,875.00 to 2,899.99	115
72	2,900.00 to 2,924.99	116
73	2,925.00 to 2,949.99	117
74	2,950.00 to 2,974.99	118
75	2,975.00 to 2,999.99	119
76	3,000.00 to 3,024.99	120
77	3,025.00 to 3,049.99	121
78	3,050.00 to 3,074.99	122
79	3,075.00 to 3,099.99	123
80	3,100.00 to 3,124.99	124
81	3,125.00 to 3,149.99	125
82	3,150.00 to 3,174.99	126
83	3,175.00 to 3,199.99	127
84	3,200.00 to 3,224.99	128
85	3,225.00 to 3,249.99	129
86	3,250.00 to 3,274.99	130

87. ....	3,275.00	to	3,299.99	....	131	145. ....	4,725.00	to	4,749.99	....	189
88. ....	3,300.00	to	3,324.99	....	132	146. ....	4,750.00	to	4,774.99	....	190
89. ....	3,325.00	to	3,349.99	....	133	147. ....	4,775.00	to	4,799.99	....	191
90. ....	3,350.00	to	3,374.99	....	134	148. ....	4,800.00	to	4,824.99	....	192
91. ....	3,375.00	to	3,399.99	....	135	149. ....	4,825.00	to	4,849.99	....	193
92. ....	3,400.00	to	3,424.99	....	136	150. ....	4,850.00	to	4,874.99	....	194
93. ....	3,425.00	to	3,449.99	....	137	151. ....	4,875.00	to	4,899.99	....	195
94. ....	3,450.00	to	3,474.99	....	138	152. ....	4,900.00	to	4,924.99	....	196
95. ....	3,475.00	to	3,499.99	....	139	153. ....	4,925.00	to	4,949.99	....	197
96. ....	3,500.00	to	3,524.99	....	140	154. ....	4,950.00	to	4,974.99	....	198
97. ....	3,525.00	to	3,549.99	....	141	155. ....	4,975.00	to	4,999.99	....	199
98. ....	3,550.00	to	3,574.99	....	142	156. ....	5,000.00	to	5,024.99	....	200
99. ....	3,575.00	to	3,599.99	....	143	157. ....	5,025.00	to	5,049.99	....	201
100. ....	3,600.00	to	3,624.99	....	144	158. ....	5,050.00	to	5,074.99	....	202
101. ....	3,625.00	to	3,649.99	....	145	159. ....	5,075.00	to	5,099.99	....	203
102. ....	3,650.00	to	3,674.99	....	146	160. ....	5,100.00	to	5,124.99	....	204
103. ....	3,675.00	to	3,699.99	....	147	161. ....	5,125.00	to	5,149.99	....	205
104. ....	3,700.00	to	3,724.99	....	148	162. ....	5,150.00	to	5,174.99	....	206
105. ....	3,725.00	to	3,749.99	....	149	163. ....	5,175.00	to	5,199.99	....	207
106. ....	3,750.00	to	3,774.99	....	150	164. ....	5,200.00	to	5,224.99	....	208
107. ....	3,775.00	to	3,799.99	....	151	165. ....	5,225.00	to	5,249.99	....	209
108. ....	3,800.00	to	3,824.99	....	152	166. ....	5,250.00	to	5,274.99	....	210
109. ....	3,825.00	to	3,849.99	....	153	167. ....	5,275.00	to	5,299.99	....	211
110. ....	3,850.00	to	3,874.99	....	154	168. ....	5,300.00	to	5,324.99	....	212
111. ....	3,875.00	to	3,899.99	....	155	169. ....	5,325.00	to	5,349.99	....	213
112. ....	3,900.00	to	3,924.99	....	156	170. ....	5,350.00	to	5,374.99	....	214
113. ....	3,925.00	to	3,949.99	....	157	171. ....	5,375.00	to	5,399.99	....	215
114. ....	3,950.00	to	3,974.99	....	158	172. ....	5,400.00	to	5,424.99	....	216
115. ....	3,975.00	to	3,999.99	....	159	173. ....	5,425.00	to	5,449.99	....	217
116. ....	4,000.00	to	4,024.99	....	160	174. ....	5,450.00	to	5,474.99	....	218
117. ....	4,025.00	to	4,049.99	....	161	175. ....	5,475.00	to	5,499.99	....	219
118. ....	4,050.00	to	4,074.99	....	162	176. ....	5,500.00	to	5,524.99	....	220
119. ....	4,075.00	to	4,099.99	....	163	177. ....	5,525.00	to	5,549.99	....	221
120. ....	4,100.00	to	4,124.99	....	164	178. ....	5,550.00	to	5,574.99	....	222
121. ....	4,125.00	to	4,149.99	....	165	179. ....	5,575.00	to	5,599.99	....	223
122. ....	4,150.00	to	4,174.99	....	166	180. ....	5,600.00	to	5,624.99	....	224
123. ....	4,175.00	to	4,199.99	....	167	181. ....	5,625.00	to	5,649.99	....	225
124. ....	4,200.00	to	4,224.99	....	168	182. ....	5,650.00	to	5,674.99	....	226
125. ....	4,225.00	to	4,249.99	....	169	183. ....	5,675.00	to	5,699.99	....	227
126. ....	4,250.00	to	4,274.99	....	170	184. ....	5,700.00	to	5,724.99	....	228
127. ....	4,275.00	to	4,299.99	....	171	185. ....	5,725.00	to	5,749.99	....	229
128. ....	4,300.00	to	4,324.99	....	172	186. ....	5,750.00	to	5,774.99	....	230
129. ....	4,325.00	to	4,349.99	....	173	187. ....	5,775.00	to	5,799.99	....	231
130. ....	4,350.00	to	4,374.99	....	174	188. ....	5,800.00	to	5,824.99	....	232
131. ....	4,375.00	to	4,399.99	....	175	189. ....	5,825.00	to	5,849.99	....	233
132. ....	4,400.00	to	4,424.99	....	176	190. ....	5,850.00	to	5,874.99	....	234
133. ....	4,425.00	to	4,449.99	....	177	191. ....	5,875.00	to	5,899.99	....	235
134. ....	4,450.00	to	4,474.99	....	178	192. ....	5,900.00	to	5,924.99	....	236
135. ....	4,475.00	to	4,499.99	....	179	193. ....	5,925.00	to	5,949.99	....	237
136. ....	4,500.00	to	4,524.99	....	180	194. ....	5,950.00	to	5,974.99	....	238
137. ....	4,525.00	to	4,549.99	....	181	195. ....	5,975.00	to	5,999.99	....	239
138. ....	4,550.00	to	4,574.99	....	182	196. ....	6,000.00	to	6,024.99	....	240
139. ....	4,575.00	to	4,599.99	....	183	197. ....	6,025.00	to	6,049.99	....	241
140. ....	4,600.00	to	4,624.99	....	184	198. ....	6,050.00	to	6,074.99	....	242
141. ....	4,625.00	to	4,649.99	....	185	199. ....	6,075.00	to	6,099.99	....	243
142. ....	4,650.00	to	4,674.99	....	186	200. ....	6,100.00	to	6,124.99	....	244
143. ....	4,675.00	to	4,699.99	....	187	201. ....	6,125.00	to	6,149.99	....	245
144. ....	4,700.00	to	4,724.99	....	188	202. ....	6,150.00	to	6,174.99	....	246

203. ....	6,175.00	to	6,199.99	....	247
204. ....	6,200.00	to	6,224.99	....	248
205. ....	6,225.00	to	6,249.99	....	249
206. ....	6,250.00	to	6,274.99	....	250
207. ....	6,275.00	to	6,299.99	....	251
208. ....	6,300.00	to	6,324.99	....	252
209. ....	6,325.00	to	6,349.99	....	253
210. ....	6,350.00	to	6,374.99	....	254
211. ....	6,375.00	to	6,399.99	....	255
212. ....	6,400.00	to	6,424.99	....	256
213. ....	6,425.00	to	6,449.99	....	257
214. ....	6,450.00	to	6,474.99	....	258
215. ....	6,475.00	to	6,499.99	....	259
216. ....	6,500.00	to	6,524.99	....	260
217. ....	6,525.00	to	6,549.99	....	261
218. ....	6,550.00	to	6,574.99	....	262
219. ....	6,575.00	to	6,599.99	....	263
220. ....	6,600.00	to	6,624.99	....	264
221. ....	6,625.00	to	6,649.99	....	265
222. ....	6,650.00	to	6,674.99	....	266
223. ....	6,675.00	to	6,699.99	....	267
224. ....	6,700.00	to	6,724.99	....	268
225. ....	6,725.00	to	6,749.99	....	269
226. ....	6,750.00	to	6,774.99	....	270
227. ....	6,775.00	to	6,799.99	....	271
228. ....	6,800.00	to	6,824.99	....	272
229. ....	6,825.00	to	6,849.99	....	273
230. ....	6,850.00	to	6,874.99	....	274
231. ....	6,875.00	to	6,899.99	....	275
232. ....	6,900.00	to	6,924.99	....	276
233. ....	6,925.00	to	6,949.99	....	277
234. ....	6,950.00	to	6,974.99	....	278
235. ....	6,975.00	to	6,999.99	....	279
236. ....	7,000.00	to	7,024.99	....	280
237. ....	7,025.00	to	7,049.99	....	281
238. ....	7,050.00	to	7,074.99	....	282
239. ....	7,075.00	to	7,099.99	....	283
240. ....	7,100.00	to	7,124.99	....	284
241. ....	7,125.00	to	7,149.99	....	285
242. ....	7,150.00	to	7,174.99	....	286
243. ....	7,175.00	to	7,199.99	....	287
244. ....	7,200.00	to	7,224.99	....	288
245. ....	7,225.00	to	7,249.99	....	289
246. ....	7,250.00	to	7,274.99	....	290
247. ....	7,275.00	to	7,299.99	....	291
248. ....	7,300.00	to	7,324.99	....	292
249. ....	7,325.00	to	7,349.99	....	293
250. ....	7,350.00	to	7,374.99	....	294
251. ....	7,375.00	to	7,399.99	....	295
252. ....	7,400.00	to	7,424.99	....	296
253. ....	7,425.00	to	7,449.99	....	297
254. ....	7,450.00	to	7,474.99	....	298
255. ....	7,475.00	to	7,499.99	....	299
256. ....	7,500.00	to	7,524.99	....	300
257. ....	7,525.00	to	7,549.99	....	301
258. ....	7,550.00	to	7,574.99	....	302
259. ....	7,575.00	to	7,599.99	....	303
260. ....	7,600.00	to	7,624.99	....	304

261. ....	7,625.00	to	7,649.99	....	305
262. ....	7,650.00	to	7,674.99	....	306
263. ....	7,675.00	to	7,699.99	....	307
264. ....	7,700.00	to	7,724.99	....	308
265. ....	7,725.00	to	7,749.99	....	309
266. ....	7,750.00	to	7,774.99	....	310
267. ....	7,775.00	to	7,799.99	....	311
268. ....	7,800.00	to	7,824.99	....	312
269. ....	7,825.00		and over	....	313

**(1m) FINAL PAYMENTS IN CERTAIN CASES.** Whenever, as of the beginning of any week, the difference between the maximum amount of benefits potentially payable to an employee, as computed under this section and s. 108.06 (1), and the amount of benefits otherwise payable to the employee for that week is \$5 or less, the benefits payable to the employee for that week shall be that maximum amount.

**(2) SEMIANNUAL ADJUSTMENT OF MAXIMUM AND MINIMUM BENEFIT RATES.** (a) This chapter's maximum weekly benefit rate, as to weeks of unemployment in a given half year starting January 1 or July 1 shall be based on the "average wages per average week" of the preceding "base year", ended 6 months before the starting date of the given half year, pursuant to this subsection.

(b) The department shall determine by each December 1 and June 1 for the last completed base year, ended June 30 or December 31 respectively, from reports to the department submitted by employers other than government units financing benefits under s. 108.15 covering their employees in employment and any corrections thereof filed by September 30 or March 31 for that base year:

1. The gross wages thus reported by all such employers as paid in that year for such employment; and

2. The average of the 12 mid-month totals of all such employees in employment thus reported for that year; and

3. The quotient obtained by dividing said gross wages by said average; and

4. The amount, called "average wages per average week" in this section, obtained by dividing such quotient by 52.

(c) This chapter's maximum weekly benefit rate, as to weeks of unemployment in the ensuing half year, shall equal the result obtained by rounding 66-2/3% of the "average wages per average week" to the nearest multiple of one dollar, and the minimum weekly benefit rate shall be an amount which is 15% of the maximum rate and adjusted, if not a multiple of one dollar, to the next lower multiple of one dollar.

(d) Whenever, for any half year ending on June 30 or December 31, the new maximum and minimum weekly benefit rates are higher or lower than the rate for the previous half year in the current benefit rate schedule, the department shall amend the starting lines and wage classes so that the first line shows the quarterly wages below the least amount necessary to qualify for the minimum weekly benefit rate and the 2nd line shows the new minimum weekly benefit rate and the highest quarterly wage class to which it applies. The department shall amend the closing lines so that the next to last line shows a weekly benefit rate which is \$1 less than the new maximum weekly benefit rate and the quarterly wage class to which it applies and the last line shows the new maximum weekly benefit rate and a quarterly wage class which starts one cent above the higher wage figure of the next to last line and ranges upward without limit. The department shall consecutively number the intervening lines of the schedule with a separate line for each \$1 change in weekly benefit rate and the applicable quarterly wage class for each weekly benefit rate.

(e) The department shall publish as a class 1 notice under ch. 985 the "average wages per average week", the corresponding maximum and minimum weekly benefit rates, and the resulting schedule of quarterly wage classes and weekly benefit rates within



10 days after each determination. The schedule shall then apply to all weeks of unemployment in the ensuing half year.

(f) The department shall certify such schedule to the revisor of statutes, who shall when publishing the statutes include the latest such schedule then available.

(g) Any change in the minimum benefit rate does not affect benefits payable to a claimant for a benefit year that begins prior to the effective date of a new rate schedule.

(h) Whenever January 1 or July 1 does not fall on Saturday, Sunday or Monday, any change in weekly benefit rates under this subsection shall apply after the first ensuing Sunday.

**(2m) SUSPENSION OF ADJUSTMENTS.** Notwithstanding sub. (2), no adjustment may be made by the department in any benefit rate under that subsection. This subsection applies only for purposes of benefit payments.

**(3) BENEFITS FOR PARTIAL UNEMPLOYMENT.** (a) Except as provided in pars. (b) and (c), if an eligible employee earns wages in a given week, the first \$30 of the wages shall be disregarded and the employee's applicable weekly benefit payment shall be reduced by 67% of the remaining amount, except that no such employee is eligible for benefits if the employee's benefit payment would be less than \$5 for any week. For purposes of this paragraph, "wages" includes any salary reduction amounts earned that are not wages and that are deducted from the salary of a claimant by an employer pursuant to a salary reduction agreement under a cafeteria plan, within the meaning of 26 USC 125, and any amount that a claimant would have earned in available work which is treated as wages under s. 108.04 (1) (a), but excludes any amount that a claimant earns for services performed as a volunteer fire fighter, volunteer emergency medical technician or volunteer "first responder." In applying this paragraph, the department shall disregard discrepancies of less than \$2 between wages reported by employees and employers.

(b) 1. A claimant is ineligible to receive any benefits for a week if the claimant is engaged in employment with an employer from which the claimant was paid at least 80% of his or her base period wages and:

a. The claimant works for that employer at least 35 hours in that week at the same or a greater rate of pay, excluding bonuses, incentives, overtime or any other supplement to the earnings, as the claimant was paid by that employer in that quarter of the claimant's base period in which the claimant was paid his or her highest wages;

b. The claimant receives from that employer sick pay, holiday pay, vacation pay or termination pay which, by itself or in combination with wages earned for work performed in that week for that employer, is equivalent to pay for at least 35 hours of work at that same or a greater rate of pay; or

c. The amount that the claimant would have earned within that week from that employer in available work which is treated as wages under s. 108.04 (1) (a), by itself or in combination with the wages earned for work performed in that week for that employer and the pay received under subd. 1. b., is equivalent to pay for at least 35 hours of work at that same or a greater rate of pay.

2. For the purposes of this paragraph, "wages" includes any salary reduction amounts earned that are not wages and that are deducted from the salary of a claimant by an employer pursuant to a salary reduction agreement under a cafeteria plan, within the meaning of 26 USC 125.

3. This paragraph does not apply if the claimant is paid solely by way of commissions.

(c) A claimant is ineligible to receive any benefits for a week in which the claimant works a total of 40 or more hours for one or more employing units.

**(4) HOLIDAY OR VACATION PAY.** (a) 1. Except as provided in subd. 2., the department shall treat as wages an employee's holiday pay for purposes of eligibility for benefits for partial unemployment under sub. (3) for a given week only if it has become def-

initely payable to the employee within 4 days after the close of that week.

2. The department shall treat as wages an employee's holiday pay for purposes of eligibility for benefits for partial unemployment under sub. (3) for the week that includes December 25 only if it has become definitely payable to the employee within 9 days after the close of that week.

(b) An employee's vacation pay shall, for purposes of eligibility for benefits for partial unemployment under sub. (3), be treated as wages for a given week only if it has by the close of that week become definitely allocated and payable to the employee for that week and the employee has had due notice thereof, and only if such pay until fully assigned is allocated:

1. At not less than the employee's approximate full weekly wage rate; or

2. Pursuant to any other reasonable basis of allocation, including any basis commonly used in computing the vacation rights of employees.

**(5) TERMINATION PAY.** An employee's dismissal or termination pay shall, for purposes of eligibility for benefits for partial unemployment under sub. (3), be treated as wages for a given week only if it has by the close of that week become definitely allocated and payable to the employee for that week, and the employee has had due notice thereof, and only if such pay, until fully assigned, is allocated:

(a) At not less than the employee's approximate full weekly wage rate; or

(b) Pursuant to any other reasonable basis of allocation, including any basis commonly used in computing the termination pay of employees.

**(5m) SICK PAY.** For purposes of eligibility for benefits for partial unemployment under sub. (3), "wages" includes sick pay only when paid or payable directly by an employer at the employee's usual rate of pay.

**(6) BACK PAY.** The department shall treat as wages for benefit purposes any payment made to an individual by or on behalf of his or her employing unit to which that individual is entitled under federal law, the law of any state or a collective bargaining or other agreement and which is in lieu of pay for personal services for past weeks, or which is in the nature of back pay, whether made under an award or decision or otherwise, and which is made no later than the end of the 104-week period beginning with the earliest week to which such pay applies.

**(7) PENSION PAYMENTS.** (a) *Definitions.* In this subsection:

1. "Pension payment" means a pension, retirement, annuity or other similar payment made to a claimant, based on the previous work of that claimant, whether or not payable on a periodic basis, from a governmental or other retirement system maintained or contributed to by an employer from which that claimant has base period wages.

2. "Rollover" means the transfer of all or part of a pension payment from one retirement plan or account to another retirement plan or account, whether the transfer occurs directly between plan or account trustees, or from the trustee of a plan or account to an individual payee and from that payee to the trustee of another plan or account, regardless of whether the plans or accounts are considered qualified trusts under 26 USC 401.

(b) *Pension payment information.* Any claimant who receives, is entitled to receive or has applied for a pension payment, and any employer by which the claimant was employed in his or her base period, shall furnish the department with such information relating to the payment as the department may request. Upon request of the department, the governmental or other retirement system responsible for making the payment shall report the information concerning the claimant's eligibility for and receipt of payments under that system to the department.

(c) *Required benefit reduction.* If a claimant actually or constructively receives a pension payment, the department shall

reduce benefits otherwise payable to the claimant for a week of partial or total unemployment, but not below zero, if pars. (d) and (e) or if pars. (d) and (f) apply.

(d) *Allocation*. 1. If a pension payment is not paid on a weekly basis, the department shall allocate and attribute the payment to specific weeks if:

a. The payment is actually or constructively received on a periodic basis; or

b. The payment is actually or constructively received on other than a periodic basis and it has become definitely allocated and payable to the claimant by the close of each such week, and the department has provided due notice to the claimant that the payment will be allocated in accordance with subd. 2. b.

2. The department shall allocate a pension payment as follows:

a. If the payment is actually or constructively received on a periodic basis, the amount allocated to each week is the fraction of the payment attributable to that week.

b. If the payment is actually or constructively received on other than a periodic basis, the department shall make the allocation at not less than the claimant's most recent full weekly wage rate, unless the department determines that another basis for the allocation is more reasonable under the circumstances.

(e) *Total employer funding*. If no portion of a pension payment actually or constructively received by a claimant under this subsection is funded by the claimant's contributions, the department shall reduce the weekly benefits payable for a week of partial or total unemployment by an amount equal to the weekly pension amount if:

1. The claimant has base period wages from the employer from which the pension payment is received; and

2. The claimant has performed work for that employer since the start of the claimant's base period and that work or remuneration for that work affirmatively affected the claimant's eligibility for or increased the amount of the pension payment.

(f) *Partial or total employee funding*. If any portion of a pension payment actually or constructively received by a claimant under this subsection is funded by the claimant's contributions, the department shall compute the benefits payable for a week of partial or total unemployment as follows:

1. If the pension payment is received under the social security act (42 USC 301 et seq.) or railroad retirement act (45 USC 231 et seq.), the department shall reduce the weekly benefits payable for a week of partial or total unemployment by 50% of the weekly pension amount.

2. If the pension payment is received under another retirement system, the claimant has base period wages from the employer from which the pension payment is received, the claimant has performed work for that employer since the start of the claimant's base period, and that work or remuneration for that work affirmatively affected the claimant's eligibility for or increased the amount of the pension payment, the department shall reduce the weekly benefits payable for a week of partial or total unemployment by 50% of the weekly pension amount, or by the percentage of the employer's contribution if acceptable evidence of a contribution by the employer other than 50% is furnished to the department.

(g) *Constructive receipt*. A claimant constructively receives a pension payment under this subsection only for weeks occurring after:

1. An application for a pension payment has been filed by or on behalf of the claimant; and

2. The claimant has been afforded due notice from his or her retirement system of his or her entitlement to a pension payment and the amount of the pension payment to which he or she is entitled.

(h) *Rollovers*. If a pension payment is received by a claimant on other than a periodic basis and a rollover of the pension pay-

ment, or any portion thereof, occurs by the end of the 60th day following receipt of the payment by the claimant, the payment or any portion thereof affected by the rollover is not actually or constructively received by the claimant. If a portion of a pension payment received on other than a periodic basis is affected by a rollover, the remaining portion is subject to allocation under par. (d).

(9) *ROUNDING OF BENEFIT AMOUNTS*. Notwithstanding sub. (1), benefits payable for a week of unemployment as a result of applying sub. (1m), (3) or (7) or s. 108.04 (11) or (12), 108.06 (1), 108.13 (4) or (5) or 108.135 shall be rounded down to the next lowest dollar.

(10) *DEDUCTIONS FROM BENEFIT PAYMENTS*. After calculating the benefit payment due to be paid for a week under subs. (1) to (7), the department shall make deductions from that payment to the extent that the payment is sufficient to make the following payments in the following order:

(a) First, to recover forfeitures assessed under s. 108.04 (11).

(b) Second, to recover overpayments under s. 108.22 (8) (b).

(c) Third, to pay child support obligations under s. 108.13 (4).

(d) Fourth, to withhold federal income taxes under s. 108.135.

(e) Fifth, to withhold state income taxes under s. 108.135.

(f) Sixth, to deduct amounts for any purpose authorized under s. 108.13 (5).

**History:** 1971 c. 53; 1973 c. 247; 1975 c. 343; 1977 c. 29; 1979 c. 52; 1981 c. 28, 36; 1983 a. 8, 168, 384; 1985 a. 17, 40; 1987 a. 38 ss. 60 to 66, 136; 1987 a. 255; 1989 a. 77; 1991 a. 89; 1993 a. 373; 1995 a. 118; 1997 a. 39; 1999 a. 15, 56, 185, 186.

