

DEPARTMENT OF LABOR

20 CFR Part 614

Unemployment Compensation for Ex-Service Members; Revision of Regulations

AGENCY: Employment and Training Administration, Labor.

ACTION: Proposed rule.

SUMMARY: The Department of Labor proposes to revise the regulations for the Program of Unemployment Compensation for Ex-Servicemembers (UCX Program). Changes to the regulations incorporate statutory amendments, which require treatment of the Virgin Islands as a participating State in the Federal-State Unemployment Compensation Program, which prescribe a new rule for determining the Federal share of the cost of benefits in connection with joint claims under the UCX Program and State unemployment compensation laws, and which revise the eligibility requirements for entitlement to the program benefits. The regulations are also reorganized and revised to state the rights and obligations of claimants for the benefits and to clarify the respective duties and responsibilities of the Federal Government and the State agencies. The setting forth of this information in each Part dealing with a separate unemployment compensation program conforms to the more recent practice in writing regulations in this area.

DATE: Written comments must be received by the Department on or before March 24, 1981.

ADDRESS: Send comments on this proposal to the U.S. Department of Labor, Employment and Training Administration, Room 7000, Patrick Henry Building, 601 "D" Street, N.W., Washington, D.C. 20213. All comments received will be available for public inspection during normal business hours in Room 7000 at the above address.

FOR FURTHER INFORMATION CONTACT: Charles W. Reynolds, Unemployment Insurance Service, at (202) 376-6222. (This is not a toll-free number).

SUPPLEMENTARY INFORMATION: The UCX Program is financed by Federal funds to furnish unemployment benefits to individuals who are separated from military service and are unable to obtain work. The program was created by Public Law 85-848, approved on August 28, 1958. It has been codified in 5 U.S.C. 8521-8525.

Section 116 of the Unemployment Compensation Amendments of 1976 (Pub. L. 94-566, 90 Stat 2667, 2672)

authorized treatment of the Virgin Islands as a State for unemployment compensation purposes. This change became effective on January 1, 1978, following approval of the Virgin Islands unemployment compensation law, as amended to meet Federal statutory requirements, by the Secretary of Labor. The change in the status of the Virgin Islands requires conforming changes in the UCX regulations.

Section 214 of the Unemployment Compensation Amendments of 1976 amended 5 U.S.C. 8505(a) to provide for prorating of costs as to claims filed jointly under the UCX Program and State unemployment compensation laws, and also amended 5 U.S.C. 8501 to add a definition of "base period." These changes also require conforming changes in the UCX regulations.

Section 415 of the Multiemployer Pension Plan Amendments Act of 1980 (Pub. L. 96-364, 94 Stat. 1208, 1310) amended 5 U.S.C. 8521 to require 365 days instead of 90 days as the minimum period of military service required to qualify for benefits under the UCX Program. This amendment applies to all individuals filing new UCX claims on or after October 1, 1980.

Revisions to Part 614 are proposed in this document to implement the statutory amendments. This revision of the UCX regulations also includes a reorganization and upgrading to conform to the more recent practice in writing regulations for unemployment compensation programs, including new sections, new titles for sections, replacing words of gender, and deleting references to specific form numbers to be used in the program.

The significant changes proposed in Part 614 are:

1. All sections in this proposal have been renumbered, titles changed, and their order of appearance rearranged. Some of the sections in the present regulations have been incorporated into one section, while other sections have been amplified for clarity. However, there are no legal or substantive changes in this new arrangement with the exception of those changes mentioned below. This rearrangement is only a reorganization and upgrading of the present regulations to conform to the more recent practice in writing regulations for unemployment compensation programs.

2. Section 614.1 is a new section explaining the purpose of the UCX Program, the rules of construction to be applied, and including provisions for monitoring the uniform application of the law. In this regard the regulation is revised to incorporate into §§ 614.1(d) (3) and (4) specific rules for assigning

responsibility to the States for the payment of benefits only in accordance with the law and this regulation. These rules (sometimes referred to as the "Lopez Rule") were developed following *In re Lopez* and other cases, where a State had paid claims in flagrant disregard of the law and the regulations.

3. Section 614.2, *Definitions of terms*, has been revised to expand certain definitions for the purpose of clarification. All provisions for special handling of claims pertaining to the Virgin Islands have been deleted. The term "base period" has been defined in accordance with the Unemployment Compensation Amendments of 1976.

4. Sections 614.3 to 614.11 are new sections which set forth specific rules concerning eligibility requirements, benefit amounts, claims, determinations of entitlement, notices of determinations, appeal and review, and other provisions on benefit administration, including more specific provisions on overpayments and penalties for fraud. There are no legal or substantive program changes in these sections, but they reflect more recent practice in writing regulations for unemployment compensation programs.

5. Section 614.12, *Schedules of Remuneration*, is revised in that the current schedule shall no longer be a part of the section. The schedule prescribes a scale of wages by military grade which is used in computing benefit amounts for UCX claims. The frequency of military pay raises, and the amount of time required to adopt new schedules by regulation, has caused administrative problems in making new schedules effective at a given date so as to regularize the effective dates of new schedules. The Secretary of Labor, after consultation with the Secretary of Defense, will issue the schedules as required by 5 U.S.C. 8521 (a) (2), and in accordance with revised § 614.12. The State agencies and Federal military agencies will be notified of each new Schedule, and it will be published in the Federal Register as a notice. New Schedules will not, however, require a change in Part 614, and will not be published as a part of the regulations.

