

NEBRASKA ADMINISTRATIVE CODE

- TITLE 221 - DEPARTMENT OF LABOR
- CHAPTER 3 - NOTICE TO EMPLOYER OF CLAIM FILED AND REQUEST FOR WAGE AND SEPARATION INFORMATION

- 001. This chapter is adopted pursuant to *Neb. Rev. Stat.* §§48-607, 48-612, 48-626, 48-632 and 48-652.
- 002. A. When a new claim is filed, the Department shall notify all employers entitled to notice pursuant to *Neb. Rev. Stat.* §48-632(2), all current quarter employers and all employers for the preceding five quarters, except that no notice need be provided to any employer notified of a prior claim if no wages were received by the claimant from that employer subsequent to the date of the original claim. If the employer has designated an agent to represent the employer regarding claims filed under the Employment Security Law or the filing of quarterly wage reports under the Employment Security Law, notice to the agent shall constitute notice to the employer.
- B. Except when additional notice is required pursuant to *Neb. Rev. Stat.* §48-632(2), when a new claim is filed against an employer who was notified of a prior claim, and employment with that employer subsequent to the date of the original claim is not alleged, chargeability shall be determined by the chargeability determination made on the prior claim.
- 003. When an individual who has previously established a benefit year renews his or her claim for benefits and alleges new employment, the Department shall notify any additional intervening employer.

004. A.
 1. For employers that do not participate in SIDES E-Response (State Information Data Exchange System) or SIDES Web Services:
 - i. The notification of a new claim filed or renewed claim shall be on a form prescribed and/or approved by the Commissioner and shall request accurate and adequate information concerning any facts that may defer or deny benefits to the individual including allegations of misconduct or voluntary quits by the claimant and any additional information as the Department may deem necessary and request.
 - ii. Each employer notified or its agent shall promptly complete the form including all information required under subdivision (004)(A)(1)(i) of this subsection and return it so as to be received by the Department in ten days from the date mailed or date sent electronically.
 2. For employers that participate in SIDES E-Response (State Information Data Exchange System):
 - i. The notification of a new claim filed or renewed claim shall be through electronic mail from the Nebraska Department of Labor and shall request accurate and adequate information concerning any facts that may defer or deny benefits to the individual including allegations of misconduct or voluntary quits by the claimant and any additional information as the Department may deem necessary and request.
 - ii. Each employer notified or its agent shall complete the requested information in the SIDES E-Response Website including all information required under subdivision (004)(A)(2)(i) of this subsection within ten days from the sent date of the electronic mail notification.
 3. For employers that participate in SIDES Web Services (State Information Data Exchange System):
 - i. The notification of a new claim filed or renewed claim shall be through Web Services managed by a Central Broker and shall request accurate and adequate information concerning any facts that may defer or deny benefits to the individual including allegations of misconduct or voluntary quits by the claimant and any additional information as the Department may deem necessary and request.
 - ii. Each employer notified or its agent shall complete the requested information and post the response to the Central Broker through Web services including all information required under subdivision (004)(A)(3)(i) of this subsection within ten days from the date the Department posted the notification to the Central Broker.
 4. The Commissioner may require agents of employers to accept notices and provide responses in an electronic format designated by the Commissioner.
- B. Regardless of any finding or disqualification of benefits, in order for a contributory employer not to have its account charged for benefits under *Neb. Rev. Stat. §48-652(3)*, the contributory employer or its agent must provide the information

requested pursuant to subsection (A) of this section within ten days of the date the request was mailed or electronically transmitted to the contributory employer or its agent.

005. If an individual has been employed by two or more employers in any quarter of the base period and the chronological order of employment is not definite, periods of employment within such calendar quarter shall be chargeable without regard to chronological order by the Department in a manner determined to be fair and equitable for all affected employers.
006. A. If a claimant maintains that he or she has been paid wages during a calendar quarter from an employer who has not reported wages earned by the claimant during such quarter, whether due to the employer having failed to report wages for the claimant for that quarter or the quarterly wage report for that quarter not yet being due, the Commissioner may request a special wage report from the employer specific to the claimant.
- B. If the employer or its agent fails to respond to the special wage report request within seven days of the date of the mailing of the request, the Commissioner may accept a statement from the claimant as to the amount of wages paid to him or her during the quarter. Absent fraud or collusion, benefit payments based upon such a claimant's statement of earnings will be conclusive as to wages earned during that quarter.
- C. An employer or its agent who files a quarterly wage report or amended quarterly wage report including wages earned by the claimant within seven days of the mailing date of the special wage report request shall be deemed to have timely responded to the request.