Where a claimant had not applied for pension benefits, a document from the pension fund describing the claimant's annuity alternatives and estimating monthly payments did not satisfy the "due notice of eligibility" requirement under sub. (7) (d), 1983 stats. [now (7) (g)]; the claimant was entitled to receive both pension and unemployment benefits for a limited period. *Calumet County v. LIRC*, 120 Wis. 2d 297, 354 N.W.2d 216 (Ct. App. 1984).

**108.06 Benefit entitlement. (1)** Except as provided in sub. (6) and ss. 108.141 and 108.142, no claimant may receive total benefits based on employment in a base period greater than 26 times the claimant's weekly benefit rate under s. 108.05 (1) or 40% of the claimant's base period wages, whichever is lower. Except as provided in sub. (6) and ss. 108.141 and 108.142, if a claimant's base period wages are reduced or canceled under s. 108.04 (5), (7), (8) (a) or (18), or suspended under s. 108.04 (1) (f), (10) (a) or (17), the claimant may not receive total benefits based on employment in a base period greater than 26 times the claimant's weekly benefit rate under s. 108.05 (1) or 40% of the base period wages not reduced, canceled or suspended which were paid or payable to the claimant, whichever is lower.

(2) (a) A claimant may establish a benefit year in the manner prescribed by the department by rule, whenever the claimant qualifies to start a benefit year under s. 108.04 (4) (a) and:

1. The employee is eligible to receive benefits;

2. The employee has experienced a reduction in hours of employment of at least 25% in one week as compared to his or her average number of hours of employment for the preceding 13 weeks; or

3. The employee reasonably expects to be eligible to receive benefits during the next 13 weeks.

(b) No employee is eligible to receive benefits before the employee establishes a benefit year.

(bm) An employee's benefit year begins on the Sunday of the week in which the employee files a valid request to establish a benefit year with the department, except that the department may permit an employee to begin a benefit year prior to that time under circumstances prescribed by rule of the department.

(c) No benefits are payable to a claimant for any week of unemployment not occurring during the claimant's benefit year except under ss. 108.141 and 108.142.

(cm) If an employee qualifies to receive benefits using the base period described in s. 108.02 (4) (b), the wages used to compute the employee's benefit entitlement are not available for use in any

subsequent benefit computation for the same employee, except under s. 108.141 or 108.142.

(d) A claimant may request that the department set aside a benefit year by filing a written, verbal or electronic request in the manner that the department prescribes by rule. The department shall grant the request and cancel the benefit year if the request is voluntary, benefits have not been paid to the claimant and at the time the department acts upon the request for that benefit year the claimant's benefit eligibility is not suspended. If the claimant does not meet these requirements, the department shall not set aside the benefit year unless the department defines by rule exceptional circumstances in which a claimant may be permitted to set aside a request to establish a benefit year and the claimant qualifies to make such a request under the circumstances described in the rule.

**(2m)** Wisconsin supplemental benefits are only available to claimants during a Wisconsin supplemental benefit period. If an extended benefit period ends prior to the end of a claimant's previously established benefit year, any remaining Wisconsin supplemental benefit entitlement, reduced by the amount of extended benefits paid to him or her, shall again be available to the claimant within the remainder of the benefit year only if there is a Wisconsin supplemental benefit period in effect. In this subsection, "extended benefits", "extended benefit period", "Wisconsin supplemental benefits" and "Wisconsin supplemental benefit period" have the meanings given in ss. 108.141 and 108.142.

**(3)** There shall be payable to an employee, for weeks ending within the employee's benefit year, only those benefits computed for that benefit year based on the wages paid to the employee in the immediately preceding base period. Wages used in a given benefit computation are not available for use in any subsequent benefit computation except under s. 108.141.

**(5)** An employee has a valid new claim week starting a new benefit year if all the following conditions are met:

(a) The week is not within an unexpired benefit year or similar period of eligibility for unemployment insurance in another state unless the employee's eligibility for unemployment insurance in the other state is exhausted, terminated, indefinitely postponed or affected by application of a seasonal restriction.

(b) The employee has claimed benefits for that week under s. 108.08 (1).

(c) The employee has met the general qualifying requirements provided in s. 108.04 (2) applicable to the employee for that week.

(d) As of the start of that week, the employee has base period wages under s. 108.04 (4) which have not been canceled under s. 108.04 (5) or excluded under s. 108.04 (10), (17) or (18).

**(6)** If a claimant has established a benefit year prior to the effective date of any increase in the maximum weekly benefit rate provided under s. 108.05 (1), the claimant has not exhausted his or her total benefit entitlement under sub. (1) for that benefit year on that effective date, and the claimant was entitled to receive the maximum weekly benefit rate under s. 108.05 (1) that was in effect prior to that effective date, the limitation on the total benefits authorized to be paid to a claimant under sub. (1) does not apply to that claimant in that benefit year. Unless s. 108.141 or 108.142 applies, the claimant's remaining benefit entitlement in that benefit year for the period beginning on that effective date shall be computed by:

(a) Subtracting the total benefits received by the claimant prior to that effective date from the claimant's maximum benefit entitlement established prior to that effective date under sub. (1);

(b) Dividing the result obtained under par. (a) by the maximum weekly benefit rate that was in effect prior to that effective date; and

(c) Multiplying the result obtained under par. (b) by the weekly benefit rate which is payable to the claimant under s. 108.05 (1) after that effective date.

**History:** 1971 c. 53; 1975 c. 343; 1981 c. 36; 1983 a. 8 ss. 23 to 27, 53, 55 (3), (4), (12), (13) and (14) and 56; 1983 a. 27 s. 1807m; 1983 a. 337; 1985 a. 17; 1987 a. 38, 255; 1989 a. 77; 1991 a. 89; 1993 a. 373; 1995 a. 118; 1997 a. 39; 1999 a. 15.

**108.065 Determination of employer. (1)** An employee service company is the employer of an individual who the company engages in employment to perform services for a client or customer of the company.

**(2)** A corporation which pays wages to an employee who is concurrently employed by that corporation and one or more related corporations for work performed for the corporation which pays the wages and the related corporation or corporations is the employer of that employee. For purposes of this subsection, if 2 or more corporations are related corporations at any time during a quarter, they are related corporations during that entire quarter.

**History:** 1987 a. 255; 1993 a. 373; 1997 a. 39.

**108.066 Seasonal employers and seasons. (1)** Any employer may apply to the department between January 1 and May 31 of any year to be designated a seasonal employer. If mailed, an application shall be postmarked no later than May 31 or received by the department no later than June 3. If June 3 falls on a Saturday, Sunday or legal holiday under state or federal law, a mailed application shall be received by the department no later than the next following day which is not a Saturday, Sunday or legal holiday under state or federal law.

**(2)** By June 30 of each year the department shall examine each application timely submitted under sub. (1) and issue a determination as to whether the employer is a seasonal employer. If the department designates an employer as a seasonal employer, the department shall determine the applicable season of the employer under sub. (4).

**(3)** The department shall designate an employer a seasonal employer if:

(a) The employer:

1. Is in a tourism, recreational, or tourist service industry, including operation of a hotel, inn, camp, tourism attraction, restaurant, ice cream or soft drink stand, drive-in theater, racetrack, park, carnival, country club, golf course, swimming pool, chair lift or ski resort; or

2. Has been classified by the department as primarily engaged in agricultural production, agricultural services, forestry or commercial fishing, hunting or trapping;

(b) The employer customarily operates primarily during 2 calendar quarters within a year;

(c) At least 75% of the wages paid by the employer during the year immediately preceding the date of the proposed designation were paid for work performed during the 2 calendar quarters under par. (b); and

(d) The employer is not delinquent, at the time of designation, in making any contribution report or payment required under this chapter.

**(4)** A seasonal employer's season, for purposes of this section, is the 2 calendar quarters under sub. (3) (b) which include 75% or more of the employer's payroll for the year preceding the date of the proposed designation.

**(5)** The department shall, by June 30 of each year, examine and redetermine whether any employer which it has designated a seasonal employer continues to qualify for designation as a seasonal employer under sub. (3).

(6) Any determination or redetermination made under this section is effective on January 1 of the succeeding year.

**History:** 1991 a. 89; 1993 a. 373.

**108.07 Liability of employers.** (1) Except as otherwise provided in subs. (4), (5) and (5m) and s. 108.04 (13), the department shall charge benefits payable to a claimant who has been paid or is treated as having been paid base period wages with respect to work performed for one employer only to the account of that employer.

(2) Except as provided in subs. (3) to (5), if a claimant has been paid or is treated as having been paid base period wages with respect to work performed for more than one employer, the department shall charge the account of each employer for all benefits paid to the claimant for weeks ending within the employee's benefit year in the same proportion that the base period wages paid or treated as having been paid to the claimant with respect to work performed for that employer bear to the total base period wages paid or treated as having been paid to the claimant.

(3) Except as provided in sub. (7), if a claimant earns wages during his or her benefit year for work performed for an employer from which the claimant has base period wages, if a claimant receives sick pay, holiday pay, vacation pay or termination pay that is treated as wages under s. 108.05, if any amount that the claimant would have earned from that employer is treated as wages under s. 108.05 (3) (a) or if any combination of wages and such pay or amount is received or treated as received during the claimant's benefit year from such an employer, the department shall charge benefits otherwise chargeable to the account of that employer to the fund's balancing account for each week in which the claimant earns, receives or is treated as receiving such remuneration equal to at least 6.4% of the wages paid by that employer to the claimant during the same quarter of the prior calendar year as the quarter which includes that week.

(3m) If a claimant has base period wages with an employer constituting less than 5% of the claimant's total base period wages, the department shall not charge the benefits to the account of that employer. If benefits are otherwise chargeable to the account of any employer whose share of a claimant's total base period wages is less than 5%, the department shall charge the benefits to the remaining employers with which the claimant has base period wages. The department shall distribute such charges in the same proportion that the claimant's base period wages from such employers bear to the claimant's total base period wages from all such employers. This subsection does not apply to claims for benefits based in whole or in part on employment as federal civilian employees or former military personnel under 5 USC ch. 85, or work covered by the unemployment insurance laws of 2 or more jurisdictions under s. 108.14 (8n).

(3r) Except as otherwise provided in sub. (7), if a claimant has been paid or is treated as having been paid base period wages with respect to work performed for an employer that is subject to the contribution requirements of ss. 108.17 and 108.18 and whose account has been charged for benefits paid to that claimant for an immediately preceding benefit year, the department shall not charge the benefits payable in the subsequent benefit year to the account of that employer if the claimant has not had employment with that employer since the start of the immediately preceding benefit year. The department shall charge benefits otherwise chargeable to the account of that employer to the fund's balancing account.

(4) If benefits based on any employment are chargeable to the fund's balancing account, the department shall not charge the account of the employer who engaged the employee in that employment for those benefits.

(5) Except as provided in sub. (7), whenever benefits which would otherwise be chargeable to the fund's balancing account are paid based on wages paid by an employer that is not subject to the contribution requirements of ss. 108.17 and 108.18, and the benefits are so chargeable under sub. (3) or s. 108.04 (1) (f) or (5) or

108.14 (8n) (e), or under s. 108.16 (6m) (e) for benefits specified in s. 108.16 (3) (b), the department shall charge the benefits as follows:

(a) If no employer from which the claimant has base period wages is subject to the contribution requirements of ss. 108.17 and 108.18, the benefits shall be charged to the administrative account and paid from the appropriation under s. 20.445 (1) (gd).

(b) If one employer from which the claimant has base period wages is not subject to the contribution requirements of ss. 108.17 and 108.18, and one or more employers from which the claimant has base period wages is subject to the contribution requirements of ss. 108.17 and 108.18, the benefits shall be charged to the fund's balancing account.

(c) If 2 or more employers from which the claimant has base period wages are not subject to the contribution requirements of ss. 108.17 and 108.18, and one or more employers from which the claimant has base period wages are subject to the contribution requirements of ss. 108.17 and 108.18, that percentage of the employee's benefits which would otherwise be chargeable to the fund's balancing account under sub. (3) or s. 108.04 (1) (f) or (5), or under s. 108.16 (6m) (e) for benefits specified in s. 108.16 (3) (b), shall be charged to the administrative account and paid from the appropriation under s. 20.445 (1) (gd).

(5m) Whenever benefits are paid to a claimant based in part on employment by a seasonal employer by which the claimant was employed for a period of less than 90 days during the season of the seasonal employer, as determined under s. 108.066 (4), and that season includes any portion of the claimant's base period, and the claimant has been paid or is treated as having been paid base period wages or other remuneration of \$500 or more during his or her base period for services performed for at least one employer other than the seasonal employer which is subject to the unemployment insurance law of any state or the federal government, the department shall charge to the fund's balancing account the benefits which would otherwise be chargeable to the account of the seasonal employer.

(6) The department may initially charge benefits otherwise chargeable to the administrative account under this section to the fund's balancing account, and periodically reimburse the charges to the balancing account from the administrative account.

(7) Whenever benefits are chargeable under sub. (1) or (2) based on federal employment, the department shall charge the benefits to the federal government.

(8) (a) In this subsection, "prisoner" has the meaning given in s. 301.01 (2).

(b) If a claimant is a prisoner of a state prison, as defined in s. 302.01, and has employment with an employer other than the department of corrections or a private business leasing space within a state prison under s. 303.01 (2) (em), and the claimant's employment terminates because conditions of incarceration or supervision make it impossible to continue the employment, the department shall charge to the fund's balancing account any benefits based on the terminated employment that are otherwise chargeable to the account of an employer that is subject to the contribution requirements under ss. 108.17 and 108.18.

**History:** 1971 c. 53; 1975 c. 343; 1979 c. 110 s. 60 (11); 1983 a. 17; 1987 a. 38, 255; 1989 a. 77; 1991 a. 89; 1993 a. 373; 1995 a. 118; 1997 a. 39.

**108.08 Notification.** (1) To receive benefits for any given week of unemployment, a claimant shall give notice to the department with respect to such week of unemployment within such time and in such manner as the department may by rule prescribe.

(2) The department may require from any or each employer notification of the partial or total unemployment of the employer's employees, within such time, in such form, and in accordance with such rules as the department may prescribe.

**History:** 1985 a. 17; 1993 a. 492.

**108.09 Settlement of benefit claims.** (1) FILING. Claims for benefits shall be filed pursuant to department rules. Each

employer that is notified of a benefit claim shall promptly inform the department in writing as to any eligibility question in objection to such claim together with the reasons for the objection. The department may also obtain information from the employee concerning the employee's eligibility, employment or wages.

**(2) COMPUTATION AND DETERMINATION.** (a) The department shall promptly issue a computation setting forth the employee's potential benefit rights based on reports filed by an employer or employers under s. 108.205, or on the employee's statement and any other information then available. The results of the computation, a recomputation, or pertinent portion of either, shall be mailed to the last-known address of each party. The department may recompute an employee's potential benefit rights at any time on the basis of subsequent information or to correct a mistake, including an error of law, except that a party's failure to make specific written objection, received by the department within 14 days after the above mailing, as to a computation or recomputation is a waiver by such party of any objection thereto. Any objections to a computation which are not satisfactorily resolved by recomputation shall be resolved by a determination under par. (b).

(b) The department shall issue determinations whenever necessary to resolve any matters which may bar, suspend, terminate or otherwise affect the employee's eligibility for benefits.

(bm) In determining whether an individual meets the conditions specified in s. 108.02 (12) (b) 2. a. or b. or (bm) 1. or 2., the department shall not consider documents granting operating authority or licenses, or any state or federal laws or federal regulations granting such authority or licenses.

(c) Unless a party has filed a timely request for hearing as to the determination, the department may set aside or amend a determination within 2 years of the date of the determination on the basis of subsequent information or to correct a mistake, including an error of law. Unless a party has filed a timely request for hearing as to the determination, the department may set aside or amend a determination at any time if the department finds that:

1. Fraud or concealment occurred; or
2. The benefits paid or payable to a claimant have been affected by wages earned by the claimant which have not been paid, and the department is provided with notice from the appropriate state or federal court or agency that a wage claim for those wages will not be paid in whole or in part.

(cm) Unless a party has filed a timely request for review of the decision of an appeal tribunal by the commission or has commenced a timely action for the judicial review of the decision of the commission, the department may set aside or amend any appeal tribunal decision adverse to a claimant that has been issued under s. 108.09, 1995 stats., within the 4-year period immediately preceding January 4, 1998, or may reverse, modify or set aside any decision of the commission adverse to a claimant that has been issued under s. 108.09, 1995 stats., within the 4-year period immediately preceding January 4, 1998, if the department finds that the benefits paid or payable to the claimant have been affected by wages earned by the claimant which have not been paid, and the department is provided with notice from the appropriate state or federal court or agency that a wage claim for those wages will not be paid in whole or in part.

(d) A copy of each determination shall be mailed to the last-known address of each of the parties, except that a party's copy of any determination may be given to such party instead of being mailed.

**(2r) HEARING REQUEST.** Any party to a determination may request a hearing as to any matter in that determination if such request is made in accordance with procedure prescribed by the department and is received by the department or postmarked within 14 days after a copy of the determination was mailed or given to such party, whichever first occurs.

**(3) APPEAL TRIBUNALS.** (a) To hear and decide disputed claims, the department shall establish appeal tribunals, each of which shall consist of an individual who is a permanent employee

of the department. Upon request of a party to an appeal or upon its own motion, the department may appoint an individual who is not a permanent employee of the department to hear an appeal in which the department or an employee or former employee of the department is an interested party. No individual may hear any appeal in which the individual is a directly interested party.

(b) The appeal tribunal may affirm, reverse or modify the initial determination of the department or set aside the determination and remand the matter to the department for further proceedings, or may remand to the department for consideration of any issue not previously investigated by the department.

**(4) APPEALS.** (a) *Opportunity to be heard.* Unless the request for a hearing is withdrawn, each of the parties shall be afforded reasonable opportunity to be heard, and the claim thus disputed shall be promptly decided by such appeal tribunal as the department designates or establishes for this purpose.

(b) *Scheduling of hearing.* At the discretion of the department or the appeal tribunal the hearing may be held in more than one location and may be continued, adjourned or postponed from time to time.

(c) *Late appeal.* If a party files an appeal which is not timely, the department may schedule a hearing concerning the issue of whether the party's failure to timely file the appeal was for a reason beyond the party's control. The department may also provisionally schedule a hearing concerning any matter in the determination. If, after hearing testimony, the appeal tribunal finds that the party's failure to timely file the appeal was not for a reason beyond the party's control, the appeal tribunal shall issue a decision containing this finding and dismissing the appeal. If, after hearing testimony, the appeal tribunal finds that the party's failure to timely file an appeal was for a reason beyond the party's control, the appeal tribunal shall issue a decision containing this finding. The same or another appeal tribunal established by the department for this purpose shall then issue a decision under sub. (3) (b) after conducting a hearing concerning any matter in the determination.

(d) *Appellant's failure to appear.* 1. If the appellant fails to appear at a hearing held under this section and due notice of the hearing was mailed to the appellant's last-known address, the appeal tribunal shall issue a decision dismissing the request for hearing unless subd. 2. applies.

2. If the appellant delivers or transmits a written explanation for nonappearance to the department which is received before a decision under subd. 1. is mailed, the department may so notify each party and schedule a hearing concerning whether there was good cause for the appellant's nonappearance. The department may also provisionally schedule a hearing concerning any matter in the determination. If, after hearing testimony, the appeal tribunal finds that the appellant's explanation does not establish good cause for nonappearance, the appeal tribunal shall issue a decision containing this finding and dismissing the appeal. If, after hearing testimony, the appeal tribunal finds that the appellant's explanation establishes good cause for nonappearance, the appeal tribunal shall issue a decision containing this finding. The same or another appeal tribunal established by the department for this purpose shall then issue a decision under sub. (3) (b) after conducting a hearing concerning any matter in the determination.

3. If the appellant delivers or transmits a written explanation for nonappearance to the department which is received within 21 days after a decision under subd. 1. is mailed, the appeal tribunal may set aside the decision dismissing the appeal and the department may schedule a hearing concerning whether there was good cause for the appellant's nonappearance. The department may also provisionally schedule a hearing concerning any matter in the determination. If, after hearing testimony, the appeal tribunal finds that the appellant's explanation does not establish good cause for nonappearance, the appeal tribunal shall issue a decision containing this finding and reinstating the dismissal. If, after hearing testimony, the appeal tribunal finds that the appellant's explanation establishes good cause for nonappearance, the appeal

tribunal shall issue a decision containing this finding. The same or another appeal tribunal established by the department for this purpose shall then issue a decision under sub. (3) (b) after conducting a hearing concerning any matter in the determination.

(e) *Respondent's failure to appear.* 1. If the respondent fails to appear at a hearing held under this section but the appellant is present, and due notice of the hearing was mailed to the respondent's last-known address, the appeal tribunal shall hold the hearing and shall issue a decision under sub. (3) (b) unless subd. 2. applies.

2. If the respondent delivers or transmits a written explanation for nonappearance to the department which is received before a decision favorable to the respondent is mailed under subd. 1., the appeal tribunal shall acknowledge receipt of the explanation in its decision but shall take no further action concerning the explanation at that time. If the respondent delivers or transmits a written explanation for nonappearance to the department which is received before a decision unfavorable to the respondent is mailed under subd. 1., the department may so notify each party and may schedule a hearing concerning whether there was good cause for the respondent's nonappearance. The department may also provisionally schedule a hearing for further testimony concerning any matter in the determination. If, after hearing testimony, the appeal tribunal finds that the respondent's explanation does not establish good cause for nonappearance, the appeal tribunal shall issue a decision containing this finding. The same or another appeal tribunal established by the department for this purpose shall also issue a decision based on the testimony and other evidence presented at the hearing at which the respondent failed to appear. If, after hearing testimony, the appeal tribunal finds that the respondent's explanation establishes good cause for nonappearance, the appeal tribunal shall issue a decision containing this finding. The same or another appeal tribunal established by the department for this purpose shall then issue a decision under sub. (3) (b) after conducting a hearing concerning any matter in the determination. If such a 2nd hearing is held concerning any matter in the determination, the appeal tribunal shall only consider testimony and other evidence admitted at that hearing in making a decision.

3. If the respondent delivers or transmits a written explanation for nonappearance to the department which is received within 21 days after a decision favorable to the respondent is mailed under subd. 1., the department shall notify the respondent of receipt of the explanation and that since the decision was favorable to the respondent no further action concerning the explanation will be taken at that time. If the respondent delivers or transmits a written explanation for nonappearance to the department which is received within 21 days after a decision unfavorable to the respondent is mailed under subd. 1., the appeal tribunal may set aside the original decision and the department may schedule a hearing concerning whether there was good cause for the respondent's nonappearance. The department may also provisionally schedule a hearing concerning any matter in the determination. If the original decision is not set aside, the appeal tribunal may on its own motion amend or set aside that decision within 21 days after the decision concerning whether there was good cause for the respondent's nonappearance is mailed under subd. 1. If, after hearing testimony, the appeal tribunal finds that the respondent's explanation does not establish good cause for nonappearance, the appeal tribunal shall issue a decision containing this finding and, if necessary, reinstating the decision which was set aside. If, after hearing testimony, the appeal tribunal finds that the respondent's explanation establishes good cause for nonappearance, the same or another appeal tribunal established by the department for this purpose shall issue a decision containing this finding. The same or another appeal tribunal established by the department for this purpose shall then issue a decision under sub. (3) (b) after conducting a hearing concerning any matter in the determination. If such a 2nd hearing is held concerning any matter in the determination, the appeal tribunal shall only consider the testimony and other evidence admitted at that hearing in making a decision.

(f) *Postdecision changes.* 1. Except as provided in par. (e) 3., within 21 days after its decision was mailed to the parties the appeal tribunal may on its own motion amend or set aside its decision and may thereafter make new findings and issue a decision on the basis of evidence previously submitted in such case, or the same or another appeal tribunal may make new findings and issue a decision after taking additional testimony.

2. Unless a party has filed a timely petition for review of the appeal tribunal decision by the commission, the appeal tribunal may set aside or amend an appeal tribunal decision, or portion thereof, at any time if the appeal tribunal finds that:

a. A technical or clerical mistake has occurred; or

b. The benefits paid or payable to a claimant have been affected by wages earned by the claimant which have not been paid, and the appeal tribunal is provided with notice from the appropriate state or federal court or agency that a wage claim for those wages will not be paid in whole or in part.

3. Unless a party has filed a timely petition for review of the appeal tribunal decision by the commission, the appeal tribunal may, within 2 years after the date of the decision, reopen its decision if it has reason to believe that a party offered false evidence or a witness gave false testimony on an issue material to its decision. Thereafter, and after receiving additional evidence or taking additional testimony, the same or another appeal tribunal may set aside its original decision, make new findings and issue a decision.

**(4m) REPORTS BY EXPERTS.** The contents of verified or certified reports by qualified experts presented by a party or the department constitute prima facie evidence as to the matter contained in the reports in any proceeding under this section, insofar as the reports are otherwise competent and relevant, subject to such rules and limitations as the department prescribes.

**(4s) EMPLOYEE STATUS.** In determining whether an individual meets the conditions specified in s. 108.02 (12) (b) 2. a. or b. or (bm) 1. or 2., the appeal tribunal shall not take administrative notice of or admit into evidence documents granting operating authority or licenses, or any state or federal laws or federal regulations granting such authority or licenses.

**(5) PROCEDURE.** (a) Except as provided in s. 901.05, the manner in which claims shall be presented, the reports thereon required from the employee and from employers, and the conduct of hearings and appeals shall be governed by general department rules, whether or not they conform to common law or statutory rules of evidence and other technical rules of procedure, for determining the rights of the parties.

(b) All testimony at any hearing under this section shall be taken down by a stenographer, or recorded by a recording machine, but need not be transcribed unless either of the parties requests a transcript prior to expiration of that party's right to further appeal under this section and pays a fee to the commission in advance, the amount of which shall be established by rule of the commission. When a transcript is thus furnished one of the parties upon request, a copy of the transcript shall be furnished the other party free of charge. The transcript fee thus collected shall be paid to the administrative account.

(c) If the testimony at a hearing was recorded by a recording machine the department may furnish a copy of the tape recording in lieu of a transcript. The fee for obtaining a copy of a tape recording shall be established by rule of the department.

(d) In its review of the decision of an appeal tribunal, the commission shall use a written synopsis of the testimony and other evidence taken at a hearing or a transcript of the hearing prepared, under the direction of the department or commission, by an employee of the department, an employee of the commission or a contractor. If a party shows to the commission that a synopsis is not sufficiently complete and accurate to fairly reflect the relevant and material testimony and other evidence taken, the commission shall direct the preparation of a transcript. If a transcript is prepared, the transcript shall indicate the transcriber's name and

whether the transcriber is an employee of the department, an employee of the commission, or a contractor.

**(6) COMMISSION REVIEW.** (a) The department or any party may petition the commission for review of an appeal tribunal decision, pursuant to commission rules, if such petition is received by the department or commission or postmarked within 21 days after the appeal tribunal decision was mailed to the party's last-known address. The commission shall dismiss any petition if not timely filed unless the petitioner shows probable good cause that the reason for having failed to file the petition timely was beyond the control of the petitioner. If the petition is not dismissed the commission may take action under par. (d).

(b) Within 28 days after a decision of the commission is mailed to the parties, the commission may, on its own motion, set aside the decision for further consideration and take action under par. (d).

(c) On its own motion, for reasons it deems sufficient, the commission may set aside any final determination of the department or appeal tribunal or commission decision within 2 years from the date thereof upon grounds of mistake or newly discovered evidence, and take action under par. (d). The commission may set aside any final determination of the department or any decision of an appeal tribunal or of the commission at any time, and take action under par. (d), if the benefits paid or payable to a claimant have been affected by wages earned by the claimant which have not been paid, and the commission is provided with notice from the appropriate state or federal court or agency that a wage claim for those wages will not be paid in whole or in part.

(d) In any case before the commission for action under this subsection, the commission may affirm, reverse, modify or set aside the decision on the basis of the evidence previously submitted, may order the taking of additional evidence as to such matters as it may direct, or it may remand the matter to the department for further proceedings.

**(7) JUDICIAL REVIEW.** (a) The department or either party may commence action for the judicial review of a decision of the commission under this chapter after exhausting the remedies provided under this section if the party or the department has commenced such action in accordance with s. 102.23 within 30 days after a decision of the commission is mailed to a party's last-known address.

(b) Any judicial review under this chapter shall be confined to questions of law, and the provisions of ch. 102 with respect to judicial review of orders and awards shall likewise apply to any decision of the commission reviewed under this section. In any such judicial action, the commission may appear by any licensed attorney who is a salaried employee of the commission and has been designated by it for this purpose, or at the commission's request by the department of justice.

(d) Notwithstanding ss. 102.26 (1) and 814.245, upon review of a decision of the commission under this chapter, costs as between the parties shall be in the discretion of the court, but no costs may be taxed against the department.

**(8) REPRESENTATION AND LIMITATION OF FEES.** (a) No employee may be charged fees by the department or its representatives in any proceeding under this chapter.

(b) Any party in a dispute concerning benefit eligibility or liability for overpayment of benefits, or in any administrative proceeding under this chapter concerning such a dispute, may be represented by counsel or another agent; but no such counsel or agent may together charge or receive from an employee for all such representation in connection with such a dispute a fee which, in the aggregate, exceeds 10% of the maximum benefits at issue unless the department has first approved a specified higher fee. This paragraph does not apply to any fee charged for representation before a court of law.

**(9) PAYMENT OF BENEFITS.** (a) Benefits shall be paid promptly in accordance with the department's determination or the decision of an appeal tribunal, the commission or a reviewing court, not-

withstanding the pendency of the period to request a hearing, to file a petition for commission review or to commence judicial action or the pendency of any such hearing, review or action.

(b) Where such determination or decision is subsequently amended, modified or reversed by a more recently issued determination or decision, benefits shall be paid or denied in accordance with the most recently issued determination or decision.

(c) If any determination or decision awarding benefits is finally amended, modified or reversed, any benefits paid to the claimant which would not have been paid under such final determination or decision shall be deemed an erroneous payment. Sections 108.04 (13) (c) and (d), 108.16 (3) and 108.22 (8) shall apply to the charging and recovery of such erroneous payment.

**History:** 1971 c. 147; 1973 c. 247; 1975 c. 343; 1977 c. 29, 418; 1979 c. 52, 221; 1981 c. 36; 1985 a. 17, 29; 1987 a. 38 ss. 81 to 86, 136; 1989 a. 56 s. 259; 1989 a. 77; 1991 a. 89, 269; 1993 a. 373; 1995 a. 118; 1997 a. 35, 39; 1999 a. 15.

The findings of the appeal tribunal were conclusive, and could not be enlarged upon by the circuit court. *McGraw-Edison Co. v. DILHR*, 64 Wis. 2d 703, 221 N.W.2d 677.

Employer whose unemployment compensation account is not affected by the commission's determination has no standing to seek judicial review. *Cornwell Personnel Associates v. DILHR*, 92 Wis. 2d 53, 284 N.W.2d 706 (Ct. App. 1979).

The failure to disclose memorandum from the hearing examiner to the commission that related to the claimant's credibility did not deny due process. *Rucker v. DILHR*, 101 Wis. 2d 285, 304 N.W.2d 169 (Ct. App. 1981).

Judicial review procedures under this section are exclusive. *Schiller v. DILHR*, 103 Wis. 2d 353, 309 N.W.2d 5 (Ct. App. 1981).

LIRC has authority under sub. (6) (c) to act upon grounds of mistake of fact or law. *LaCrosse Footwear v. LIRC*, 147 Wis. 2d 419, 434 N.W.2d 392 (Ct. App. 1988).

Courts should accord deference to the findings of LIRC rather than those of DILHR, when deference to an agency's decision is appropriate. *DILHR v. LIRC*, 161 Wis. 2d 231, 467 N.W.2d 545 (1991).

The limit on attorney fees under sub. (8) only applies to the filing of claims under this section; it does not restrict fees in cases under this chapter not governed by this section. *Witkin, et al. v. McMahan*, 173 Wis. 2d 763, 496 N.W.2d 688 (Ct. App. 1993), 373.

The department may not reopen and reconsider a decision after the time under sub. (6). 67 Atty. Gen. 226.

**108.095 False statements or representations to obtain benefits payable to other persons. (1)** The procedures under this section apply to any issue arising under this chapter concerning any alleged false statement or representation of a person to obtain benefits that are payable to another person, and are in addition to any determination, decision or other procedure provided under s. 108.09. The procedures under this section apply whether or not a penalty for an offense is provided under s. 108.24.

**(2)** The department shall investigate whether any person has obtained benefits that were payable to another person by means of any false statement or representation, and may issue an initial determination concerning its findings. The department shall mail a copy of the determination to the last-known address of each party affected thereby. Unless designated by a determination under this section, an employing unit is not a party to the determination. The department may set aside or amend the determination under sub. (5) on the basis of subsequent information or to correct a mistake, including an error of law.

**(3)** Any party to a determination may appeal that determination by requesting a hearing concerning any matter in that determination if the request is received by the department or postmarked within 14 days after the mailing.

**(4)** Upon issuance of a determination, the department is a party to the determination.

**(5)** Any hearing shall be held before an appeal tribunal appointed under s. 108.09 (3). Section 108.09 (4) and (5) applies to the proceeding before the tribunal.

**(6)** Any party may petition the commission for review of the decision of the appeal tribunal under s. 108.09 (6). The commission's authority to take action concerning any issue or proceeding under this section is the same as that provided in s. 108.09 (6).

**(7)** Any party may commence an action for judicial review of a decision of the commission under this section, after exhausting the remedies provided under this section, by commencing the action within 30 days after the decision of the commission is

mailed to the department and the last-known address of each other party. The scope and manner of judicial review is the same as that provided in s. 108.09 (7).

(8) The mailing of determinations and decisions under this section shall be first class and may include the use of services performed by the postal service requiring the payment of extra fees.

**History:** 1999 a. 15.

#### 108.10 Settlement of issues other than benefit claims.

In connection with any issue arising under this chapter as to the status or liability of an employing unit in this state, for which no review is provided under s. 108.09 and whether or not a penalty is provided in s. 108.24, the following procedure shall apply:

(1) The department shall investigate the status, and the existence and extent of liability of an employing unit, and may issue an initial determination accordingly. The department may set aside or amend the determination at any time prior to a hearing on the determination on the basis of subsequent information or to correct a mistake, including an error of law. The department shall mail a copy of each determination to the last-known address of the employing unit affected thereby. The employing unit may request a hearing as to any matter in that determination if the request is received by the department or postmarked within 21 days after the mailing and in accordance with such procedure as the department prescribes by rule.

(2) Any hearing duly requested shall be held before an appeal tribunal established as provided by s. 108.09 (3), and s. 108.09 (4) and (5) shall be applicable to the proceedings before such tribunal. The employing unit or the department may petition the commission for review of the appeal tribunal's decision under s. 108.09 (6).

(3) The commission's authority to take action as to any issue or proceeding under this section is the same as that specified in s. 108.09 (6).

(4) The department or the employing unit may commence action for the judicial review of a commission decision under this section, provided the department, or the employing unit, after exhausting the remedies provided under this section, has commenced such action within 30 days after such decision was mailed to the employing unit's last-known address. The scope of judicial review, and the manner thereof insofar as applicable, shall be the same as that provided in s. 108.09 (7).

(5) The mailing of determinations and decisions provided in subs. (1) to (4) shall be first class, and may include the use of services performed by the postal department requiring the payment of extra fees.

(6) Any determination by the department or any decision by an appeal tribunal or by the commission is conclusive with respect to an employing unit unless it files a timely request for a hearing or petition for review as provided in this section. A determination or decision is binding upon the department only insofar as the relevant facts were included in the record which was before the department at the time the determination was issued, or before the appeal tribunal or commission at the time the decision was issued.

(7) The decision of the commission shall become final and shall be binding upon the employer and upon the department for that case as provided in sub. (6) unless the employer or the department petitions for judicial review under sub. (4). If the commission construes a statute adversely to the department:

(a) Except as provided in par. (b), the department is deemed to acquiesce in the construction so adopted unless the department seeks review of the decision of the commission construing the statute. The construction so acquiesced in shall thereafter be followed by the department.

(b) The department may choose not to appeal and to nonacquiesce in the decision by sending a notice of nonacquiescence to the commission, to the revisor of statutes for publication in the Wisconsin administrative register and to the employer before the

time expires for seeking a judicial review of the decision under sub. (4). The effect of this action is that, although the decision is binding on the parties to the case, the commission's conclusions of law, the rationale and construction of statutes in the case are not binding on the department in other cases.

(8) The department may settle any determination, decision or action involving a determination or decision issued under this section. The department may compromise any liability for contributions or reimbursement of benefits or interest or penalties assessed under this chapter. The department shall promulgate rules setting forth factors to be considered by the department in settling actions or proposed actions or making compromises under this subsection.

**History:** 1973 c. 247; 1975 c. 343; 1977 c. 29; 1981 c. 36; 1985 a. 17 s. 66; 1987 a. 38 ss. 87, 88, 134; 1989 a. 77.

#### 108.101 Effect of finding, determination, decision or judgment.

(1) No finding of fact or law, determination, decision or judgment made with respect to rights or liabilities under this chapter is admissible or binding in any action or administrative or judicial proceeding in law or in equity not arising under this chapter, unless the department is a party or has an interest in the action or proceeding because of the discharge of its duties under this chapter.

(2) No finding of fact or law, determination, decision or judgment made with respect to rights or liabilities under s. 108.09 is binding in an action or proceeding under s. 108.10.

(3) No finding of fact or law, determination, decision or judgment made with respect to rights or liabilities under s. 108.10 is binding in an action or proceeding under s. 108.09.

(4) No finding of fact or law, determination, decision or judgment in any action or administrative or judicial proceeding in law or equity not arising under this chapter made with respect to the rights or liabilities of a party to an action or proceeding under this chapter is binding in an action or proceeding under this chapter.

**History:** 1989 a. 77; 1991 a. 89.

**108.105 Suspension of agents.** The department may suspend the privilege of any agent to appear before the department at hearings under this chapter for a specified period if the department finds that the agent has engaged in an act of fraud or misrepresentation or repeatedly failed to comply with departmental rules, or has engaged in the solicitation of a claimant solely for the purpose of appearing at a hearing as the claimant's representative for pay. Prior to imposing a suspension under this section, the secretary of workforce development or the secretary's designee shall conduct a hearing concerning the proposed suspension. The hearing shall be conducted under ch. 227 and the decision of the department may be appealed under s. 227.52.

**History:** 1985 a. 17; 1985 a. 182 s. 57; 1987 a. 38; 1995 a. 27 ss. 3778, 9130 (4); 1997 a. 3.

#### 108.11 Agreement to contribute by employees void.

(1) No agreement by an employee or by employees to pay any portion of the contributions or payments in lieu of contributions required under this chapter from employers shall be valid. No employer shall make a deduction for such purpose from wages. Any employee claiming a violation of this provision may, to recover wage deductions wrongfully made, have recourse to the method set up in s. 108.09 for settling disputed benefit claims.

(2) But nothing in this chapter shall affect the validity of voluntary arrangements whereby employees freely agree to make contributions to a fund for the purpose of securing unemployment compensation additional to the benefits provided in this chapter.

**History:** 1973 c. 247.

**108.12 Waiver of benefit void.** No agreement by an employee to waive the employee's right to benefits or any other rights under this chapter shall be valid. No employee shall, in any proceeding involving benefits under this chapter, be prevented



from asserting all facts relevant to the employee's eligibility, regardless of any prior erroneous representation with respect to such facts.

**History:** 1993 a. 492.

**108.13 Deductions from benefit payments. (1)** ASSIGNMENT BEFORE PAYMENT. Except as provided in subs. (4) and (5) and s. 108.135, no claim for benefits under this chapter nor any interest in the fund is assignable before payment. This subsection does not affect the survival of such a claim or interest.

**(2) LIABILITY OF CLAIMANT.** Except as provided in subs. (4) and (5), no claim for benefits awarded, adjudged or paid or any interest in the fund may be taken on account of any liability incurred by the party entitled thereto. This subsection does not apply to liability incurred as the result of an overpayment of unemployment insurance benefits under the law of any state or the federal government.

**(3) DEATH OF CLAIMANT.** If a claimant dies during or after a week of unemployment in which the claimant was otherwise eligible to receive benefits and for which benefits are payable, the department may designate any person who in its judgment should properly receive the benefits in lieu of the claimant. A receipt or an endorsement from the person so designated fully discharges the fund from liability for the benefits.

**(4) DEDUCTIONS FOR CHILD SUPPORT OBLIGATIONS. (a)** As used in this subsection:

1. "Child support obligations" includes only those obligations which are being enforced pursuant to a plan described in 42 USC 654 which has been approved by the U.S. secretary of health and human services under part D of title IV of the social security act or which is otherwise authorized by federal law.

2. "Legal process" has the meaning given under 42 USC 662 (e).

3. "State or local child support enforcement agency" means any agency of a state or political subdivision of a state operating pursuant to a plan described in subd. 1.

4. "Unemployment insurance" means any compensation payable under this chapter, including amounts payable by the department pursuant to an agreement under any federal law providing for compensation, assistance or allowances with respect to unemployment.

(b) A claimant filing a new claim for unemployment insurance shall, at the time of filing the claim, disclose whether or not he or she owes child support obligations. If any such claimant discloses that he or she owes child support obligations and is determined to be eligible for unemployment insurance, the department of workforce development shall notify the local child support enforcement agency enforcing the obligations that the claimant has been determined to be eligible for unemployment insurance.

(c) The department shall deduct and withhold from any unemployment insurance payable to a claimant who owes child support obligations:

1. Any amount determined pursuant to an agreement under 42 USC 654 (19) (B) (i) between the claimant and the state or local child support enforcement agency which is submitted to the department by the state or local child support enforcement agency;

2. Any amount required to be so deducted and withheld pursuant to legal process brought by the state or local child support enforcement agency; or

3. Any amount directed by the claimant to be deducted and withheld under this paragraph.

(d) Any amount deducted and withheld under par. (c) shall be paid by the department to the appropriate state or local child support enforcement agency.

(e) Any amount deducted and withheld under par. (c) shall, for all purposes, be treated as if it were paid to the claimant as unemployment insurance and paid by the claimant to the state or local

child support enforcement agency in satisfaction of his or her child support obligations.

(f) This subsection applies only if appropriate arrangements are made for the local child support enforcement agency to reimburse the department for administrative costs incurred by the department that are attributable to the interception of unemployment insurance for child support obligations.

**(5) OTHER DEDUCTIONS.** The department may make a deduction from a claimant's benefit payments for any purpose that is permitted by federal law.

**History:** 1981 c. 20, 36, 315; 1983 a. 27, 384; 1987 a. 38, 255; 1993 a. 492; 1995 a. 27 ss. 9126 (19), 9130 (4); 1995 a. 118, 404; 1997 a. 3, 39.

**108.135 Income tax withholding. (1)** The department shall advise each claimant filing a new claim for unemployment insurance, at the time of filing the claim, that:

(a) Unemployment insurance is subject to federal and Wisconsin income taxes.

(b) Requirements exist under federal law pertaining to estimated tax payments.

(c) The claimant may elect to have federal income taxes and, if permitted under sub. (3), Wisconsin income taxes withheld and to change each election once during a benefit year.

**(2)** The department shall permit a claimant to elect to have federal income tax deducted and withheld from the claimant's benefit payments. Except as provided in sub. (5), if a claimant elects federal income tax withholding, the department shall deduct and withhold federal income tax at the rate specified in 26 USC 3402 (p) (2).

**(3)** The department may permit a claimant to elect to have state income tax deducted and withheld from the claimant's benefit payments. Except as provided in sub. (5), if the department permits and a claimant elects state income tax withholding, the department shall deduct and withhold state income tax at the rate specified by the department.

**(4)** The department shall permit a claimant to change each previously elected withholding status under sub. (2) or (3) one time within a benefit year.

**(5)** If any benefit payment due for a week under s. 108.05 (1) to (7), after making any deductions under s. 108.05 (10), is insufficient to equal the amounts required to be withheld under sub. (2) or (3), the department shall deduct and withhold the entire remaining benefit payment for that week.

**(6)** Upon making a deduction under this section, the department shall transfer the amount deducted from the fund to the federal internal revenue service or to the department of revenue.

**(7)** The department shall follow all procedures specified by the U.S. department of labor and the federal internal revenue service pertaining to the deducting and withholding of income tax.

**History:** 1995 a. 118; 1997 a. 39.

**108.14 Administration. (1)** This chapter shall be administered by the department.

**(2)** The department may adopt and enforce all rules which it finds necessary or suitable to carry out this chapter. The department shall make a copy of such rules available to any person upon request. The department may require from any employing unit which employs one or more individuals to perform work in this state any reports on employment, wages, hours and related matters which it deems necessary to carry out this chapter.

**(2m)** In the discharge of their duties under this chapter an appeal tribunal, commissioner or other authorized representative of the department or commission may administer oaths to persons appearing before them, take depositions, certify to official acts, and by subpoenas, served in the manner in which circuit court subpoenas are served, compel attendance of witnesses and the production of books, papers, documents and records necessary or convenient to be used by them in connection with any investigation, hearing or other proceeding under this chapter. A party's

attorney of record may issue a subpoena to compel the attendance of a witness or the production of evidence. A subpoena issued by an attorney must be in substantially the same form as provided in s. 805.07 (4) and must be served in the manner provided in s. 805.07 (5). The attorney shall, at the time of issuance, send a copy of the subpoena to the appeal tribunal or other representative of the department responsible for conducting the proceeding. However, in any investigation, hearing or other proceeding involving the administration of oaths or the use of subpoenas under this subsection due notice shall be given to any interested party involved, who shall be given an opportunity to appear and be heard at any such proceeding and to examine witnesses and otherwise participate therein. Witness fees and travel expenses involved in proceedings under this chapter may be allowed by the appeal tribunal or representative of the department at rates specified by department rules, and shall be paid from the administrative account.

(3) The department may appoint, employ and pay as many persons as it deems necessary to administer and to carry out the purposes of this chapter, and may make all other expenditures of any kind and take any other action consistent herewith which it deems necessary or suitable to this end.

(3m) In any court action to enforce this chapter the department, the commission and the state may be represented by any licensed attorney who is an employee of the department or the commission and is designated by either of them for this purpose or at the request of either of them by the department of justice. If the governor designates special counsel to defend, in behalf of the state, the validity of this chapter or of any provision of Title IX of the social security act, the expenses and compensation of the special counsel and of any experts employed by the department in connection with that proceeding may be charged to the administrative account.

(4) The department may create as many employment districts and district appeal boards and may establish and maintain as many free public employment offices as it deems necessary to carry out the provisions of this chapter. The department shall have power to finance either partly or completely such public employment offices as it deems necessary under this chapter, from the funds appropriated to the department for its expenses under this chapter, whether or not the political subdivision in which such office is located agrees to pay or does pay any part of the expenses of such office.

(5) (a) The council on unemployment insurance shall advise the department in carrying out the purposes of this chapter. The council shall submit its recommendations with respect to amendments of this chapter to each regular session of the legislature, and shall report its views on any pending bill relating to this chapter to the proper legislative committee.

(ag) The vote of 7 of the voting members of the council on unemployment insurance is required for the council to act on a matter before it.

(ar) The department shall present to the council on unemployment insurance every proposal initiated by the department for changes in this chapter and shall seek the council's concurrence with the proposal. The department shall give careful consideration to every proposal submitted by the council for legislative or administrative action and shall review each legislative proposal for possible incorporation into departmental recommendations.

(b) Under its authority in s. 15.04 (1) (c), the department may appoint employment councils for industries and local districts. Each such council shall be subject to the membership requirements of s. 15.227 (3).

(6) It shall be one of the purposes of this chapter to promote the regularization of employment in enterprises, localities, industries and the state. The department, with the advice and aid of any employment councils appointed under sub. (5) (b) and the council on unemployment insurance, shall take all appropriate steps within its means to reduce and prevent unemployment. The department shall also conduct continuing research relating to the

current and anticipated condition of the fund to ensure the continued availability of benefits to unemployed individuals under this chapter. To these ends the department may employ experts, and may carry on and publish the results of any investigations and research which it deems relevant, whether or not directly related to the other purposes and specific provisions of this chapter. At least once a year the department shall compile and publish a summary report stating the experience of employer accounts, without naming any employer, and covering such other material as it deems significant in connection with the operations and purposes of this chapter.

(7) (a) The records made or maintained by the department or commission in connection with the administration of this chapter are confidential and shall be open to public inspection or disclosure only to the extent that the department or commission permits in the interest of the unemployment insurance program. No person may permit inspection or disclosure of any record provided to it by the department or commission unless the department or commission authorizes the inspection or disclosure.

(b) The department may provide records made or maintained by the department in connection with the administration of this chapter to any government unit, corresponding unit in the government of another state or any unit of the federal government. No such unit may permit inspection or disclosure of any record provided to it by the department unless the department authorizes the inspection or disclosure.

(c) The department may provide for the printing and distribution of such number of copies of any forms, records, decisions, regulations, rules, pamphlets or reports, related to the operation of this chapter, as it deems advisable for the effective operation thereof.

(8) (a) The department may enter into administrative arrangements with any agency similarly charged with the administration of any other unemployment insurance law, for the purpose of assisting the department and such agencies in paying benefits under the several laws to employees while outside their territorial jurisdictions. Such arrangements may provide that the respective agencies shall, for and on behalf of each other, act as agents in effecting registration for work, notices of unemployment, and any other certifications or statements relating to an employee's claim for benefits, in making investigations, taking depositions, holding hearings, or otherwise securing information relating to coverage or contribution liability or benefit eligibility and payments; and in such other matters as the department may consider suitable in effecting the purpose of these administrative arrangements.

(b) An employee's eligibility to receive benefits based on wages earned in employment in this state may be established through arrangements authorized in this subsection, and the employee shall then be paid the benefits due him or her under this chapter.

(c) Any person who wilfully makes a false statement or misrepresentation regarding a benefit claim, to the employment security agency of another state acting under any administrative arrangement authorized in this subsection, shall be punished in the manner provided in s. 108.24.

(8m) (a) The department may enter into reciprocal arrangements, with any agency administering another unemployment insurance law, whereby all the services performed by an individual for a single employing unit, which services are customarily performed in more than one state or jurisdiction, shall be deemed to be employment covered by the law of a specified state or jurisdiction in which a part of such services are performed, or in which such individual has residence, or in which such employing unit maintains a place of business; provided there is in effect, as to such services, an election by such employing unit, approved by the agency administering the specified law, pursuant to which all the services performed by such individual for such employing unit are deemed to be employment covered by such law.

(b) If the federal unemployment tax act is so amended as to make subject thereto remuneration paid for any maritime employment excluded under s. 108.02 (15) (k) 17., such exclusion under this chapter shall cease if the department enters into a reciprocal arrangement with respect to such employment pursuant to this paragraph, as of the effective date of such arrangement. The department may enter into reciprocal arrangements with the appropriate agencies of other states with respect to such maritime services, whereby all such services by an individual for a single employer, wherever performed, shall be deemed performed wholly within this state or within any such other state. Any such services thus deemed performed in Wisconsin shall also be deemed “employment” covered by this chapter, and the election requirement of s. 108.02 (15) (c) 2. shall not apply.

**(8n)** (a) The department shall enter into a reciprocal arrangement which is approved by the U.S. secretary of labor pursuant to section 3304 (a) (9) (B) of the internal revenue code, to provide more equitable benefit coverage for individuals whose recent work has been covered by the unemployment insurance laws of 2 or more jurisdictions.

(b) Arrangements under par. (a) may provide, as to any individual whose employment has been covered by this chapter and by the unemployment insurance law of one or more other participating jurisdictions, for transfer by the department to another agency of relevant records or information, and the acceptance and use of the records and information, in combination with similar data from other jurisdictions, by the other agency, as a basis for computing and paying benefits under the law administered by the other agency. Reciprocally, arrangements under par. (a) may provide for similar acceptance, combination and use by the department of data received from other jurisdictions to compute and pay benefits under this chapter.

(c) Arrangements under par. (a) shall provide for mutual acceptance by the participating agencies of data supplied under par. (b), including reasonable estimates of relevant data not otherwise available in the transferring agency.

(d) Arrangements under par. (a) shall specify an equitable basis for reimbursing the unemployment fund of each participating jurisdiction for any benefits paid therefrom on the basis of covered employment in, and data supplied by the agency of, another participating jurisdiction, out of the unemployment fund of the other jurisdiction.

(e) The department shall charge this state’s share of any benefits paid under this subsection to the account of each employer by which the employee claiming benefits was employed in the applicable base period, in proportion to the total amount of wages he or she earned from each employer in the base period, except that if s. 108.04 (1) (f), (5), (7) (a), (c), (d), (e), (k), (L), (o), (p) or (q), (7m) or (8) (a) or 108.07 (3), (3r), (5) (b) or (8) would have applied to employment by such an employer who is subject to the contribution requirements of ss. 108.17 and 108.18, the department shall charge the share of benefits based on employment with that employer to the fund’s balancing account, or, if s. 108.04 (1) (f) or (5) or 108.07 (3) would have applied to an employer that is not subject to the contribution requirements of ss. 108.17 and 108.18, the department shall charge the share of benefits based on that employment in accordance with s. 108.07 (5) (a) and (b). The department shall also charge the fund’s balancing account with any other state’s share of such benefits pending reimbursement by that state.

(f) To facilitate the application of arrangements under par. (a) to this chapter, the department may, from data received by it under such arrangements, make reasonable estimates of quarterly wages and may compute and pay benefits accordingly.

**(8s)** Notwithstanding s. 108.16 (10), the department may enter into or cooperate in arrangements or reciprocal agreements with authorized agencies of other states or the U.S. secretary of labor, or both, whereby:

(a) Overpayments of unemployment insurance benefits as determined under this chapter may be recovered by offset from unemployment insurance benefits otherwise payable under the unemployment insurance law of another state, and overpayments of unemployment insurance benefits as determined under the unemployment insurance law of that other state may be recovered by offset from unemployment insurance benefits otherwise payable under this chapter; and

(b) Overpayments of unemployment insurance benefits as determined under applicable federal law, with respect to benefits or allowances for unemployment provided under a federal program administered by this state under an agreement with the U.S. secretary of labor, may be recovered by offset from unemployment insurance benefits otherwise payable under that program, or under the unemployment insurance law of this state or of another state or any such federal unemployment benefit or allowance program administered by the other state under an agreement with the U.S. secretary of labor if the other state has in effect a reciprocal agreement with the U.S. secretary of labor as authorized by 42 USC 503 (g) (2), if the United States agrees, as provided in the reciprocal agreement with this state entered into under 42 USC 503 (g) (2), that overpayments of unemployment insurance benefits as determined under this chapter, and overpayments as determined under the unemployment insurance law of another state which has in effect a reciprocal agreement with the U.S. secretary of labor as authorized by 42 USC 503 (g) (2), may be recovered by offset from benefits or allowances for unemployment otherwise payable under a federal program administered by this state or the other state under an agreement with the U.S. secretary of labor.

**(8t)** If the agency administering another unemployment insurance law has overpaid benefits to an individual located in Wisconsin, and certifies to the department the facts involved and that the individual is liable, under such law, to repay such benefits, and requests the department to recover such overpayment, and agrees to reimburse the department for any court costs incurred by it in such recovery efforts, the department may in its own name, but acting as agent for such other agency, collect such overpayment by civil action, and shall pay the net amount recovered to such other agency.

**(9)** The department may make its records relating to the administration of this chapter available to the Railroad Retirement Board, and may furnish the Railroad Retirement Board, at the expense of said board, such copies thereof as said board deems necessary for its purposes. The department may afford reasonable cooperation with every agency of the United States charged with the administration of any unemployment insurance law. The department may make arrangements or agreements with the Railroad Retirement Board, or any other agency of the United States charged with the administration of an unemployment insurance law, with respect to the establishment, maintenance and use of free employment service facilities, the taking and certifying of claims, the making of investigations, and the supplying of other information or services related to unemployment insurance, but the department may not make or renew any such arrangement or agreement unless it finds that its resulting administrative costs are approximately covered or offset by the facilities, services and payments to be made available thereunder by such federal agency. Any moneys received by the department under this subsection shall be paid into the federal administrative financing account under s. 108.161.

**(9m)** The department may afford reasonable cooperation with any government agency charged with war–effort or post–war planning responsibilities or with the administration of any system of unemployment allowances or unemployment assistance or of any other program designed to prevent or relieve unemployment. All moneys payable to or received by this state for any program of allowances pursuant to an agreement with any government or

nonprofit agency, whereby moneys are made available to the state solely for that purpose, shall be paid to the state and shall promptly be deposited by the department to the credit of a separate account therefor, with such custodians as the state may from time to time select, who shall hold, release and transfer the cash in any such account in a manner approved by the department of administration. Payments from any such account shall be made upon vouchers or drafts authorized by the department, in such manner as the department of administration may from time to time approve or prescribe. The treasurer of the unemployment reserve fund shall serve as treasurer of any account under this subsection. The bond of the treasurer, as required under ss. 19.01 (2) and 108.16 (4), shall likewise be conditioned upon the faithful performance of the duties under this subsection by the treasurer and the treasurer's subordinates, in such additional amount as may be fixed by the department. The treasurer shall report annually to the department of administration regarding receipts and disbursements under this subsection.

(10) The department shall comply with requirements of the U.S. secretary of labor to determine the degree of accuracy and timeliness in the administration of this chapter with respect to benefit payments, benefit determinations and revenue collections.

(11) The department may require any employing unit which employs one or more individuals to perform work in this state to make such arrangements as will reasonably assure the department that the employing unit will keep such records, make such reports, and pay such contributions as are required under this chapter. Any employing unit which the department has notified, through notice served on it or sent by registered mail to its last-known address or served by publishing a notice under s. 180.1510 (4) (b) 1., that it is required to make such arrangements and which fails to do so within 20 days after such notification may, through proceedings instituted by the department in the circuit court for Dane County, be restrained from doing business in this state until it has made such arrangements.

(12) (a) Consistently with the provisions of pars. (8) and (9) of section 303 (a) of Title III of the federal social security act, all moneys received in the federal administrative financing account from any federal agency under said Title III shall be expended solely for the purposes and in the amounts found necessary by said agency for the proper and efficient administration of this chapter.

(b) Consistently with said provisions of said Title III, any such moneys, received prior to July 1, 1941, and remaining unencumbered on said date or received on or after said date, which, because of any action or contingency, have been lost or have been expended for purposes other than, or in amounts in excess of, those found necessary by said agency for the proper administration of this chapter, shall be replaced within a reasonable time. This paragraph is the declared policy of this state, as enunciated by the 1941 legislature, and shall be implemented as further provided in this subsection.

(c) If it is believed that any amount of money thus received has been thus lost or improperly expended, the department on its own motion or on notice from said agency shall promptly investigate and determine the matter and shall, depending on the nature of its determination, take such steps as it may deem necessary to protect the interests of the state.

(d) If it is finally determined that moneys thus received have been thus lost or improperly expended, then the department shall either make the necessary replacement from those moneys in the administrative account specified in s. 108.20 (2m) or shall submit, at the next budget hearings conducted by the governor and at the budget hearings conducted by the next legislature convened in regular session, a request that the necessary replacement be made by an appropriation from the general fund.

(e) This subsection shall not be construed to relieve this state of any obligation existing prior to its enactment with respect to moneys received prior to July 1, 1941, pursuant to said Title III.

(13) The department may, with the advice of the council on unemployment insurance, by general rule modify or suspend any provision of this chapter if and to the extent necessary to permit continued certification of this chapter for grants to this state under Title III of the federal social security act and for maximum credit allowances to employers under the federal unemployment tax act.

(14) The department shall fully cooperate with the agencies of other states, and shall make every proper effort within its means, to oppose and prevent any further action which would in its judgment tend to effect complete or substantial federalization of state unemployment insurance funds or state employment security programs.

(15) The department may make, and may cooperate with other appropriate agencies in making, studies as to the practicality and probable cost of possible new state-administered social security programs, and the relative desirability of state, rather than national, action in any such field.

(16) The department shall have duplicated or printed, and shall distribute without charge, such employment security reports, studies and other materials, including the text of this chapter and instructional or explanatory pamphlets for employers or workers, as it deems necessary for public information or for the proper administration of this chapter; but the department may collect a reasonable charge, which shall be credited to the administrative account, for any such item the cost of which is not fully covered by federal administrative grants.

(17) To help provide suitable quarters for the administration of this chapter at the lowest practicable long-run cost, the department may, with the governor's approval and subject to all relevant statutory requirements, use part of the moneys available for such administration under s. 20.445 (1) (n) to buy suitable real property, or to help construct suitable quarters on any state-owned land, or for the long-term rental or rental-purchase of suitable land and quarters. In each such case full and proper use shall be made of any federal grants available for the administration of this chapter.

(18) No later than the end of the month following each quarter in which the department expends moneys derived from assessments levied under s. 108.19 (1e), the department shall submit a report to the council on unemployment insurance describing the use of the moneys expended and the status at the end of the quarter of any project for which moneys were expended.

**History:** 1971 c. 53; 1973 c. 90 s. 559; 1973 c. 247; 1975 c. 343; 1977 c. 29, 133; 1977 c. 196 s. 131; 1977 c. 272 s. 98; 1979 c. 34 s. 2102 (25) (a); 1979 c. 110 s. 60 (11); 1979 c. 221; 1981 c. 36 ss. 18, 45; 1983 a. 8 s. 54; 1983 a. 189 s. 329 (28); 1983 a. 388; 1985 a. 17; 1985 a. 29 ss. 1664 to 1668, 3202 (29); 1985 a. 332; 1987 a. 38, 255; 1989 a. 77, 139, 303, 359; 1991 a. 89; 1993 a. 373, 490, 492; 1995 a. 27, 118, 225; 1997 a. 39; 1999 a. 83.

Provisions for aggregation of multi-jurisdictional employment and wages do not affect eligibility except when the state's disqualification of a claimant is based on change in jurisdiction. Fox Valley Vocational, Technical & Adult Educational District v. LIRC, 125 Wis. 2d 285, 371 N.W.2d 811 (Ct. App. 1985).

**108.141 Extended benefits. (1) DEFINITIONS.** As used in this section, unless the context clearly requires otherwise:

(a) "Eligibility period" of an individual means the period consisting of the weeks in the individual's benefit year which begin in an extended benefit period and, if the individual's benefit year ends within such extended benefit period, any weeks thereafter which begin in such period.

(b) "Exhaustee" means an individual who, with respect to any week of unemployment in the individual's eligibility period:

1. Has received, prior to that week, all of the regular benefits that were available to the individual under this chapter or any other state law, including dependents' allowances and benefits payable to federal civilian employees and former military personnel under 5 USC ch. 85, in the individual's current benefit year that includes that week or is precluded from receiving regular benefits by reason of the law of another state which meets the requirement of section 3304 (a) (7) of the internal revenue code or is precluded from receiving regular benefits by reason of a seasonal limitation in the

law of another state. An individual is considered to have received all of the regular benefits that were available to the individual although as a result of a pending appeal under s. 108.09 or 108.10 the individual may subsequently be determined to be entitled to added regular benefits; or

2. His or her benefit year having expired in the extended benefit period and prior to such week, lacks base period wages on the basis of which he or she could establish a benefit year under s. 108.06; and

3. Has no right to unemployment benefits or allowances, as the case may be, under the railroad unemployment insurance act or such other federal laws as are specified in regulations issued by the U.S. secretary of labor, and has not received and is not seeking unemployment benefits under the unemployment insurance law of Canada, but if the individual is seeking such benefits and the appropriate agency finally determines that he or she is not entitled to benefits under such law he or she is an exhaustee.

(c) “Extended benefit period” means a period which:

1. Begins with the 3rd week after whichever of the following weeks occurs first:

- a. A week for which there is a national “on” indicator; or
- b. A week for which there is a Wisconsin “on” indicator, provided that no extended benefit period may begin by reason of a Wisconsin “on” indicator before the 14th week following the end of a prior extended benefit period which was in effect with respect to Wisconsin; and

2. Ends with either of the following weeks, whichever occurs later:

- a. The 3rd week after the first week for which there is both a national “off” indicator and a Wisconsin “off” indicator; or
- b. The 13th consecutive week of such period.

(d) “Extended benefits” means benefits, including benefits payable to federal civilian employees and former military personnel under 5 USC ch. 85, payable to an individual under this section for weeks of unemployment in that individual’s eligibility period.

(e) Except as provided in sub. (1m), there is a Wisconsin “off” indicator for a week if the department determines, in accordance with the regulations of the U.S. secretary of labor, that, for the period consisting of such week and the immediately preceding 12 weeks, the Wisconsin rate of insured unemployment (not seasonally adjusted):

1. Was less than 6% and less than 120% of the average of such rates for the corresponding 13–week period ending in each of the preceding 2 calendar years; and
2. Was less than 5%.

(f) There is a Wisconsin “on” indicator for a week if the department determines, in accordance with the regulations of the U.S. secretary of labor, that, for the period consisting of such week and the immediately preceding 12 weeks, the Wisconsin rate of insured unemployment (not seasonally adjusted):

1. Equaled or exceeded 120% of the average of such rates for the corresponding 13–week period ending in each of the preceding 2 calendar years, and equaled or exceeded 5%; or
2. Equaled or exceeded 6%.

(g) “Regular benefits” means benefits payable to an individual under this chapter or under any other state law, including benefits payable to federal civilian employees and to former military personnel pursuant to 5 USC ch. 85, other than extended benefits and additional benefits as defined in P.L. 91–373.

(h) “State law” means the unemployment insurance law of any state, approved by the U.S. secretary of labor under section 3304 of the internal revenue code.

(i) “Wisconsin rate of insured unemployment” means the percentage determined by the department on the basis of its reports to the U.S. secretary of labor and according to the method or methods prescribed by applicable federal law or regulation.

(1m) ADDITIONAL FEDERALLY FUNDED BENEFITS. The governor may, by executive order, elect to establish a Wisconsin “off”

indicator in order to allow for the payment of additional federally funded benefits in lieu of extended benefits during a period specified in the order, if such an election is permitted by federal law. Any such indicator is effective at the beginning of the week in which additional federally funded benefits are initially payable or the beginning of the 4th week after the week in which the governor issues the order, whichever is later.

(2) EFFECT OF OTHER PROVISIONS OF THIS CHAPTER. Except when the result would be inconsistent with the other provisions of this section, the provisions of this chapter which apply to claims for, or the payment of, regular benefits shall apply to claims for, and the payment of, extended benefits.

(3) ELIGIBILITY REQUIREMENTS FOR EXTENDED BENEFITS. An individual shall be eligible to receive extended benefits with respect to any week of unemployment in his or her eligibility period only if:

(a) The individual had base period wages equaling at least 40 times the individual’s most recent weekly benefit rate;

(b) The individual is an “exhaustee”; and

(c) The individual is not disqualified and has satisfied those other requirements of this chapter for the payment of regular benefits that apply to individuals claiming extended benefits.

(3g) ADDITIONAL REQUIREMENTS FOR EXTENDED BENEFITS. (a)

1. If a claimant fails to provide sufficient evidence that his or her prospects for obtaining work in his or her customary occupation within a period of time not exceeding 4 weeks, beginning with the first week of eligibility for extended benefits, are good, this paragraph, rather than s. 108.04 (8), applies.

2. A claimant who, during or after the first week following the week that the department notifies the claimant in writing of the requirements to apply for and accept suitable work, fails either to apply for suitable work when notified by a public employment office or to accept suitable work when offered is ineligible to receive extended benefits for the week in which the failure occurs and for each week thereafter until the claimant has again been employed during at least 4 subsequent weeks in employment or other work covered by the unemployment insurance law of any state or the federal government and earned wages for such work equal to at least 4 times his or her extended weekly benefit rate.

3. Work is suitable within the meaning of subd. 2. if:

a. It is any work within the claimant’s capabilities;

b. The gross average weekly remuneration for the work exceeds the claimant’s weekly benefit rate plus any supplemental unemployment benefits, as defined in section 501 (c) (17) (D) of the internal revenue code, then payable to the claimant;

c. Wages for the work equal or exceed the higher of either the minimum wage provided by 29 USC 206, without regard to any exemption, or any state or local minimum wage; and

d. The offer of work to the claimant was in writing or the position was listed with a public employment office.

(b) The department’s public employment offices shall refer extended benefit claimants to suitable work meeting the conditions prescribed in par. (a).

(c) A claimant shall make a systematic and sustained effort to obtain work and provide tangible evidence thereof to the department for each week for which the claimant files a claim for extended benefits. If a claimant fails to make the required effort to obtain work or to provide tangible evidence thereof, on a weekly basis, he or she is ineligible to receive extended benefits for the week in which the failure occurs and for each week thereafter until he or she has again been employed during at least 4 subsequent weeks in employment or other work covered by the unemployment insurance law of any state or the federal government and has earned wages for such work equal to at least 4 times his or her weekly extended benefit rate.

(d) Notwithstanding s. 108.04 (6) and (7), a claimant who was disqualified from receipt of benefits because of voluntarily terminating employment or incurring a disciplinary suspension for

good cause is ineligible to receive extended benefits for the week in which the termination occurs or the suspension begins and for each week thereafter until he or she has again been employed during at least 4 subsequent weeks in employment or other work covered by the unemployment insurance law of any state or the federal government and earned wages for such work equal to at least 4 times his or her weekly extended benefit rate.

(e) Extended benefits shall not be denied under par. (a) 2. to a claimant for any week if the failure would not result in a denial of benefits under the law of the state governing eligibility for such benefits to the extent that the law is not inconsistent with this subsection.

**(3r) LIMITATION ON INTERSTATE EXTENDED BENEFITS.** (a) Extended benefits shall not be paid to any individual for a given week if the claim for such benefits is filed outside this state, under interstate claiming arrangements under s. 108.14 (8), unless an extended benefit period is in effect during that week in the state where the claim is filed.

(b) Paragraph (a) does not apply with respect to the first 2 weeks for which extended benefits would be payable except for that paragraph.

**(4) WEEKLY EXTENDED BENEFIT RATE.** The weekly extended benefit rate payable to an individual for a week of total unemployment is the same as the rate payable to the individual for regular benefits during his or her most recent benefit year as determined under s. 108.05 (1). No adjustment of rates under s. 108.05 (2) applies to benefits payable under this section.

**(5) DURATION OF EXTENDED BENEFITS.** (a) Extended benefits are payable to an individual for weeks of unemployment for not more than the least of the amounts determined by the following:

1. One-half the amount of regular benefits which were payable, including benefits canceled pursuant to s. 108.04 (5), in the individual's most recent benefit year rounded down to the nearest dollar; or

2. Thirteen times the extended benefit rate; or

3. Thirty-nine times the extended benefit rate, reduced by the amount of regular benefits paid or deemed paid to the individual under this chapter in his or her most recent benefit year. Benefits withheld due to the application of s. 108.04 (11) are deemed paid for this purpose.

(b) The result obtained under par. (a), which remains unpaid at the expiration of the claimant's benefit year, shall be reduced as required under section 233 (d) of the federal trade act of 1974 as amended.

**(6) PUBLISH INDICATORS.** (a) Whenever an extended benefit period is to become effective as a result of a Wisconsin "on" indicator, or an extended benefit period is to be terminated as a result of a Wisconsin "off" indicator, the secretary of workforce development shall publish it as a class 1 notice under ch. 985.

(b) Computations required by sub. (1) (i) shall be made in accordance with regulations prescribed by the U.S. secretary of labor.

**(7) CHARGES OF BENEFITS.** (a) The department shall charge the state's share of each week of extended benefits to each employer's account in proportion to the employer's share of the total wages of the employee receiving the benefits in the employee's base period, except that if the employer is subject to the contribution requirements of ss. 108.17 and 108.18 the department shall charge the share of extended benefits to which s. 108.04 (1) (f), (5), (7) (a), (c), (d), (e), (k), (L), (o), (p) or (q), (7m) or (8) (a) or 108.07 (3), (3r), (5) (b) or (8) applies to the fund's balancing account.

(b) The department shall charge the full amount of extended benefits based on employment for a government unit to the account of the government unit, except that if s. 108.04 (5) or (7) applies and the government unit has elected contribution financing the department shall charge one-half of the government unit's share of the benefits to the fund's balancing account.

**History:** 1971 c. 53; 1973 c. 247; 1975 c. 1, 343; 1977 c. 29, 133, 418; 1979 c. 52; 1981 c. 36 ss. 19 to 32, 45; 1981 c. 315, 390; 1983 a. 8 ss. 28 to 33, 53, 55 (3),

(14) and (15) and 56; 1983 a. 27 ss. 1400g and 1807m; 1983 a. 189 ss. 162, 329 (28); 1985 a. 17; 1987 a. 38; 1991 a. 39, 89, 189, 269; 1993 a. 184, 373, 492; 1995 a. 27 ss. 3780, 9130 (4); 1995 a. 118, 225; 1997 a. 3, 35, 39.

**108.142 Wisconsin supplemental benefits. (1) DEFINITIONS.** As used in this section, unless the context clearly requires otherwise:

(a) "Wisconsin supplemental benefit period" means a period which:

1. Begins with the 3rd week after which there is a Wisconsin "on" indicator under this section, except that no Wisconsin supplemental benefit period may begin with any week during which there is an extended benefit period under s. 108.141 in effect, and that no Wisconsin supplemental benefit period may begin before the 14th week following the end of a prior Wisconsin supplemental benefit period; and

2. Ends with the week before any extended benefit period begins under s. 108.141, or with either of the following weeks, whichever occurs later:

a. The 3rd week after the first week for which there is a Wisconsin "off" indicator under this section; or

b. The 13th consecutive week of any period during which extended benefits under s. 108.141 or Wisconsin supplemental benefits in any combination have been payable.

(b) There is a Wisconsin "on" indicator under this section for a week if the department determines that, for the period consisting of that week and the immediately preceding 12 weeks, the Wisconsin rate of insured unemployment (not seasonally adjusted):

1. Equaled or exceeded 120% of the average of such rates for the corresponding 13-week period ending in each of the preceding 2 calendar years, and equaled or exceeded one percentage point below the percentage specified in s. 108.141 (1) (f) 1; or

2. Equaled or exceeded one percentage point below the percentage specified in s. 108.141 (1) (f) 2.

(c) Except as provided in sub. (1m), there is a Wisconsin "off" indicator under this section for a week if the department determines that, for the period consisting of that week and the immediately preceding 12 weeks, the Wisconsin rate of insured unemployment (not seasonally adjusted):

1. Was less than one percentage point below the percentage specified in s. 108.141 (1) (f) 1. and less than 120% of the average of such rates for the corresponding 13-week period ending in each of the preceding 2 calendar years; and

2. Was less than one percentage point below the percentage specified in s. 108.141 (1) (f) 2.

(d) "Wisconsin rate of insured unemployment" means the percentage of unemployment determined by the department on the basis of its reports to the U.S. secretary of labor and according to the method or methods prescribed by applicable federal law or regulation.

(e) "Regular benefits" means benefits payable to an individual under this chapter or under any other state law, including benefits payable to federal civilian employees and to former military personnel pursuant to 5 USC ch. 85, other than extended benefits under s. 108.141 and federal supplemental compensation.

(f) "Wisconsin supplemental benefits" means benefits payable to an individual under this section for weeks of unemployment in his or her eligibility period.

(g) "Eligibility period" of an individual means the period consisting of the weeks in his or her benefit year which begin in a Wisconsin supplemental benefit period and, if the individual's benefit year ends within that Wisconsin supplemental benefit period, any weeks thereafter which begin in that period.

(h) "Exhaustee" means an individual who, with respect to any week of unemployment in his or her eligibility period:

1. Has received, prior to that week, all of the regular benefits that were available to the individual under this chapter or any other state law, including dependents' allowances and benefits payable to federal civilian employees and former military personnel under

5 USC ch. 85, in the individual's current benefit year that includes that week or is precluded from receiving regular benefits by reason of the law of another state which meets the requirement of section 3304 (a) (7) of the internal revenue code or is precluded from receiving regular benefits by reason of a seasonal limitation in the law of another state. An individual is considered to have received all of the regular benefits that were available to the individual although as a result of a pending appeal under s. 108.09 or 108.10 the individual may subsequently be determined to be entitled to added regular benefits; or

2. His or her benefit year having expired in the Wisconsin supplemental benefit period and prior to that week, lacks base period wages on the basis of which he or she could establish a benefit year under s. 108.06; and

3. Has no right to unemployment benefits or allowances under the railroad unemployment insurance act or such other federal laws as are specified in regulations issued by the U.S. secretary of labor, and has not received and is not seeking unemployment benefits under the unemployment insurance law of Canada, but if the individual is seeking such benefits and the appropriate agency finally determines that he or she is not entitled to benefits under that law, the individual is an "exhaustee".

(i) "State law" means the unemployment insurance law of any state, approved by the U.S. secretary of labor under section 3304 of the internal revenue code.

**(1m) ADDITIONAL FEDERALLY FUNDED BENEFITS.** The governor may, by executive order, elect to establish a Wisconsin "off" indicator in order to allow for the payment of additional federally funded benefits in lieu of Wisconsin supplemental benefits during a period specified in the order, if such an election is permitted by federal law. Any such indicator is effective at the beginning of the week in which additional federally funded benefits are initially payable or the beginning of the 4th week after the week in which the governor issues the order, whichever is later.

**(2) EFFECT OF OTHER PROVISIONS OF THIS CHAPTER.** Except when the result would be inconsistent with the other provisions of this section, the provisions of this chapter which apply to claims for, or the payment of, regular benefits apply to claims for, and the payment of, Wisconsin supplemental benefits.

**(3) WEEKLY WISCONSIN SUPPLEMENTAL BENEFIT RATE.** The weekly Wisconsin supplemental benefit rate payable to an individual for a week of total unemployment is an amount equal to the amount determined under s. 108.05 (1).

**(4) DURATION OF WISCONSIN SUPPLEMENTAL BENEFITS.** During a Wisconsin supplemental benefit period, no claimant may receive total benefits based on employment in a base period greater than 34 times the claimant's weekly benefit rate under s. 108.05 (1) or 40% of wages paid or payable to the claimant in his or her base period under s. 108.04 (4) (a), whichever is lower.

**(5) PUBLISH INDICATORS.** Whenever a Wisconsin supplemental benefit period is to become effective as a result of a Wisconsin "on" indicator under this section, or a Wisconsin supplemental benefit period is to be terminated as a result of a Wisconsin "off" indicator under this section, the secretary of workforce development shall publish it as a class 1 notice under ch. 985.

**(6) CHARGES OF BENEFITS.** Wisconsin supplemental benefits shall be charged in the same manner as provided for charging of regular benefits under s. 108.16 (2).

**History:** 1983 a. 8, 27; 1983 a. 189 s. 329 (28); 1983 a. 384; 1987 a. 38; 1991 a. 39, 189, 269; 1995 a. 27, ss. 3781, 9130 (4); 1997 a. 3, 39.

**108.145 Disaster unemployment assistance.** The department shall administer under s. 108.14 (9m) the distribution of disaster unemployment assistance to workers in this state who are not eligible for benefits whenever such assistance is made available by the president of the United States under 26 USC 5177 (a). In determining eligibility for assistance and the amount of assistance payable to any worker who was totally self-employed during the first 4 of the last 5 most recently completed quarters

preceding the date on which the worker claims assistance, the department shall not reduce the assistance otherwise payable to the worker because the worker receives one or more payments under the social security act (42 USC 301 et seq.) for the same week that the worker qualifies for such assistance.

**History:** 1993 a. 373.

**108.15 Benefits for public employees. (1) BENEFIT PAYMENTS.** Benefits shall be payable from the fund to any public employee, if unemployed and otherwise eligible, based on "employment" by any government unit which is an "employer" covered by this chapter.

**(2) REIMBURSEMENT FINANCING.** The state and every other government unit which is an employer subject to this chapter shall be subject to all its provisions except that, in lieu of contributions under ss. 108.17 and 108.18, it shall reimburse the fund for benefits charged to its account.

**(3) ELECTION OF CONTRIBUTION FINANCING.** Any government unit other than the state may, in lieu of the reimbursement requirement of sub. (2), elect contribution financing under ss. 108.17 and 108.18 as of the beginning of any calendar year, subject to the following requirements:

(a) It shall file a written notice to that effect with the department before the beginning of such year except that if the government unit became newly subject to this chapter as of the beginning of such year, it shall file the notice within 30 days after the date of mailing to it a written notification by the department that it is subject to this chapter. Such election shall remain in effect for not less than 3 calendar years.

(b) A government unit may thereafter terminate its election of contribution financing effective at the end of any calendar year by filing a written notice to that effect with the department before the close of such year.

(c) No election or termination of election of contribution financing is effective if the government unit, at the time of filing notice of such election or termination of election, is delinquent under s. 108.22.

(d) If a government unit elects contribution financing for any calendar year after the first calendar year it becomes newly subject to this chapter, it shall be liable to reimburse the fund for any benefits based on prior employment. If a government unit terminates its election of contribution financing, ss. 108.17 and 108.18 shall apply to employment in the prior calendar year, but after all benefits based on such prior employment have been charged to its contribution account any balance remaining in such account shall be transferred to the balancing account.

(e) Each time a government unit elects or reelects contribution financing its initial contribution rate shall be 2.7% on its payroll for each of the first 3 calendar years in which such election or reelection is in effect. If a government unit terminates its election of contribution financing it may not reelect contribution financing within a period of 3 calendar years thereafter.

**(4) REIMBURSEMENT ACCOUNTS FOR GOVERNMENT UNITS.** (a) For each government unit covered by this chapter which is liable for reimbursement to the fund, the fund's treasurer shall maintain a reimbursement "employer account", as a subaccount of the fund's balancing account.

(b) Each government unit's reimbursement account shall be duly charged with any benefits based on work for such unit, and shall be duly credited with any reimbursement paid by or for it to the fund, and with any benefit overpayment from the account recovered by the department. Whenever the account of a government unit is credited with an overpayment under this paragraph, the department shall, at the close of any month, refund that amount to the government unit upon request, after deducting the amount of any reimbursements to the account of such government unit which have been billed but not paid.

(c) Any government unit may at any time make payments into its reimbursement account in the fund.

(d) Whenever a government unit's reimbursement account has a positive net balance, no reimbursement of the benefits charged to that account is required under this section.

(e) Whenever a government unit's reimbursement account has a negative balance, any benefits chargeable to such account shall be duly paid and charged thereto; and reimbursements covering the total negative balance thus resulting shall become due pursuant to this section.

(f) The write-off provisions of s. 108.16 (7) (c) do not apply to the reimbursement account of any government unit.

(g) If any government unit covered by this chapter requests the department to maintain separate accounts for parts of such unit which are separately operated or financed, the department may do so for such periods and under such conditions as it may from time to time determine.

**(5) REIMBURSEMENTS AND CONTRIBUTIONS.** (a) Each government unit which is an "employer" shall include in its budget for each budgetary period an estimated amount for payment of the contributions required by ss. 108.17 and 108.18 or reimbursements required by this section, including in each case any contribution or reimbursement remaining unpaid for the current or any prior period.

(b) The department shall monthly bill each government unit for any reimbursements required under this section, and any reimbursement thus billed shall be due and shall be paid by such government unit within 20 days after the date such bill is mailed to it by the department.

(c) Reimbursements due hereunder from budget subdivisions of the state shall be paid pursuant to sub. (7).

(d) Reimbursements due under this section or contributions due under ss. 108.17 and 108.18 from government units shall, if they remain unpaid after their due date, be collected under sub. (6) or under any other applicable provision of law.

**(6) DELINQUENT PAYMENTS.** (a) Any reimbursement duly billed under this section, or contribution payable under s. 108.17 or 108.18, which remains unpaid after its applicable due date is a "delinquent payment" under s. 108.22 (1) (a).

(b) Whenever a government unit's "delinquent payments", including interest and penalties thereon, total more than the benefits charged to such unit's reimbursement account for the 6 most recent months, or contributions, including interest and penalties thereon, are delinquent for at least 2 quarters, the department shall so determine under s. 108.10.

(c) If such delinquency is finally established under s. 108.10, the fund's treasurer shall, in case such unit receives a share of any state tax or any type of state aid, certify to the state treasurer the existence and amount of such delinquency.

(d) Upon receipt of such certification, the state treasurer shall withhold, from each sum of any such tax or aid thereafter payable to the government unit, until the delinquency is satisfied, the lesser of the following amounts:

1. The delinquent amount thus certified; or
2. One-half the sum otherwise payable to such government unit.

(e) Any amount withheld by the state treasurer under par. (d) shall be paid by the state treasurer to the fund's treasurer, who shall duly credit such payment toward satisfying the delinquency.

**(7) STATE COMPLIANCE AND APPROPRIATIONS.** (a) "State", as used in this section, includes all state constitutional offices, all branches of state government, all agencies, departments, boards, commissions, councils, committees, and all other parts or subdivisions of state government however organized or designated.

(b) Each reimbursement payable by the state under this section shall be duly paid to the fund, upon filing by the fund's treasurer of a certificate to the department of administration specifying the

amount of reimbursement due and the appropriation apparently chargeable.

(c) Each of the state's budget subdivisions shall have each such reimbursement amount charged to and deducted from its proper appropriation, unless payment is authorized under ss. 20.865 and 20.928.

**(8) NOTICE AND REPORTS.** Each government unit which is an employer shall give such suitable benefit notices to its employees as the department may direct, and shall make employment and wage reports to the department under the same conditions as apply to other employers.

**(9) GROUP REIMBURSEMENT ACCOUNTS.** If any group of government units which have not elected contribution financing file a joint request, they shall be treated as one employer for the purposes of this chapter under the conditions of this subsection.

(a) The group will be treated as one employer for at least 3 calendar years and the group may be discontinued or dissolved at the beginning of any subsequent calendar year by filing advance written notice thereof with the department before the beginning of such subsequent calendar year.

(b) The members of the group are jointly and severally liable for any required reimbursements together with any interest thereon and any tardy filing fees.

(c) The group shall be dissolved at the beginning of any calendar year after the required 3 calendar years of participation if any member of the group files written notice with the department in advance of such calendar year of its intended withdrawal from the group.

**History:** 1971 c. 53; 1973 c. 247; 1975 c. 343; 1977 c. 133; 1981 c. 36 s. 45; 1983 a. 8, 27; 1985 a. 17; 1987 a. 38; 1993 a. 492; 1995 a. 118; 1999 a. 15.

### 108.151 Financing benefits for employees of nonprofit organizations.

**(1) EMPLOYER'S CONTRIBUTION RATE.** Each nonprofit organization which is or becomes an employer subject to this chapter shall be subject to all its provisions except as it may elect reimbursement financing in accordance with sub. (2). If such an approved election is terminated, the employer's contribution rate shall be 2.7% on its payroll for each of the next 3 calendar years.

**(2) ELECTION OF REIMBURSEMENT FINANCING.** Any nonprofit organization may, in lieu of the contribution requirements of ss. 108.17 and 108.18, elect reimbursement financing, as of the beginning of any calendar year, subject to the following requirements:

(a) It shall file a written notice to that effect with the department before the beginning of such year except that if the employer became newly subject to this section as of the beginning of such year, it shall file the notice within 30 days after the date of the determination that it is subject to this chapter.

(b) An employer whose prior election of reimbursement financing has been terminated pursuant to sub. (3) may not thereafter reelect reimbursement financing unless it has been subject to the contribution requirements of ss. 108.17 and 108.18 for at least 3 calendar years thereafter and is not, at the time of filing such reelection, delinquent under s. 108.22.

(c) No election of reimbursement financing shall be valid unless the employer has satisfied the requirements of sub. (4) within 60 days after it filed the notice of election.

(d) Sections 108.17 and 108.18 shall apply to all prior employment, but after all benefits based on prior employment have been charged to any account it has had under s. 108.16 (2) any balance remaining therein shall be transferred to the balancing account as if s. 108.16 (6) (c) or (6m) (d) applied.

**(3) TERMINATION OF ELECTION.** (a) An employer who elected reimbursement financing may terminate its election as of the close of the 2nd calendar year to which such election applies, or at the close of any subsequent calendar year, by filing a written notice



to that effect with the department before the close of such calendar year;

(b) The department may terminate any election as of the close of any calendar year if the department determines that the employer has failed to make the required reimbursement payments or no longer satisfies the requirements of sub. (4), or whenever s. 108.16 (8) applies.

**(4) ASSURANCE OF REIMBURSEMENT.** (a) An employer electing reimbursement financing shall file an assurance of reimbursement with the fund's treasurer, payable to the unemployment reserve fund, guaranteeing payment of the required reimbursement together with any interest and any tardy filing fees. The assurance shall be a surety bond, letter of credit, certificate of deposit or any other nonnegotiable instrument of fixed value.

1. The amount of assurance shall be equal to 4% of the employer's payroll for the year immediately preceding the effective date of the election, or the employer's anticipated payroll for the current year, whichever is greater as determined by the department, but the assurance may be in a greater amount at the option of the employer. The amount of the assurance shall be similarly redetermined prior to the beginning of the 3rd year commencing after the year in which it is filed and prior to the beginning of every other year thereafter.

2. Prior to the beginning of each year, an employer electing reimbursement financing shall file an assurance for the 4-year period beginning on January 1 of that year in the amount determined under subd. 1. An assurance shall remain in force until the liability is released by the fund's treasurer.

3. No assurance may be approved unless the fund's treasurer finds that it gives reasonable assurances that it guarantees payment of reimbursements.

4. Failure of any employer covered by the assurance to pay the full amount of its reimbursement payments when due together with any interest and any tardy filing fees shall render the assurance liable on said assurance to the extent of the assurance, as though the assurance was the employer.

(b) The fund's treasurer shall issue a receipt to the employer for its deposit of assurance. Any assurances shall be retained by the fund's treasurer in escrow, for the fund, until the employer's liability under its election is terminated, at which time they shall be returned to the employer, less any deductions made under this paragraph. The employer may at any time substitute assurances of equal or greater value. The treasurer may, with 10 days' notice to the employer, liquidate the assurances deposited to the extent necessary to satisfy any delinquent reimbursements together with any interest and any tardy filing fees due. The treasurer shall hold in escrow any cash remaining from the sale of the assurances, without interest. The fund's treasurer shall require the employer within 30 days following any liquidation of deposited assurances to deposit sufficient additional assurances to make whole the employer's deposit at the prior level. Any income from assurances held in escrow shall inure to and be the property of the employer.

**(5) REIMBURSEMENT ACCOUNT.** (a) For each nonprofit organization which has elected reimbursement financing, pursuant to sub. (2), the fund's treasurer shall maintain a reimbursement account, as a subaccount of the fund's balancing account.

(b) The department shall charge the employer's reimbursement account with all regular benefits, and with its share of any extended benefits under s. 108.141, based on wages paid within each quarter ended while its election is in effect.

(c) The employer's reimbursement account shall be credited with any reimbursement paid by or for it to the fund, and with any benefit overpayment from the account recovered by the department.

(d) The employer may at any time make other payments to be credited into its reimbursement account, in anticipation of future benefit charges.

(e) Whenever the employer's reimbursement account has a positive net balance no reimbursement of the benefits charged thereto shall be required.

(f) Whenever an employer's reimbursement account has a negative balance as of the close of any calendar month, the fund's treasurer shall promptly bill such employer, at its last-known address, for that portion of its negative balance which has resulted from the net benefits charged to such account within such month. Reimbursement payment shall be due within 20 days thereafter. Any required payment which remains unpaid after its applicable due date is a delinquent payment. Section 108.22 shall apply for collecting delinquent payments.

**(6) GROUP REIMBURSEMENT ACCOUNTS.** If any group of nonprofit organizations who have elected reimbursement financing file a joint request, they shall be treated as if they were one employer for the purposes of this chapter, provided that:

(a) They shall be so treated for at least the 3 calendar years following their request, unless their election of reimbursement financing is terminated under sub. (3), but they may discontinue their group arrangement as of the beginning of any subsequent calendar year by filing advance notice with the department. A member of such a group may discontinue its participation in the group and the group shall be dissolved at the beginning of any calendar year after the 3rd year.

(b) They shall be jointly and severally liable for any required reimbursements together with any interest thereon and any tardy filing fees.

(c) They shall designate one or more individuals as agent for all members of the group for all fiscal and reporting purposes under this chapter.

(d) If such a group is discontinued, par. (a) shall apply to each of its members.

**History:** 1971 c. 53; 1973 c. 247; 1975 c. 343; 1979 c. 52; 1983 a. 8; 1985 a. 17; 1987 a. 38; 1989 a. 77; 1991 a. 89; 1995 a. 118; 1999 a. 15.

**108.16 Unemployment reserve fund. (1)** For the purpose of carrying out the provisions of this chapter there is established a fund to be known as the "Unemployment Reserve Fund," to be administered by the department without liability on the part of the state beyond the amount of the fund. This fund shall consist of all contributions and moneys paid into and received by the fund pursuant to this chapter and of properties and securities acquired by and through the use of moneys belonging to the fund.

**(2) (a)** A separate employer's account shall be maintained by the department as to each employer contributing to said fund.

(b) Each employer's account shall be credited with all its contributions paid into the fund, and shall be charged with all benefits duly paid from the fund to its employees based on their past employment by it, except as otherwise specified in this chapter.

(c) Any reference in this chapter to eligibility for, or to payment of, benefits "from an employer's account", or any similar reference, shall mean benefits payable or paid from the fund based on past employment by the employer in question.

(d) The fund shall be mingled and undivided, and nothing in this chapter shall be construed to grant to any employer or employee any prior claim or right to any part of the fund.

(e) Except as provided in par. (em), benefits to be charged against a given employer's account shall be so charged as of the date shown by the check covering such benefits. Each such check shall be promptly mailed and shall, in determining the experience or status of such account for contribution purposes, be deemed paid on the date shown on the check.

(em) Benefits improperly charged or credited to an employer's account for any reason other than adjustment of payroll amounts between 2 or more employers' accounts shall, when so identified, be credited to or debited from that employer's account and, where appropriate, recharged to the correct employer's account as of the date of correction. Benefits improperly charged or credited to an

employer's account as a result of adjustment of payroll amounts between 2 or more employers' accounts shall be so charged or credited and, where appropriate, recharged as of the date shown by the check covering such benefits. This paragraph shall be used solely in determining the experience or status of accounts for contribution purposes.

(f) The department shall promptly advise the employer as to benefits charged to its account.

(g) Whenever the department receives a request of 2 or more partnerships or limited liability companies consisting of the same partners or members to be treated as separate employers prior to October 1 of any year, the department shall apportion the balance in any existing account of the partnerships or limited liability companies among the separate employers on January 1 following the date of receipt of the request in proportion to the payrolls incurred in the businesses operated by each of the employers in the 4 completed calendar quarters ending on the computation date preceding the date of receipt of the request and shall calculate the reserve percentage of each separate employer in accordance with the proportion of the payroll attributable to that employer. Section 108.18 (2) is not made applicable to the separate employers by reason of such treatment. For purposes of s. 108.18 (7), the department shall treat the partnerships or limited liability companies as separate employers on November 1 preceding that January 1. For purposes of s. 108.18 (7) (b) and (c), the department shall treat the separate employers as existing employers on that January 1.

(h) Whenever, prior to October 1 of any year, the department receives a written request by all partnerships or limited liability companies consisting of the same partners or members which have elected to be treated as separate employers for the partnerships or limited liability companies to be treated as a single employer, the department shall combine the balances in the existing accounts of the separate employers into a new account on January 1 following the date of receipt of the request and shall calculate the reserve percentage of the single employer in accordance with the combined payroll attributable to each of the separate employers in the 4 completed calendar quarters ending on the computation date preceding that January 1. Section 108.18 (2) is not made applicable to the single employer by reason of such treatment. For purposes of s. 108.18 (7), the department shall treat the partnerships or limited liability companies as a single employer on November 1 preceding that January 1. For purposes of s. 108.18 (7) (b) and (c), the department shall treat the single employer as an existing employer on that January 1.

**(3)** The fund's treasurer shall write off:

(a) Any overpayment for which the claimant's liability to reimburse the fund is established under s. 108.22 (8) upon receipt of certification by the department that reasonable efforts have been made to recover the overpayment and that it is uncollectible.

(b) Any overpayment of benefits that was made under the circumstances described in s. 108.22 (8) (c), upon certification by the department to that effect.

**(4)** (a) Consistently with sub. (5), all contributions payable to the fund shall be paid to the department, and shall promptly be deposited by the department to the credit of the fund, with custodians that the department may from time to time select, who shall hold, release and transfer the fund's cash in a manner approved by the department. Payments from the fund shall be made upon vouchers or drafts authorized by the department, in the manner that the department may from time to time approve or prescribe. Any procedure thus approved or prescribed shall be considered to satisfy, and shall be in lieu of, any and all statutory requirements, for specific appropriation or other formal release by state officers of state moneys prior to their expenditure, which might otherwise be applicable to withdrawals from the fund.

(b) The department shall designate a treasurer of the unemployment reserve fund, who shall be either a regular salaried employee of the department or the state treasurer and shall serve

as treasurer of the fund until a successor designated by the department has assumed the duties of this office.

(c) The treasurer of the fund shall give a separate bond conditioned upon the faithful performance of these duties pursuant to s. 19.01 (2), which bond shall be considered likewise conditioned upon the faithful performance by his or her subordinates of their duties, in such amount as may be fixed by the department. All premiums upon the bond required pursuant to this section when furnished by an authorized surety company or by a duly constituted governmental bonding fund shall, except as otherwise provided in this section, be paid from the interest earnings of the fund, but shall not exceed one-fourth of one percent, per year, of the amount of the bond.

**(5)** (a) All money received for the fund shall promptly upon receipt be deposited to the fund's credit in the "Unemployment Trust Fund" of the United States, in the manner that the secretary of the treasury of the United States, or other authorized custodian of the U.S. unemployment trust fund, may approve, so long as the U.S. unemployment trust fund exists and maintains for this state a separate book account, for the purposes of this chapter, from which no other state or agency can make withdrawals, any other statutory provision to the contrary notwithstanding.

(b) The department shall requisition from this state's account in the "Unemployment Trust Fund" necessary amounts from time to time, shall hold such amounts consistently with any applicable federal regulations, and shall make withdrawals therefrom solely for benefits and for such other unemployment insurance payments or employment security expenditures as are expressly authorized by this chapter and consistent with any relevant federal requirements.

(c) While the state has an account in the "Unemployment Trust Fund", public deposit insurance charges on the fund's balances held in banks, savings banks, savings and loan associations and credit unions in this state, the premiums on surety bonds required of the fund's treasurer under this section, and any other expense of administration otherwise payable from the fund's interest earnings, shall be paid from the administrative account.

**(6)** The department shall maintain within the fund a "balancing account," to which shall be credited:

(a) All interest earnings, on moneys belonging to the fund, received by, or duly apportioned to, the fund, as of the close of the quarter in which the interest accrued.

(b) Any reimbursement made pursuant to s. 108.04 (13) (d).

(c) Any balance credited to an employer's account, if and when the employer ceases to be subject to this chapter, except as provided in sub. (8).

(d) Any reimbursement made under s. 108.07 (6).

(e) The amount of any benefit check duly issued and delivered or mailed to an employee, if the benefit check has not been presented for payment within one year after its date of issue.

(f) Any amount available for such crediting under s. 108.04 (11) (b), 108.14 (8n) (e) or 108.141.

(g) Any payment received for the balancing account under s. 108.15.

(h) Any amount of solvency contribution or special contribution received for or transferred to the balancing account pursuant to s. 108.18 (8) to (9m).

(i) Any federal reimbursement of benefits paid under any federal unemployment benefit program administered by the department.

(j) Any federal reimbursement of benefits paid under this chapter, except as this chapter or a federal agreement requires otherwise.

(k) All payments to the fund from the administrative account as authorized under s. 108.20 (2m).

**(6m)** There shall be charged against the fund's balancing account:

(a) The benefits thus chargeable under s. 108.04 (1) (f), (5), (7) (h), (8) (a) or (13) (c) or (d), 108.07 (3), (3r), (5) (b), (5m), (6) or (8), 108.14 (8n) (e), 108.141 or 108.151 or sub. (6) (e) or (7) (a) and (b).

(b) Any benefits paid under any federal unemployment benefit program administered by the department, pending their reimbursement.

(c) The overdraft write-offs thus chargeable under subs. (7) (c) and (7m).

(d) Any negative balance of a closed employer account, except as provided in sub. (8).

(e) Any overpayment of benefits that is written off under sub. (3), unless it is chargeable to an employer's account under s. 108.04 (13).

(f) The amount of any substitute check issued under sub. (11).

**(7)** (a) All benefits shall be paid from the fund. Benefits chargeable to an employer's account shall be so charged, whether or not such account is overdrawn. All other benefits shall be charged to the fund's balancing account.

(b) Benefit payments made with respect to an employer's account shall be charged directly against the fund's balancing account only when such payments cannot under this chapter be or remain charged against the account of any employer.

(c) Whenever, as of any computation date, the net overdrafts then charged against an employer's account would, even if reduced by any contributions known or subsequently discovered to be then payable but unpaid to the account, exceed 10% of the employer's annual payroll amount used in determining the employer's reserve percentage as of that computation date, the department shall write off, by charging directly to the fund's balancing account, the amount by which such overdrafts would if thus reduced exceed 10% of the employer's payroll.

**(7m)** The fund's treasurer may write off, by charging to the fund's balancing account, any delinquent contribution, reimbursement in lieu of contribution, tardy payment or filing fee, or interest for which the employer's liability to the fund was established under s. 108.10, upon receipt of certification by the department that reasonable efforts have been made to recover the delinquency and that the delinquency is uncollectible.

**(8)** (a) For purposes of this subsection a business is deemed transferred if any asset or any activity of an employer, whether organized or carried on for profit, nonprofit or governmental purposes, is transferred in whole or in part by any means, other than in the ordinary course of business.

(b) If the business of any employer is transferred, the transferee is deemed a successor for purposes of this chapter, if the department determines that all of the following conditions have been satisfied:

1. The transferee has continued or resumed the business of the transferor, in the same establishment or elsewhere; or the transferee has employed substantially the same employees as those employed by the transferor in connection with the business transferred.

2. The transfer included at least 25% of the transferor's total business as measured by comparing the payroll experience assignable to the portion of the business transferred with the transferor's total payroll experience for the last 4 completed quarters immediately preceding the date of transfer.

3. The same financing provisions under s. 108.15, 108.151 or 108.18 apply to the transferee as applied to the transferor on the date of the transfer.

4. The department has received a written application from the transferee requesting that it be deemed a successor. Such application must be received by the department on or before the contribution report and payment due date for the first full quarter following the date of transfer.

(c) Notwithstanding par. (b), if the business of an employer is transferred, the transferee is deemed a successor for purposes of this chapter if the department determines that all of the following conditions have been satisfied:

1. The transferee is a legal representative or trustee in bankruptcy or receiver or trustee of a person, partnership, limited liability company, association or corporation, or guardian of the estate of a person, or legal representative of a deceased person.

2. The transferee has continued or resumed the business of the transferor, either in the same establishment or elsewhere, or the transferee has employed substantially the same employees as those the transferor had employed in connection with the business transferred.

3. The same financing provisions under s. 108.15, 108.151 or 108.18 apply to the transferee as applied to the transferor on the date of transfer.

(cm) The filing of a voluntary petition in bankruptcy by an employer or the filing of an involuntary petition in bankruptcy against an employer under 11 USC 1101 to 1330 or the confirmation of a plan under 11 USC 1101 to 1330 does not render the employer filing the petition or against whom the petition is filed a successor under par. (c).

(d) Notwithstanding par. (b), if the business of an employer of a kind specified in par. (c) 1. is transferred, the transferee is deemed a successor for purposes of this chapter if the transferee would have been a successor under par. (e) but for the intervening existence of the successor employer under par. (c).

(e) Notwithstanding par. (b), a transferee is deemed a successor for purposes of this chapter, if the department determines that all of the following conditions are satisfied:

1. At the time of business transfer, the transferor and the transferee are owned or controlled in whole or in substantial part, either directly or indirectly by legally enforceable means or otherwise, by the same interest or interests. Without limitation by reason of enumeration, it is presumed unless shown to the contrary that the "same interest or interests" includes the spouse, child or parent of the individual who owned or controlled the business, or any combination of more than one of them.

2. The transferee has continued or resumed the business of the transferor, either in the same establishment or elsewhere; or the transferee has employed substantially the same employees as those the transferor had employed in connection with the business transferred.

3. The same financing provisions under s. 108.15, 108.151 or 108.18 apply to the transferee as applied to the transferor on the date of the transfer.

(f) The successor shall take over and continue the transferor's account, including its positive or negative balance and all other aspects of its experience under this chapter, in proportion to the payroll assignable to the transferred business. The liability of the successor shall be proportioned to the extent of the transferred business. The transferor and the successor shall be jointly and severally liable for any amounts owed by the transferor to the fund and to the administrative account at the time of the transfer, but a successor under par. (c) is not liable for the debts of the transferor except in the case of fraud or malfeasance.

(g) If not already subject to this chapter, a successor shall become an employer subject to this chapter on the date of the transfer and shall become liable for contributions or payments in lieu of contributions, whichever is applicable, from and after that date, using the contribution rate assigned or assignable to the transferor on the date of transfer.

(h) The contribution rate for a successor subject to this chapter immediately prior to the date of the transfer shall be redetermined, as of the applicable computation date, to apply to the calendar year following the date of transfer and thereafter be redetermined whenever required by s. 108.18. For the purposes of s. 108.18, the

department shall determine the experience under this chapter of the successor's account by allocating to the successor's account for each period in question the respective proportions of the transferor's payroll and benefits which the department determines to be properly assignable to the business transferred.

(i) The account taken over by the successor shall remain liable with respect to accrued benefit and related rights based on employment in the transferred business, and all such employment is deemed employment performed for the successor.

(j) If not already subject to this chapter, a transferee that is not a successor shall become an employer subject to this chapter on the date of the transfer and shall become liable for contributions or payments in lieu of contributions, whichever is applicable, from and after that date.

(k) Any time a business is transferred, as provided in par. (a), both the transferor and the transferee shall notify the department in writing of the transfer, within 30 days after the date of transfer; and both shall promptly submit to the department in writing such information as the department may request relating to the transfer.

**(9)** (a) Consistently with section 3305 of the internal revenue code, relating to federal instrumentalities which are neither wholly nor partially owned by the United States nor otherwise specifically exempt from the tax imposed by section 3301 of the internal revenue code:

1. Any contributions required and paid under this chapter for 1939 or any subsequent year by any such instrumentality, including any national bank, shall be refunded to such instrumentality in case this chapter is not certified with respect to such year under s. 3304 of said code.

2. No national banking association which is subject to this chapter shall be required to comply with any of its provisions or requirements to the extent that such compliance would be contrary to s. 3305 of said code.

**(10)** All money withdrawn from the fund shall be used solely in the payment of benefits, exclusive of expenses of administration, and for refunds of sums erroneously paid into the fund, for refund of a positive net balance in an employer's reimbursement account under ss. 108.15 (4) and 108.151 (5) on request by the employer, and for expenditures made pursuant to s. 108.161 and consistently with the federal limitations applicable to s. 108.161.

**(10m)** Except as provided in s. 108.17 (3m), the department shall not pay any interest on any benefit payment or any refund, or collect any interest on any benefit overpayment.

**(11)** The fund's treasurer may issue a substitute check to an employee to replace a check that is canceled under sub. (6) (e), if the employee makes application therefor within 6 years after the date of issue of the original check.

**History:** 1971 c. 53; 1973 c. 247; 1975 c. 343; 1977 c. 133; 1979 c. 52; 1979 c. 110 s. 60 (13); 1981 c. 36; 1983 a. 8, 99, 368; 1985 a. 17 ss. 39 to 56, 66; 1985 a. 29; 1987 a. 27; 1987 a. 38 ss. 107 to 111, 134; 1987 a. 255; 1989 a. 56 s. 259; 1989 a. 77, 359; 1991 a. 89, 221; 1993 a. 112, 373, 490, 492; 1995 a. 118, 225; 1997 a. 39; 1999 a. 15, 83.

Whether an employee is potentially eligible for unemployment compensation benefits is immaterial in determining contribution or tax liability based on that employee's services. *Hanmer v. ILHR Dept.* 92 Wis. 2d 90, 284 N.W.2d 587 (1979).

In the case of a merger, the "time of business transfer" under sub. (8) (e) 1. refers to that point in time immediately prior to the effective date of the merger. *First Federal Savings Bank v. LIRC*, 200 Wis. 2d 786, 547 N.W.2d 796 (Ct. App. 1996).

### 108.161 Federal administrative financing account.

**(1)** The fund's treasurer shall maintain within the fund an employment security "federal administrative financing account", and shall credit thereto all amounts credited to the fund pursuant to the federal employment security administrative financing act (of 1954) and section 903 of the federal social security act, as amended.

**(1m)** The treasurer of the fund shall also credit to said account all federal moneys credited to the fund pursuant to sub. (8).

**(2)** The requirements of said section 903 shall control any appropriation, withdrawal and use of any moneys in said account.

**(3)** Consistently with this chapter and said section 903, such moneys shall be used solely for benefits or employment security administration, including unemployment insurance, employment service and related statistical operations.

**(3e)** Notwithstanding sub. (3), any moneys allocated under section 903 of the federal Social Security Act for federal fiscal years 2000, 2001 and 2002 shall be used solely for unemployment insurance administration.

**(3m)** The fund's treasurer shall request restoration from the U.S. secretary of labor of amounts credited to the account under this section which have been used to pay benefits, unless these amounts do not exceed the balance in the account, and unless the state does not have a balance of advances outstanding from the federal unemployment account under title XII of the social security act.

**(4)** Such moneys shall be encumbered and spent for employment security administrative purposes only pursuant to, and after the effective date of, a specific legislative appropriation enactment:

(a) Stating for which such purposes and in what amounts the appropriation is being made to the administrative account created by s. 108.20.

(b) Directing the fund's treasurer to transfer the appropriated amounts to the administrative account only as and to the extent that they are currently needed for such expenditures, and directing that there shall be restored to the account created by sub. (1) any amount thus transferred which has ceased to be needed or available for such expenditures.

(c) Specifying that the appropriated amounts are available for obligation solely within the 2 years beginning on the appropriation law's date of enactment.

(d) Limiting the total amount which may be obligated during any fiscal year to the aggregate of all amounts credited under sub. (1), including amounts credited pursuant to sub. (8), reduced at the time of any obligation by the sum of the moneys obligated and charged against any of the amounts credited.

**(5)** The total of the amounts thus appropriated for use in any fiscal year shall in no event exceed the moneys available for such use hereunder, considering the timing of credits hereunder and the sums already spent or appropriated or transferred or otherwise encumbered hereunder.

**(6)** The fund's treasurer shall keep a record of all such times and amounts; shall charge each sum against the earliest credits duly available therefor; shall include any sum thus appropriated but not yet spent hereunder in computing the fund's net balance as of the close of any month, in line with the federal requirement that any such sum shall, until spent, be considered part of the fund; and shall certify the relevant facts whenever necessary hereunder.

**(7)** If any moneys appropriated hereunder are used to buy and hold suitable land, with a view to the future construction of an employment security building thereon, and if such land is later sold or transferred to other use, the proceeds of such sale (or the value of such land when transferred) shall be credited to the account created by sub. (1).

**(8)** If any sums are appropriated and spent hereunder to buy land and to build a suitable employment security building thereon, then any federal moneys thereafter credited to the fund or paid to the department by way of gradual reimbursement of such employment security capital expenditures, or in lieu of the estimated periodic amounts which would otherwise (in the absence of such expenditures) be federally granted for the rental of substantially equivalent quarters, shall be credited to the account created by sub. (1), consistently with any federal requirements applicable to the handling and crediting of such moneys.

**(8m)** To the extent that employment security moneys finance the capital cost of acquiring office quarters, either in a separate employment security building project or in a larger state building, no rental for the quarters thus financed, or for equivalent substitute

quarters, shall be charged the department or its employment security functions at any time. The department shall so certify, in applying for the federal moneys specified in sub. (8).

(9) Any land and building or office quarters acquired under this section shall continue to be used for employment security purposes. Realty or quarters may not be sold or transferred to other use without the governor's approval. The proceeds from the sale, or the value of realty or quarters upon transfer, shall be credited to the account established in sub. (1) or credited to the fund established in s. 108.20, or both in accordance with federal requirements. Equivalent substitute rent-free quarters may be provided, as federally approved. Amounts credited under this subsection shall be used solely to finance employment security quarters according to federal requirements.

**History:** 1971 c. 259; 1983 a. 8, 27; 1985 a. 29; 1991 a. 39; 1993 a. 492; 1995 a. 225; 1997 a. 39; 1999 a. 15.

**108.162 Employment security buildings and equipment.** (1) The amounts appropriated under s. 20.445 (1) (na) shall be used for employment security administration, including unemployment insurance, employment service and related statistical operations; for capital outlay to buy suitable parcels of land for buildings designed for employment security operations; and to finance the designing and construction of such buildings, and for such equipment, facilities, paving, landscaping and other improvements as are required for the proper use and operation of buildings occupied by the department for employment security administration.

(2) The treasurer of the fund shall transfer the amounts appropriated under s. 20.445 (1) (na) from the federal administrative financing account under s. 20.445 (1) (n) only as and to the extent that they are currently needed for expenditures under this section. Any amount thus transferred which has ceased to be needed or available for such expenditures shall be restored to that account.

(3) The amount obligated under this section during any fiscal year may not exceed the aggregate of all amounts credited under s. 108.161 (1), including amounts credited under s. 108.161 (8), reduced by the amount obligated under s. 20.445 (1) (nb) and further reduced at the time of any obligation by the sum of the moneys obligated and charged against any of the amounts thus credited.

(4) As to any building project to be financed under this section, the department shall secure advance assurance that the federal bureau of employment security will apply to that project, after its completion and occupancy, the bureau's policy of gradually reimbursing the fund for the necessary capital costs of any suitable employment security building project thus financed by federal grants covering the amounts which would otherwise be payable during the reimbursement or amortization period for the rental of substantially equivalent office quarters.

(5) The governor, before approving any land purchase or transfer or building project to be financed under this section, shall consult with the building commission as to those cities and sites where early construction of a combined state office building is under active consideration with a view to determining where employment security building projects thus financed would be desirable.

(6) If the building commission with the approval of the governor determines as to any city or site that employment security offices should be part of a combined state office building project, or should be built on state-owned land or on land owned by a Wisconsin state public building corporation, the amounts appropriated under s. 20.445 (1) (na) shall be available to finance such offices or a proper employment security share of such combined project.

(7) Any amount appropriated under s. 20.445 (1) (na) which has not been obligated shall be available for employment security local office building projects, consistent with this section and ss. 108.161 and 108.20.

**History:** 1985 a. 29 ss. 490, 1674; 1991 a. 39; 1997 a. 39.

**108.17 Payment of contributions.** (1) Contributions shall accrue and become payable by each employer then subject to this chapter on the first day of July, 1934, and shall be paid thenceforth in accordance with this chapter. Thereafter contributions shall accrue and become payable by any employer on and after the date on which the employer becomes newly subject to this chapter.

(1m) In the case of an employer who becomes newly subject to this chapter based on employment during a given year, contributions based on payrolls through the quarter which includes the date the employer became subject to this chapter shall not be considered as payable for the purposes of s. 108.22 until the close of the month next following the first full quarter occurring after the quarter during which the liability was incurred. In no case may such due date be later than January 31 of the succeeding year.

(2) Every employer that is subject to a contribution requirement shall file reports of contributions required under this chapter with the department, and pay contributions to the department, for such periods and in such manner as the department prescribes. Each contribution report and payment is due at the close of the month next following the end of the applicable reporting period, except as the department may assign a later due date pursuant to sub. (1m) or general department rules.

(2m) When a written statement of account is issued to an employer by the department, showing as duly credited a specified amount received from the employer under this chapter, no other form of state receipt therefor is required.

(3) If an employing unit makes application to the department to adjust an alleged overpayment by the employer of contributions or interest under this chapter, and files such an application within 3 years after the close of the calendar year in which such payment was made, the department shall make a determination under s. 108.10 as to the existence and extent of any such overpayment, and said section shall apply to such determination. Except as provided in sub. (3m), the department shall allow an employer a credit for any amount determined under s. 108.10 to have been erroneously paid by the employer, without interest, against its future contribution payments; or, if the department finds it impracticable to allow the employer such a credit, it shall refund such overpayment to the employer, without interest, from the fund or the administrative account, as the case may be.

(3m) If an appeal tribunal or the commission issues a decision under s. 108.10 (2), or a court issues a decision on review under s. 108.10 (4), in which it is determined that an amount has been erroneously paid by an employer, the department shall, from the administrative account, credit the employer with interest at the rate of 0.75% per month or fraction thereof on the amount of the erroneous payment. Interest shall accrue from the month which the erroneous payment was made until the month in which it is either used as a credit against future contributions or refunded to the employer.

(4) An employer's contribution rate for any year, once determined by the department, shall not be redetermined after the last day of February in the year for which the rate was determined unless the rate was determined based on payroll which should have been reported under a different employer's account, in which case the department may redetermine the rates with respect to all affected employers' accounts.

(5) Upon application of an employer, the department may permit employers which are component members of a controlled group of corporations under 26 USC 1563 to combine wages of a single employee for purposes of determining the employers' payroll under s. 108.02 (21) (b) if the employee is subject to transfer between the employers under the terms of a single collective bargaining agreement. The application shall specify the calendar year in which the combination is proposed to occur. This subsection does not apply to any employer for which the department has written off overdrafts under s. 108.16 (7) (c) within the 2 calendar years preceding the year in which the combination is proposed to occur, nor to any employer whose account is overdrawn by 6% or

more on the computation date for the calendar year preceding the year in which the combination is proposed to occur. If the department approves the application, the department shall specify the calendar year in which the combination is effective and the method by which the component members will report the payroll of the employee to the department.

(6) If the department determines that a trustee paying wage claims for an employer in a state or federal liquidation proceeding in which priority is given to specified wage claims has insufficient funds to pay all wage claims given priority, and contributions on the wage claims given priority, in full, the department may accept less than the full amount of contributions owed by the employer on those wage claims.

History: 1973 c. 247; 1981 c. 36; 1985 a. 29; 1987 a. 38 ss. 112, 134; 1989 a. 77; 1991 a. 89; 1993 a. 492.

**108.18 Contributions to the fund. (1) TOTAL RATE.** (a) Each employer shall pay contributions to the fund for each calendar year at whatever rate on the employer's payroll for that year duly applies to the employer pursuant to this section.

(b) An employer's contributions shall be credited to the employer's account in the fund, but only after any solvency contribution or special contribution paid or payable by the employer under subs. (8) to (9m) has been credited to the fund's balancing account.

(2) INITIAL RATES. (a) Except as provided in pars. (c) and (d), an employer's contribution rate shall be 2.7% on its payroll for each of the first 3 calendar years with respect to which contributions are credited to its account, except as additional contributions apply under this section.

(c) An employer engaged in the construction of roads, bridges, highways, sewers, water mains, utilities, public buildings, factories, housing, or similar construction projects shall pay contributions for each of the first 3 calendar years at the average rate for construction industry employers as determined by the department on each computation date, rounded up to the next highest rate. This rate may in no case be more than the maximum rate specified in the schedule in effect for the year of the computation under sub. (4).

(d) No later than 90 days after the department issues an initial determination that a person is an employer, any employer other than an employer specified in par. (c), having a payroll exceeding \$10,000,000 in a calendar year may elect that its contribution rate shall be one percent on its payroll for the first 3 calendar years with respect to which contributions are credited to its account. In such case, the department shall credit the amount collected in excess of this amount against liability of the employer for future contributions after the close of each calendar year in which an election applies. If an employer qualifies for and makes an election under this paragraph, the employer shall, upon notification by the department, make a special contribution after the close of each quarter equivalent to the amount by which its account is overdrawn, if any, for the preceding quarter. The department shall credit any timely payment of contributions to the employer's account before making a determination of liability for a special contribution under this paragraph. An employer does not qualify for an alternate contribution rate under this paragraph at any time during which the employer's special contribution payment is delinquent.

(3) REQUIREMENTS FOR REDUCED RATE. As to any calendar year, an employer shall be permitted to pay contributions to the fund at a rate lower than the standard rate on its payroll for that year only when, as of the applicable computation date:

(a) Benefits have been chargeable to the employer's account during the 18 months preceding such date; and

(b) Such lower rate applies under this section; and

(c) Permitting the employer to pay such lower rate is consistent with the relevant conditions then applicable to additional credit allowance for such year under section 3303 (a) of the federal

unemployment tax act, any other provision to the contrary notwithstanding.

(3m) APPLICATION OF SCHEDULES. For purposes of subs. (4) and (9):

(a) "Schedule A" is in effect for any calendar year whenever, as of the preceding June 30, the fund has a cash balance of less than \$300,000,000.

(b) "Schedule B" is in effect for any calendar year whenever, as of the preceding June 30, the fund has a cash balance of at least \$300,000,000 but less than \$900,000,000.

(c) "Schedule C" is in effect for any calendar year whenever, as of the preceding June 30, the fund has a cash balance of at least \$900,000,000 but less than \$1,200,000,000.

(d) "Schedule D" is in effect for any calendar year whenever, as of the preceding June 30, the fund has a cash balance of at least \$1,200,000,000.

(4) EXPERIENCE RATES. Except as otherwise specified in this section, an employer's contribution rate on the employer's payroll for a given calendar year shall be based on the reserve percentage of the employer's account as of the applicable computation date, as follows: [See Figure 108.18 (4) following]

Figure 108.18 (4):

Line	Reserve Percentage	Contribution Rate Schedule A
1.	15.0% or more	0.27
2.	At least 10.0% but under 15.0%	0.27
3.	At least 9.5% but under 10.0%	0.45
4.	At least 9.0% but under 9.5%	0.53
5.	At least 8.5% but under 9.0%	0.72
6.	At least 8.0% but under 8.5%	0.79
7.	At least 7.5% but under 8.0%	0.86
8.	At least 7.0% but under 7.5%	0.97
9.	At least 6.5% but under 7.0%	1.23
10.	At least 6.0% but under 6.5%	1.48
11.	At least 5.5% but under 6.0%	1.82
12.	At least 5.0% but under 5.5%	2.16
13.	At least 4.5% but under 5.0%	2.50
14.	At least 4.0% but under 4.5%	2.84
15.	At least 3.5 but under 4.0%	3.18
16.	At least 0 but under 3.5%	3.57
17.	Overdrawn by less than 1.0%	5.70
18.	Overdrawn by at least 1.0% but under 2.0%	6.20
19.	Overdrawn by at least 2.0% but under 3.0%	6.70
20.	Overdrawn by at least 3.0% but under 4.0%	7.20
21.	Overdrawn by at least 4.0% but under 5.0%	7.70
22.	Overdrawn by at least 5.0% but under 6.0%	8.20
23.	Overdrawn by 6.0% or more	8.90

Line	Reserve Percentage	Contribution Rate Schedule B
1.	15.0% or more	0.00
2.	At least 10.0% but under 15.0%	0.20
3.	At least 9.5% but under 10.0%	0.35
4.	At least 9.0% but under 9.5%	0.45
5.	At least 8.5% but under 9.0%	0.65

6.	At least 8.0% but under 8.5%	0.80
7.	At least 7.5% but under 8.0%	0.90
8.	At least 7.0% but under 7.5%	1.05
9.	At least 6.5% but under 7.0%	1.30
10.	At least 6.0% but under 6.5%	1.60
11.	At least 5.5% but under 6.0%	1.95
12.	At least 5.0% but under 5.5%	2.30
13.	At least 4.5% but under 5.0%	2.65
14.	At least 4.0% but under 4.5%	3.00
15.	At least 3.5 but under 4.0%	3.45
16.	At least 0 but under 3.5%	4.00
17.	Overdrawn by less than 1.0%	5.70
18.	Overdrawn by at least 1.0% but under 2.0%	6.20
19.	Overdrawn by at least 2.0% but under 3.0%	6.70
20.	Overdrawn by at least 3.0% but under 4.0%	7.20
21.	Overdrawn by at least 4.0% but under 5.0%	7.70
22.	Overdrawn by at least 5.0% but under 6.0%	8.20
23.	Overdrawn by 6.0% or more	8.90

Line	Reserve Percentage	Contribution Rate Schedule C
1.	15.0% or more	0.00
2.	At least 10.0% but under 15.0%	0.20
3.	At least 9.5% but under 10.0%	0.35
4.	At least 9.0% but under 9.5%	0.45
5.	At least 8.5% but under 9.0%	0.65
6.	At least 8.0% but under 8.5%	0.80
7.	At least 7.5% but under 8.0%	0.90
8.	At least 7.0% but under 7.5%	1.05
9.	At least 6.5% but under 7.0%	1.30
10.	At least 6.0% but under 6.5%	1.60
11.	At least 5.5% but under 6.0%	1.95
12.	At least 5.0% but under 5.5%	2.30
13.	At least 4.5% but under 5.0%	2.65
14.	At least 4.0% but under 4.5%	3.00
15.	At least 3.5 but under 4.0%	3.45
16.	At least 0 but under 3.5%	4.00
17.	Overdrawn by less than 1.0%	5.70
18.	Overdrawn by at least 1.0% but under 2.0%	6.20
19.	Overdrawn by at least 2.0% but under 3.0%	6.70
20.	Overdrawn by at least 3.0% but under 4.0%	7.20
21.	Overdrawn by at least 4.0% but under 5.0%	7.70
22.	Overdrawn by at least 5.0% but under 6.0%	8.20
23.	Overdrawn by 6.0% or more	8.90

Line	Reserve Percentage	Contribution Rate Schedule D
1.	15.0% or more	0.00
2.	At least 10.0% but under 15.0%	0.10

3.	At least 9.5% but under 10.0%	0.25
4.	At least 9.0% but under 9.5%	0.35
5.	At least 8.5% but under 9.0%	0.55
6.	At least 8.0% but under 8.5%	0.70
7.	At least 7.5% but under 8.0%	0.80
8.	At least 7.0% but under 7.5%	.95
9.	At least 6.5% but under 7.0%	1.20
10.	At least 6.0% but under 6.5%	1.50
11.	At least 5.5% but under 6.0%	1.85
12.	At least 5.0% but under 5.5%	2.20
13.	At least 4.5% but under 5.0%	2.55
14.	At least 4.0% but under 4.5%	2.90
15.	At least 3.5 but under 4.0%	3.35
16.	At least 0 but under 3.5%	3.90
17.	Overdrawn by less than 1.0%	5.70
18.	Overdrawn by at least 1.0% but under 2.0%	6.20
19.	Overdrawn by at least 2.0% but under 3.0%	6.70
20.	Overdrawn by at least 3.0% but under 4.0%	7.20
21.	Overdrawn by at least 4.0% but under 5.0%	7.70
22.	Overdrawn by at least 5.0% but under 6.0%	8.20
23.	Overdrawn by 6.0% or more	8.90

(5) LIMITATION. Except as provided in subs. (2) and (8), the contribution rate for any calendar year of an employer whose reserve percentage equals or exceeds zero may in no case exceed by more than one percent on the employer's payroll the rate which applied to the employer at the close of the preceding calendar year, and the contribution rate for any calendar year of an employer whose reserve percentage is less than zero may in no case exceed by more than 2% on the employer's payroll the rate which applied to the employer at the close of the preceding calendar year.

(5m) LIMITATION, COMPUTATION. The limitation of sub. (5) shall be computed from the employer's experience rate assigned to it under subs. (4), (5) and (6), rounded to the next highest rate.

(6) COMPUTATION IN SPECIAL CASES. If during the year ending on a computation date an employer has been liable for contributions but has had no payroll, the employer's reserve percentage as of that computation date shall be computed on the basis of the employer's most recent year (ending on a computation date which applied to the employer) of some payroll; but the employer's contribution rate for the calendar year following the computation date shall in no case be less than one percent.

(7) VOLUNTARY CONTRIBUTIONS. (a) 1. Except as provided in pars. (b) to (h), any employer may make payments to the fund during the month of November in excess of those required by this section and s. 108.19 (1) and (1e). Each payment shall be credited to the employer's account for the purpose of computing the employer's reserve percentage as of the immediately preceding computation date.

2. Each payment shall be treated as a contribution required and irrevocably paid under this chapter with respect to payrolls preceding the date it is credited except as a refund or credit is authorized under par. (b), (e) or (h).

(b) No employer may, by means of a voluntary contribution under par. (a), reduce the employer's contribution rate to a rate lower than the next lower rate which would have applied to the employer for the following calendar year. Any contributions in excess of the amount required to reduce an employer's rate to the extent permitted under this paragraph shall be applied against any outstanding liability of the employer, or if there is no such liability

shall be refunded to the employer or established as a credit against future contributions payable by the employer, at the employer's option.

(c) No employer whose overdrafts have been charged to the fund's balancing account under s. 108.16 (7) (c) may make a voluntary contribution under par. (a) prior to the 5th calendar year commencing after the date of the most recent such charge. Any voluntary contribution made prior to that year shall be treated as an excess contribution under par. (b).

(d) A payment under this subsection is timely if it is received by the department no later than November 30 following the computation date for the calendar year to which it applies, or if mailed is either postmarked no later than that date or is received by the department no later than 3 days after that date.

(e) The department may refund a voluntary contribution made under par. (a) if, due to an error of the department or an employer, the department makes an adjustment after the computation date or the November voluntary contribution period to the employer's account or payroll used to calculate the employer's reserve percentage that nullifies the rate reduction obtained by the voluntary payment. No refund may be authorized after the close of the calendar year for which the rate changed by the voluntary contribution applied.

(f) Notwithstanding par. (a), the department shall authorize an employer to make a voluntary contribution for the purpose of computing the employer's reserve percentage as of the immediately preceding computation date after the month of November, but in no case later than 120 days after the beginning of the calendar year to which the reserve percentage applies, in an amount sufficient to obtain a contribution rate that was:

1. Nullified by an erroneous charge or credit to the employer's account made by the department; or
2. Increased to a higher contribution rate by an erroneous charge or credit to the employer's account made by the department.

(g) Any payment under par. (f) must be received by the department within 30 days after the date of notice of the rate change caused by the adjustment and within 120 days after the beginning of the year to which the rate applies.

(h) The department shall establish contributions other than those required by this section and s. 108.19 (1) and (1e) and contributions other than those submitted during the month of November or authorized under par. (f) as a credit against future contributions payable by the employer or shall refund the contributions at the employer's option.

(8) SOLVENCY CONTRIBUTIONS. Each employer's solvency contribution for each period of a calendar year shall be figured by applying the solvency rate determined for that year under sub. (9) to the employer's payroll for that period, and shall be payable to the fund's balancing account by the due-date of its contribution report.

(9) SOLVENCY RATES. Except as provided in subs. (9c) and (9e), an employer's solvency rate on its payroll for a given calendar year shall be based solely on the contribution rate of its account for the calendar year under this section. For purposes of rate determination under this subsection, an employer's payroll shall be calculated for the 12-month period ending with the computation date preceding the calendar year to which the rate applies. [See Figure 108.18 (9) following]

Figure 108.18 (9):

Schedule A	
	Employers with payroll under \$500,000
	Employers with payroll of \$500,000 or more

Line	Contribution Rate	Solvency Rate	Solvency Rate
1	0.27	0.00	0.43
2	0.27	0.00	0.43
3	0.45	0.00	0.60
4	0.53	0.00	0.70
5	0.72	0.20	0.70
6	0.79	0.30	0.80
7	0.86	0.40	0.90
8	0.97	0.50	1.00
9	1.23	0.60	1.00
10	1.48	0.70	1.10
11	1.82	0.80	1.20
12	2.16	0.90	1.30
13	2.50	0.90	1.40
14	2.70	0.90	1.40
15	2.84	1.00	1.50
16	3.18	1.10	1.60
17	3.57	1.20	1.70
18	5.70	0.90	0.90
19	6.20	0.90	0.90
20	6.70	0.90	0.90
21	7.20	0.90	0.90
22	7.70	0.90	0.90
23	8.20	0.90	0.90
24	8.90	0.90	0.90

Schedule B

Line	Contribution Rate	Employers with payroll under \$500,000	Employers with payroll of \$500,000 or more
		Solvency Rate	Solvency Rate
1	0.00	0.05	0.10
2	0.20	0.05	0.10
3	0.35	0.05	0.15
4	0.45	0.05	0.20
5	0.65	0.20	0.30
6	0.80	0.20	0.35
7	0.90	0.20	0.40
8	1.05	0.25	0.45
9	1.30	0.30	0.50
10	1.60	0.35	0.55
11	1.95	0.45	0.60
12	2.30	0.50	0.65
13	2.65	0.55	0.70
14	2.70	0.55	0.70
15	3.00	0.60	0.70
16	3.45	0.65	0.70
17	4.00	0.65	0.70
18	5.70	0.90	0.90
19	6.20	0.90	0.90
20	6.70	0.90	0.90
21	7.20	0.90	0.90
22	7.70	0.90	0.90



23	8.20	0.90	0.90
24	8.90	0.90	0.90

**Schedule C**

Line	Contribution Rate	Employers with payroll under \$500,000	
		Solvency Rate	Solvency Rate
1	0.00	0.00	0.05
2	0.20	0.02	0.05
3	0.35	0.02	0.05
4	0.45	0.02	0.05
5	0.65	0.10	0.15

**Figure 108.18 (9): (continued)**

6	0.80	0.10	0.20
7	0.90	0.10	0.25
8	1.05	0.15	0.30
9	1.30	0.15	0.35
10	1.60	0.20	0.40
11	1.95	0.25	0.45
12	2.30	0.30	0.50
13	2.65	0.35	0.55
14	2.70	0.35	0.55
15	3.00	0.40	0.55
16	3.45	0.40	0.55
17	4.00	0.40	0.55
18	5.70	0.70	0.70
19	6.20	0.70	0.70
20	6.70	0.70	0.70
21	7.20	0.70	0.70
22	7.70	0.80	0.80
23	8.20	0.85	0.85
24	8.90	0.85	0.85

**Schedule D**

Line	Contribution Rate	Employers with payroll under \$500,000	
		Solvency Rate	Solvency Rate
1	0.00	0.00	0.05
2	0.10	0.02	0.05
3	0.25	0.02	0.05
4	0.35	0.02	0.05
5	0.55	0.10	0.15
6	0.70	0.10	0.20
7	0.80	0.10	0.25
8	0.95	0.15	0.30
9	1.20	0.15	0.35
10	1.50	0.20	0.40
11	1.85	0.25	0.45
12	2.20	0.30	0.50
13	2.55	0.35	0.55
14	2.70	0.35	0.55

15	2.90	0.40	0.55
16	3.35	0.40	0.55
17	3.90	0.40	0.55
18	5.70	0.70	0.70
19	6.20	0.70	0.70
20	6.70	0.70	0.70
21	7.20	0.70	0.70
22	7.70	0.80	0.80
23	8.20	0.85	0.85
24	8.90	0.85	0.85

**(9c) REDUCTION OF SOLVENCY RATE.** The department shall reduce the solvency rate payable under sub. (9) by each employer for each year by the rate payable by that employer under s. 108.19 (1e) (a) for that year.

**(9e) SEASONAL EMPLOYER SOLVENCY RATE.** A seasonal employer shall pay an additional solvency contribution of 2% on its payroll for each calendar year unless that rate would result in the employer paying more than the maximum total contribution and solvency rate applicable to any employer in the same year in which the rate applies, in which case the employer shall pay that solvency rate which, when combined with its contribution rate, equals that maximum total rate.

**(9m) SOLVENCY CONTRIBUTION EXEMPTION.** No solvency contribution is required of any employer which qualifies for and elects an alternate contribution rate under sub. (2) (d).

**History:** 1971 c. 42, 53, 211; 1973 c. 247; 1975 c. 343; 1977 c. 133; 1979 c. 12, 52; 1983 a. 8, 27, 99; 1983 a. 189 s. 329 (28); 1983 a. 384; 1985 a. 17, 40, 332; 1987 a. 38 ss. 113 to 121, 134; 1989 a. 56 s. 259; 1989 a. 77, 359; 1991 a. 89; 1993 a. 373, 492; 1995 a. 118, 225, 417; 1997 a. 39; 1999 a. 15.

**108.19 Contributions to the administrative account.**

**(1)** Each employer subject to this chapter shall regularly contribute to the administrative account at the rate of two-tenths of one per cent per year on its payroll, except that the department may prescribe at the close of any fiscal year such lower rates of contribution under this section, to apply to classes of employers throughout the ensuing fiscal year, as will in the department's judgment adequately finance the administration of this chapter, and as will in the department's judgment fairly represent the relative cost of the services rendered by the department to each such class.

**(1e) (a)** Except as provided in par. (b), each employer, other than an employer which finances benefits under s. 108.15 or 108.151 shall, in addition to other contributions payable under s. 108.18 and this section, pay an assessment to the administrative account for each year prior to the year 2002 equal to the lesser of 0.01% of its payroll for that year or the solvency contribution that would otherwise be payable by the employer under s. 108.18 (9) for that year.

**(b)** The levy prescribed under par. (a) is not effective for any year unless the department, no later than the November 30 preceding that year, publishes a class 1 notice under ch. 985 giving notice that the levy is in effect for the ensuing year.

**(c)** Notwithstanding par. (a), the department may, if it finds that the full amount of the levy is not required to effect the purposes specified in par. (d) for any year, prescribe a reduced levy for that year and in such case shall publish in the notice under par. (b) the rate of the reduced levy.

**(d)** The department may expend the moneys received from assessments levied under this subsection for the renovation and modernization of the unemployment insurance tax and accounting system, including development and implementation of a new system and reengineering of automated processes and manual business functions.

**(1m)** Each employer subject to this chapter as of the date a rate is established under this subsection shall pay an assessment to the administrative account at a rate established by the department sufficient to pay interest due on advances from the federal unemploy-

ment account under title XII of the social security act (42 USC 1321 to 1324). The rate established by the department for employers who finance benefits under s. 108.15 (2) or 108.151 (2) shall be 75% of the rate established for other employers. The amount of any employer's assessment shall be the product of the rate established for that employer multiplied by the employer's payroll of the previous calendar year as taken from quarterly contribution reports filed by the employer or, in the absence of the filing of such reports, estimates made by the department. Each assessment made under this subsection is due on the 30th day commencing after the date on which notice of the assessment is mailed by the department. If the amounts collected under this subsection are in excess of the amounts needed to pay interest due, the amounts shall be retained in the administrative account and utilized for the purposes specified in s. 108.20 (2m).

(1n) The department shall publish as a class 1 notice under ch. 985 any rate established under sub. (1m) within 10 days of the date that the rate is established.

(1p) Notwithstanding sub. (1m), an employer having a payroll of \$25,000 or less for the preceding calendar year is exempt from any assessment under sub. (1m).

(2) If the department finds, at any time within a fiscal year for which it has prescribed lower contribution rates to the administrative account than the maximum rate permitted under sub. (1), that such lower rates will not adequately finance the administration of this chapter or are excessive for that purpose, the department may by general rule prescribe a new schedule of rates in no case exceeding the specified maximum to apply under this section for the balance of the fiscal year.

(2m) Within the limit specified by sub. (1), the department may by rule prescribe at any time as to any period any such rate or rates or schedule as it deems necessary and proper hereunder. Unless thus prescribed, no such rate or rates or schedule shall apply under sub. (1) or (2).

(3) If the federal unemployment tax act is amended to permit a maximum rate of credit against the federal tax higher than the 90% maximum rate of credit permitted under section 3302 (c) (1) of the internal revenue code on May 23, 1943, to an employer with respect to any state unemployment insurance law whose standard contribution rate on payroll under that law is more than 2.7%, then the standard contribution rate as to all employers under this chapter shall, by a rule of the department, be increased from 2.7% of payroll to that percentage of payroll which corresponds to the higher maximum rate of credit thus permitted against the federal unemployment tax; and such increase shall become effective on the same date as such higher maximum rate of credit becomes permissible under the federal amendment.

(4) If section 303 (a) (5) of title III of the social security act and section 3304 (a) (4) of the internal revenue code are amended to permit a state agency to use, in financing administrative expenditures incurred in carrying out its employment security functions, some part of the moneys collected or to be collected under the state unemployment insurance law, in partial or complete substitution for grants under title III, then this chapter shall, by rule of the department, be modified in the manner and to the extent and within the limits necessary to permit such use by the department under this chapter; and the modifications shall become effective on the same date as such use becomes permissible under the federal amendments.

**History:** 1979 c. 34; 1979 c. 110 s. 60 (13); 1981 c. 315; 1983 a. 8, 27, 384; 1985 a. 29, 332; 1987 a. 27, 38, 403; 1991 a. 315; 1993 a. 490; 1997 a. 39; 1999 a. 15.

**108.20 Administrative account. (1)** To finance the administration of this chapter and to carry out its provisions and purposes there is established the "administrative account". This account shall consist of all contributions and moneys not otherwise appropriated paid to or transferred by the department for the account under s. 108.19, and of all moneys received for the account by the state or by the department from any source, including all federal moneys allotted or apportioned to the state or the

department for the employment service or for administration of this chapter, or for services, facilities or records supplied to any federal agency from the appropriation under s. 20.445 (1) (n). The department shall make to federal agencies such reports as are necessary in connection with or because of such federal aid.

(2) All amounts received by the department for the administrative account shall be paid over to the state treasurer and credited to that account for the administration of this chapter and the employment service, for the payment of benefits chargeable to the account under s. 108.07 (5) and for the purposes specified in sub. (2m).

(2m) From the moneys not appropriated under s. 20.445 (1) (ge), (gf) and (gg) which are received by the administrative account as interest and penalties under this chapter, the department shall pay the benefits chargeable to the administrative account under s. 108.07 (5) and the interest payable to employers under s. 108.17 (3m) and may pay interest due on advances to the unemployment reserve fund from the federal unemployment account under title XII of the social security act, 42 USC 1321 to 1324, may make payments to satisfy a federal audit exception concerning a payment from the fund or any federal aid disallowance involving the unemployment insurance program, or may make payments to the fund if such action is necessary to obtain a lower interest rate or deferral of interest payments on advances from the federal unemployment account under title XII of the social security act, except that any interest earned pending disbursement of federal employment security grants under s. 20.445 (1) (n) shall be credited to the general fund. Any moneys reverting to the administrative account from the appropriations under s. 20.445 (1) (ge) and (gf) shall be utilized as provided in this subsection.

(3) There shall be included in the moneys governed by sub. (2m) any amounts collected by the department under ss. 108.04 (1) (c) and (cm) and 108.22 (1) (a) and (ac) as tardy filing fees, forfeitures, interest on delinquent payments or other penalties and any excess moneys collected under s. 108.19 (1m).

(4) Any moneys transferred to the administrative account from the federal administrative financing account pursuant to s. 108.161 shall be expended or restored to that account in accordance with s. 108.161.

**History:** 1973 c. 90 s. 559; 1981 c. 36 ss. 38, 39, 45; 1983 a. 8, 388; 1985 a. 17, 29, 40; 1987 a. 27, 38, 403; 1989 a. 77; 1991 a. 89; 1997 a. 27, 39, 252; 1999 a. 15.

**108.205 Quarterly wage reports. (1)** Each employer shall file with the department, in such form as the department by rule requires, a quarterly report showing the name, social security number and wages paid to each employee who is employed by the employer in employment with the employer during the quarter. The department may also by rule require each employer to include in the report any salary reduction amounts that are not wages and that would have been paid to each such employee by the employer as salary during the quarter but for a salary reduction agreement under a cafeteria plan, within the meaning of 26 USC 125. The employer shall file the report no later than the last day of the month following the completion of each quarter.

(2) All employers of 100 or more employees, as determined under s. 108.22 (1) (ae), shall file the quarterly report under sub. (1) using an electronic medium approved by the department for such employers. An employer that becomes subject to the reporting requirement under this subsection shall file its initial report under this subsection for the 4th quarter beginning after the quarter in which the employer becomes subject to the reporting requirement. Once an employer becomes subject to the reporting requirement under this subsection, the employer shall continue to file its quarterly reports under this subsection unless that requirement is waived by the department.

**History:** 1987 a. 38; 1991 a. 89; 1997 a. 39; 1999 a. 15.

**108.21 Record and audit of payrolls. (1)** Every employing unit which employs one or more individuals to perform work in this state shall keep an accurate work record for each individual

employed by it, including full name, address and social security number, which will permit determination of the weekly wages earned by each such individual, the wages paid within each quarter to that individual and the salary reduction amounts that are not wages and that would have been paid by the employing unit to that individual as salary but for a salary reduction agreement under a cafeteria plan, within the meaning of 26 USC 125. Each such employing unit shall permit any authorized representative of the department to examine, at any reasonable time, the work record and any other records which may show any wages paid by the employing unit, or any salary reduction amounts that are not wages and that would have been paid by the employing unit as salary but for a salary reduction agreement under a cafeteria plan, within the meaning of 26 USC 125, regardless of the format in which such a record is maintained. If such a record is maintained by an employing unit in machine-readable format, the employing unit shall provide the department with information necessary to retrieve the record. If the department determines that the employing unit is unable to provide access to such a record or that the retrieval capability at the site where the record is maintained is not adequate for efficient examination, the employing unit shall provide a copy of the record to the department and shall allow the department to remove the copy from that site for such period as will permit examination at another location. Each such employing unit shall furnish to the department upon demand a sworn statement of the information contained in any such record.

(2) The findings of any such authorized representative of the department, based on examination of the records of any such employing unit and embodied in an audit report mailed to the employing unit, shall constitute a determination within the meaning of s. 108.10.

(3) If any such employing unit fails to keep adequate work records under this section or fails to file the reports required by this chapter or required by the department under this chapter, the employing unit's contribution liability with respect to the period for which such records are lacking or deficient or for which such reports have not been filed may be estimated by the department in a determination made under s. 108.10.

**History:** 1987 a. 38; 1993 a. 373; 1997 a. 39.

**108.22 Timely reports, notices and payments.** (1) (a) If any employer, other than an employer which has ceased business and has not paid or incurred a liability to pay wages in any quarter following the cessation of business, is delinquent in making by the assigned due date any contribution report, or other report or payment to the department required of it under this chapter except a quarterly report under s. 108.205 or a voluntary contribution, the employer shall pay interest on any delinquent payment at the rate of one percent per month or fraction thereof from the date such payment became due. If any such employer is delinquent in making any quarterly report under s. 108.205 by the assigned due date, the employer shall pay a tardy filing fee for each delinquent quarterly report as follows:

1. For 1 to 100 employees, \$25.
2. For more than 100 employees, \$75.

(ac) In addition to any fee assessed under par. (a), an employer that is subject to the reporting requirement under s. 108.205 (2) and that fails to file its report in a format prescribed under that subsection may be assessed a penalty of \$10 for each employee whose information is not reported in a format prescribed under s. 108.205 (2).

(ae) For purposes of par. (a), the number of employees employed by an employer is the total number of employees employed by the employer at any time during the reporting period.

(am) The interest and the tardy filing fees levied under par. (a) shall be paid to the department and credited to the administrative account.

(b) If the due date of a report or payment under s. 108.15 (5) (b), 108.151 (5) (f), 108.16 (8), 108.17 (2) or 108.205 would

otherwise be a Saturday, Sunday or legal holiday under state or federal law, the due date is the next following day which is not a Saturday, Sunday or legal holiday under state or federal law.

(c) Any report or payment, except a payment required by s. 108.15 (5) (b) or 108.151 (5) (f), to which this subsection applies is delinquent, within the meaning of par. (a), unless it is received by the department, in the form prescribed by law or rule of the department, no later than its due date as determined under par. (b), or if mailed is either postmarked no later than that due date or is received by the department no later than 3 days after that due date. Any payment required by s. 108.15 (5) (b) or 108.151 (5) (f) is delinquent, within the meaning of par. (a), unless it is received by the department, in the form prescribed by law, no later than the last day of the month in which it is due.

(d) The tardy payment fee or filing fee may be waived by the department if the employer later files the required report or makes the required payment and satisfies the department that the report or payment was tardy due to circumstances beyond the employer's control.

(e) Any notice filed under s. 108.15 (3) (a) or (b) or 108.151 (3) (a) or assurance filed under s. 108.151 (2) (a) or (4) (a) 2. is timely if it is received by the department by December 31 or, if mailed, is either postmarked no later than that due date or is received by the department no later than 3 days after that due date.

(f) Any notice of assurance filed under s. 108.151 (2) (c) is timely if it is received by the department by its due date or, if mailed, is either postmarked no later than that due date or is received by the department no later than 3 days after that due date.

(1m) If an employer owes any contributions, interest or fees to the department under this chapter and fails to pay the amount owed, the department has a perfected lien upon the employer's right, title and interest in all of its real and personal property located in this state in the amount finally determined to be owed, plus costs. Except where creation of a lien is barred or stayed by bankruptcy or other insolvency law, the lien is effective when the department issues a determination of the amount owed under s. 108.10 (1) and shall continue until the amount owed, plus costs and interest to the date of payment, is paid. If a lien is initially barred or stayed by bankruptcy or other insolvency law, it shall become effective immediately upon expiration or removal of such bar or stay. The perfected lien does not give the department priority over lienholders, mortgagees, purchasers for value, judgment creditors and pledges whose interests have been recorded before the department's lien is recorded.

(2) (a) 1. If any employing unit fails to pay to the department any amount found to be due it in proceedings pursuant to s. 108.10, provided that no appeal or review permitted under s. 108.10 is pending and that the time for taking an appeal or review has expired, the department or any authorized representative may issue a warrant directed to the clerk of circuit court for any county of the state.

2. The clerk of circuit court shall enter in the judgment and lien docket the name of the employing unit mentioned in the warrant and the amount of the contributions, interest, costs and other fees for which the warrant is issued and the date when such copy is entered.

3. A warrant entered under subd. 2. shall be considered in all respects as a final judgment constituting a perfected lien upon the employing unit's right, title and interest in all real and personal property located in the county where the warrant is entered.

4. The department or any authorized representative may thereafter file an execution with the clerk of circuit court for filing by the clerk of circuit court with the sheriff of any county where real or personal property of the employing unit is found, commanding the sheriff to levy upon and sell sufficient real and personal property of the employing unit to pay the amount stated in the warrant in the same manner as upon an execution against property issued upon the judgment of a court of record, and to return

the warrant to the department and pay to it the money collected by virtue thereof within 60 days after receipt of the warrant.

(b) The clerk of circuit court shall accept, file and enter the warrant in the judgment and lien docket without prepayment of any fee, but the clerk of circuit court shall submit a statement of the proper fee semiannually to the department covering the periods from January 1 to June 30 and July 1 to December 31 unless a different billing period is agreed to between the clerk of circuit court and the department. The fees shall then be paid by the department, but the fees provided by s. 814.61 (5) for entering the warrants shall be added to the amount of the warrant and collected from the employing unit when satisfaction or release is presented for entry.

(3) The department may issue a warrant of like terms, force and effect to any employee or other agent of the department, who may file a copy of such warrant with the clerk of circuit court of any county in the state, and thereupon such clerk shall enter the warrant in the judgment and lien docket and the warrant shall become a lien in the same manner, and with the same force and effect, as provided in sub. (2). In the execution of the warrant, the employee or other agent shall have all the powers conferred by law upon a sheriff, but shall not be entitled to collect from the employer any fee or charge for the execution of the warrant in excess of the actual expenses paid in the performance of his or her duty.

(4) If a warrant be returned not satisfied in full, the department shall have the same remedies to enforce the amount due for contributions, interest, and costs and other fees as if the department had recovered judgment against the employing unit for the same and an execution returned wholly or partially not satisfied.

(5) When the contributions set forth in a warrant together with interest and other fees to date of payment and all costs due the department have been paid to it, the department shall issue a satisfaction of the warrant and file it with the clerk of circuit court. The clerk of circuit court shall immediately enter a satisfaction of the judgment on the judgment and lien docket. The department shall send a copy of the satisfaction to the employer.

(6) The department, if it finds that the interests of the state will not thereby be jeopardized, and upon such conditions as it may exact, may issue a release of any warrant with respect to any real or personal property upon which the warrant is a lien or cloud upon title, and such release shall be entered of record by the clerk upon presentation to the clerk and payment of the fee for filing said release and the same shall be held conclusive that the lien or cloud upon the title of the property covered by the release is extinguished.

(7) At any time after the filing of a warrant, the department may commence and maintain a garnishee action as provided by ch. 812 or may use the remedy of attachment as provided by ch. 811 for actions to enforce a judgment. The place of trial of such an action may be either in Dane County or the county where the debtor resides and shall not be changed from the county in which such action is commenced, except upon consent of the parties.

(8) (a) If benefits are erroneously paid to an individual, the individual's liability to reimburse the fund for the overpayment may be set forth in a determination or decision issued under s. 108.09. Any determination which establishes or increases an overpayment shall include a finding concerning whether waiver of benefit recovery is required under par. (c). If any decision of an appeal tribunal, the commission or any court establishes or increases an overpayment and the decision does not include a finding concerning whether waiver of benefit recovery is required under par. (c), the tribunal, commission or court shall remand the issue to the department for a determination.

(b) To recover any overpayment which is not otherwise repaid or recovery of which has not been waived, the department may offset the amount of the overpayment against benefits the individual would otherwise be eligible to receive, or file a warrant against the liable individual in the same manner as is provided in this sec-

tion for collecting delinquent payments from employers, or both, but only to the extent of recovering the actual amount of the overpayment and any costs and disbursements, without interest.

(c) 1. The department shall waive recovery of benefits that were erroneously paid if:

a. The overpayment was the result of a departmental error and was not the fault of any employer under s. 108.04 (13) (f); and

b. The overpayment did not result from the fault of an employee as provided in s. 108.04 (13) (f), or because of a claimant's false statement or misrepresentation.

2. If a determination or decision issued under s. 108.09 is amended, modified or reversed by an appeal tribunal, the commission or any court, that action shall not be treated as establishing a departmental error for purposes of subd. 1. a.

(8m) If the department issues an erroneous warrant, the department shall issue a notice of withdrawal of the warrant to the clerk of circuit court for the county in which the warrant is filed. The clerk shall void the warrant and any liens attached by it.

(9) An individual who is an officer, employee, member or manager holding at least 20% of the ownership interest of a corporation or of a limited liability company subject to this chapter, and who has control or supervision of or responsibility for filing contribution reports or making payment of contributions, and who wilfully fails to file such reports or to make such payments to the department, or to ensure that such reports are filed or that such payments are made, may be found personally liable for such amounts, including interest, tardy payment or filing fees, costs and other fees, in the event that after proper proceedings for the collection of such amounts, as provided in this chapter, the corporation or limited liability company is unable to pay such amounts to the department. Ownership interest of a corporation or limited liability company includes ownership or control, directly or indirectly, by legally enforceable means or otherwise, by the individual, by the individual's spouse or child, by the individual's parent if the individual is under age 18, or by a combination of 2 or more of them, and such ownership interest of a parent corporation or limited liability company of which the corporation or limited liability company unable to pay such amounts is a wholly owned subsidiary. The personal liability of such officer, employee, member or manager as provided in this subsection survives dissolution, reorganization, bankruptcy, receivership, assignment for the benefit of creditors, judicially confirmed extension or composition, or any analogous situation of the corporation or limited liability company and shall be set forth in a determination or decision issued under s. 108.10.

**History:** 1973 c. 247; Sup. Ct. Order, 67 Wis. 2d 585, 774 (1975); 1975 c. 343; 1979 c. 52; 1981 c. 36; 1985 a. 17, 29; 1987 a. 38; 1989 a. 77; 1991 a. 89; 1993 a. 112, 373; 1995 a. 224; 1997 a. 39; 1999 a. 15.

Only the department may waive collection of an overpayment. *Topp v. LIRC*, 133 Wis. 2d 422, 395 N.W.2d 815 (Ct. App. 1986).

Unemployment compensation warrants may be docketed by a clerk of circuit court prior to issuance of the warrants to the sheriff for levy purposes. 61 Atty. Gen. 148.

The department has discretion whether to seek recovery of overpayments due to the department's error. 67 Atty. Gen. 228.

### 108.225 Levy for delinquent contributions or benefit overpayments. (1) DEFINITIONS. In this section:

(a) "Contributions" include interest for nontimely payment and any penalties assessed by the department under this chapter.

(b) "Debt" means a delinquent contribution or benefit overpayment.

(c) "Debtor" means a person who owes the department delinquent contributions or a benefit overpayment.

(d) "Disposable earnings" means that part of the earnings of any individual after the deduction from those earnings of any amounts required by law to be withheld, any life, health, dental or similar type of insurance premiums, union dues, any amount necessary to comply with a court order to contribute to the support of minor children, and any levy, wage assignment or garnishment executed prior to the date of a levy under this section.

(e) “Federal minimum hourly wage” means that wage prescribed by 29 USC 206 (a) (1).

(f) “Levy” means all powers of distraint and seizure.

(g) “Property” includes all tangible and intangible personal property and rights to such property, including compensation paid or payable for personal services, whether denominated as wages, salary, commission, bonus or otherwise, periodic payments received pursuant to a pension or retirement program, rents, proceeds of insurance and contract payments.

**(2) POWERS OF LEVY AND DISTRRAINT.** If any debtor who is liable for any debt neglects or refuses to pay that debt after the department has made demand for payment, the department may collect that debt and the expenses of the levy by levy upon any property belonging to the debtor. Whenever the value of any property that has been levied upon under this section is not sufficient to satisfy the claim of the department, the department may levy upon any additional property of the debtor until the debt and expenses of the levy are fully paid.

**(3) DUTIES TO SURRENDER.** Any person in possession of or obligated with respect to property or rights to property that is subject to levy and upon which a levy has been made shall, upon demand of the department, surrender the property or rights or discharge the obligation to the department, except that part of the property or rights which is, at the time of the demand, subject to any prior attachment or execution under any judicial process.

**(4) FAILURE TO SURRENDER; ENFORCEMENT OF LEVY.** (a) Any debtor who fails or refuses to surrender any property or rights to property that is subject to levy, upon demand by the department, is subject to proceedings to enforce the amount of the levy.

(b) Any 3rd party who fails to surrender any property or rights to property subject to levy, upon demand of the department, is subject to proceedings to enforce the levy. The 3rd party is not liable to the department under this paragraph for more than 25% of the debt. The department shall serve a final demand as provided under sub. (13) on any 3rd party who fails to surrender property. Proceedings shall not be initiated by the department until 5 days after service of the final demand. The department shall issue a determination under s. 108.10 to the 3rd party for the amount of the liability.

(c) When a 3rd party surrenders the property or rights to the property on demand of the department or discharges the obligation to the department for which the levy is made, the 3rd party is discharged from any obligation or liability to the debtor with respect to the property or rights to the property arising from the surrender or payment to the department.

**(5) ACTIONS AGAINST THIS STATE.** (a) If the department has levied upon property, any person, other than the debtor who is liable to pay the debt out of which the levy arose, who claims an interest in or lien on that property and claims that that property was wrongfully levied upon may bring a civil action against the state in the circuit court for Dane County. That action may be brought whether or not that property has been surrendered to the department. The court may grant only the relief under par. (b). No other action to question the validity of or restrain or enjoin a levy by the department may be maintained.

(b) In an action under par. (a), if a levy would irreparably injure rights to property, the court may enjoin the enforcement of that levy. If the court determines that the property has been wrongfully levied upon, it may grant a judgment for the amount of money obtained by levy.

(c) For purposes of an adjudication under this subsection, the determination of the debt upon which the interest or lien of the department is based is conclusively presumed to be valid.

**(6) DETERMINATION OF EXPENSES.** The department shall determine its costs and expenses to be paid in all cases of levy.

**(7) USE OF PROCEEDS.** (a) The department shall apply all money obtained under this section first against the expenses of the proceedings and then against the liability in respect to which the

levy was made and any other liability owed to the department by the debtor.

(b) The department may refund or credit any amount left after the applications under par. (a), upon submission of a claim therefor and satisfactory proof of the claim, to the person entitled to that amount.

**(8) RELEASE OF LEVY.** The department may release the levy upon all or part of property levied upon to facilitate the collection of the liability or to grant relief from a wrongful levy, but that release does not prevent any later levy.

**(9) WRONGFUL LEVY.** If the department determines that property has been wrongfully levied upon, the department may return the property at any time, or may return an amount of money equal to the amount of money levied upon.

**(10) PRESERVATION OF REMEDIES.** The availability of the remedy under this section does not abridge the right of the department to pursue other remedies.

**(11) EVASION.** Any person who removes, deposits or conceals or aids in removing, depositing or concealing any property upon which a levy is authorized under this section with intent to evade or defeat the assessment or collection of any debt may be fined not more than \$5,000 or imprisoned for not more than 4 years and 6 months or both, and shall be liable to the state for the costs of prosecution.

**(12) NOTICE BEFORE LEVY.** If no appeal or other proceeding for review permitted by law is pending and the time for taking an appeal or petitioning for review has expired, the department shall make a demand to the debtor for payment of the debt which is subject to levy and give notice that the department may pursue legal action for collection of the debt against the debtor. The department shall make the demand for payment and give the notice at least 10 days prior to the levy, personally or by any type of mail service which requires a signature of acceptance, at the address of the debtor as it appears on the records of the department. The demand for payment and notice shall include a statement of the amount of the debt, including interest and penalties, and the name of the debtor who is liable for the debt. The debtor’s refusal or failure to accept or receive the notice does not prevent the department from making the levy. Notice prior to levy is not required for a subsequent levy on any debt of the same debtor within one year of the date of service of the original levy.

**(13) SERVICE OF LEVY.** (a) The department shall serve the levy upon the debtor and 3rd party by personal service or by any type of mail service which requires a signature of acceptance.

(b) Personal service shall be made upon an individual, other than a minor or incapacitated person, by delivering a copy of the levy to the debtor or 3rd party personally; by leaving a copy of the levy at the debtor’s dwelling or usual place of abode with some person of suitable age and discretion residing there; by leaving a copy of the levy at the business establishment with an officer or employee of the establishment; or by delivering a copy of the levy to an agent authorized by law to receive service of process.

(c) The department representative who serves the levy shall certify service of process on the notice of levy form and the person served shall acknowledge receipt of the certification by signing and dating it. If service is made by mail, the return receipt is the certificate of service of the levy.

(d) The debtor’s or 3rd party’s failure to accept or receive service of the levy does not invalidate the levy.

**(14) ANSWER BY 3RD PARTY.** Within 45 days after the service of the levy upon a 3rd party, the 3rd party shall file an answer with the department stating whether the 3rd party is in possession of or obligated with respect to property or rights to property of the debtor, including a description of the property or the rights to property and the nature and dollar amount of any such obligation.

**(15) DURATION OF LEVY.** A levy is effective from the date on which the levy is first served on the 3rd party until the liability out

of which the levy arose is satisfied, until the levy is released or until one year from the date of service, whichever occurs first.

**(16) WAGES EXEMPT FROM LEVY.** In the case of benefit overpayments, the debtor is entitled to an exemption from levy of the greater of the following:

(a) A subsistence allowance of 75% of the debtor's disposable earnings then due and owing;

(b) An amount equal to 30 times the federal minimum hourly wage for each full week of the debtor's pay period; or

(c) In the case of earnings for a period other than a week, a subsistence allowance computed so that it is equivalent to that provided in par. (b) using a multiple of the federal minimum hourly wage prescribed by rule of the department.

**(17) EXEMPTIONS.** The first \$1,000 of an account in a depository institution is exempt from any levy to recover a benefit overpayment. No other property is exempt from levy except as provided in sub. (16).

**(18) RESTRICTION ON EMPLOYMENT PENALTIES BY REASON OF LEVY.** No employer may discharge or otherwise discriminate with respect to the terms and conditions of employment against any employee by reason of the fact that his or her earnings have been subject to levy for any one levy or because of compliance with any provision of this section. Whoever wilfully violates this subsection may be fined not more than \$1,000 or imprisoned for not more than 2 years or both.

**(19) APPEAL.** Any debtor who is subject to a levy proceeding made by the department has the right to appeal the levy proceeding under s. 108.10. The appeal is limited to questions of prior payment of the debt that the department is proceeding against, and mistaken identity of the debtor. The levy is not stayed pending an appeal in any case where property is secured through the levy.

**(20) COST OF LEVY.** Any 3rd party is entitled to a levy fee of \$5 for each levy in any case where property is secured through the levy. The 3rd party shall deduct the fee from the proceeds of the levy.

**History:** 1989 a. 77; 1997 a. 187, 283.

**108.23 Preference of required payments.** In the event of an employer's dissolution, reorganization, bankruptcy, receivership, assignment for benefit of creditors, judicially confirmed extension proposal or composition, or any analogous situation including the administration of estates in circuit courts, the payments required of the employer under this chapter shall have preference over all claims of general creditors and shall be paid next after the payment of preferred claims for wages. If the employer is indebted to the federal government for taxes due under the federal unemployment tax act and a claim for the taxes has been duly filed, the amount of contributions which should be paid to allow the employer the maximum offset against the taxes shall have preference over preferred claims for wages and shall be on a par with debts due the United States, if by establishing the preference

the offset against the federal tax can be secured under s. 3302 (a) (3) of the federal unemployment tax act.

**History:** 1977 c. 449.

**108.24 Penalties. (1)** Any person who knowingly makes a false statement or representation to obtain any benefit payment under this chapter, either for himself or herself or for any other person, shall be fined not less than \$100 nor more than \$500 or imprisoned not more than 90 days, or both; and each such false statement or representation constitutes a separate offense.

**(2)** Any person who knowingly makes a false statement or representation in connection with any report or as to any information duly required by the department under this chapter, or who knowingly refuses or fails to keep any records or to furnish any reports or information duly required by the department under this chapter, shall be fined not less than \$100 nor more than \$500, or imprisoned not more than 90 days or both; and each such false statement or representation and every day of such refusal or failure constitutes a separate offense.

**(3)** Any person who makes a deduction from the wages of an employee because of liability for contributions or payments in lieu of contributions under this chapter or because of the employee's potential right to benefits, or who knowingly refuses or fails to furnish to an employee any notice, report or information duly required under this chapter by the department to be furnished to such employee, or who, directly or indirectly by promise of reemployment or by threat not to employ or not to reemploy or by any other means, attempts to induce an employee to refrain from claiming or accepting benefits or to waive any other right under this chapter, or whose rehiring policy has discriminated against a former employee by reason of their having claimed benefits, shall be fined not less than \$100 nor more than \$500 or imprisoned not more than 90 days, or both; and each such deduction from wages, every day of such refusal or failure, and each such attempt to induce constitutes a separate offense.

**(4)** Any person who, without authorization of the department, permits inspection or disclosure of any record relating to the administration of this chapter that is provided to the person by the department under s. 108.14 (7) (a) or (b), and any person who, without authorization of the commission, permits inspection or disclosure of any record relating to the administration of this chapter that is provided to the person by the commission under s. 108.14 (7) (a), shall be fined not less than \$25 nor more than \$500 or may be imprisoned in the county jail for not more than one year or both. Each such unauthorized inspection or disclosure constitutes a separate offense.

**History:** 1973 c. 247; 1983 a. 8; 1991 a. 89.

**108.26 Saving clause.** The legislature reserves the right to amend or repeal all or any part of this chapter at any time; and there shall be no vested private right of any kind against such amendment or repeal. All the rights, privileges or immunities conferred by this chapter or by acts done pursuant thereto shall exist subject to the power of the legislature to amend or repeal this chapter at any time.