6. Sections 614.13, 614.14, 614.16, 614.17 and 614.18 are new sections pertaining to inviolate rights, recordkeeping and disclosure of information, public access to Agreements, administration in the absence of an Agreement with a State, and information, reports and studies. Except as to disclosure of information, these sections provide no new legal or substantive change, but have been added to conform to the new practice in

writing regulations for unemployment compensation programs.

7. Section 614.15, *Payments to States*, is a new section to provide for proration of costs of claims filed jointly under State law and the UCX Program, in accordance with section 214(a) of the Unemployment Compensation Amendments of 1976. Under this amendment to 5 U.S.C. 8505(a), the Federal share of joint claims is in the proportion that the Federal military wages in the base period bear to the total base period wages of the claimant.

8. Sections 614.2(g) and 614.23(a) are revised to reflect the new minimum service requirement of 365 days instead of the 90 days previously required.

Note.—The Department of Labor has determined that the proposal in this document is not a major regulation that requires the preparation of a regulatory analysis, within the meaning of Executive Order 12044 and the Department's guidelines published at 44 FR 5570. This note also reflects that I have certified, in accordance with 5 U.S.C. 605(b), that the regulation in this document will not have a significant economic impact on a substantial number of small business entities.

This document was prepared under the direction and control of the Administrator of the Unemployment Insurance Service, Employment and Training Administration, U.S. Department of Labor, 601 "D" Street, N.W., Washington, D.C. 20213; telephone: (202) 376-7032.

Accordingly, it is proposed to revise 20 CFR Part 614 as set out below.

Signed at Washington, D.C., on January 19, 1981.

Ernest G. Green,

Assistant Secretary for Employment and Training.

PART 614—UNEMPLOYMENT COMPENSATION FOR EX-SERVICEMEMBERS

Subpart A—General Provisions

Sec.

614.1 Purpose and application.

614.2 Definitions of terms.

Subpart B—Administration of UCX Program

614.3 Eligibility requirements for UCX.

614.4 Weekly and maximum benefit amounts.

614.5 Claims for UCX.

614.6 Determinations of entitlement; notices to individual.

614.7 Appeal and review.

614.8 The applicable State for an individual.

614.9 Provisions of State law applicable to UCX claims.

614.10 Restrictions on entitlement.

614.11 Overpayments; penalties for fraud.

614.12 Schedules of Remuneration.

614.13 Inviolable rights to UCX.

Sec.

614.14 Recordkeeping; disclosure of information.

614.15 Payments to States.

614.16 Public access to Agreements.

614.17 Administration in absence of an Agreement.

614.18 Information, reports, and studies.

Subpart C—Responsibilities of Federal Military Agencies and State Agencies

614.20 Information to ex-servicemembers.

614.21 Findings of Federal military agency.

614.22 Correcting Federal findings.

614.23 Findings of Veterans Administration.

614.24 Correcting Veterans Administration findings.

614.25 Finality of findings.

614.26 Furnishing other information.

614.27 Liaison with Department.

Authority: 5 U.S.C. 8508; Secretary's Order No. 4-75, 40 FR 18515 (5 U.S.C. 301). Interpret and apply secs. 8521-8525 of title 5, United States Code.

Subpart A—General Provisions

§ 614.1 Purpose and application.

(a) *Purpose.* Subchapter II of chapter 85, title 5 of the United States Code, as amended by Pub. L. 94-566, 90 Stat. 2667 (5 U.S.C. §§ 8521-8525), provides for a permanent program of unemployment compensation for unemployed individuals separated from the Armed Forces. The unemployment compensation provided for in subchapter II is hereinafter referred to as Unemployment Compensation for Ex-Servicemembers, or UCX. The regulations in this Part are issued to implement the UCX Program.

(b) *First rule of construction.* The Act and the implementing regulations in this Part shall be construed liberally so as to carry out the purposes of the Act.

(c) *Second rule of construction.* The Act and the implementing regulations in this Part shall be construed so as to assure insofar as possible the uniform interpretation and application of the Act throughout the United States.

(d) *Effectuating purpose and rules of construction.*

(1) In order to effectuate the provisions of this section, each State agency shall forward to the United States Department of Labor (hereafter Department), not later than 10 days after issuance, a copy of each judicial or administrative decision ruling on and individual's entitlement to payment of UCX or to credit for a waiting period. On request of the Department, a State agency shall forward to the Department a copy of any determination or redetermination ruling on an individual's entitlement to UCX or waiting period credit.

(2) If the Department believes that a determination, redetermination, or decision is inconsistent with the

Department's interpretation of the Act or this Part, the Department may at any time notify the State agency of the Department's view. Thereafter the State agency shall issue a redetermination or appeal if possible, and shall not follow such determination, redetermination, or decision as a precedent; and, in any subsequent proceeding which involve such determination, redetermination, or decision, or wherein such determination, redetermination, or decision is cited as precedent or otherwise relied upon, the State agency shall inform the claims deputy or hearing officer or court of the Department's view and shall all reasonable efforts, including appeal or other proceedings in an appropriate forum, to obtain modification, limitation, or overruling of the determination, redetermination, or decision.

(3) If the Department believes that a determination, redetermination, or decision is patently and flagrantly violative of the Act or this Part, the Department may at any time notify the State agency of the Department's view. If the determination, redetermination, or decision in question denies UCX to a claimant, the steps outlined in paragraph (2) above shall be followed by the State agency. If the determination, redetermination, or decision in question awards UCX to a claimant, the benefits are "due" within the meaning of section 303(a)(1) of the Social Security Act, 42 U.S.C. 503(a)(1), and therefore must be paid promptly to the claimant. However, the State agency shall take the steps outlined in paragraph (2) above, and payments to the claimant may be temporarily delayed if redetermination or appeal action is taken not more than one business day following the day on which the first payment otherwise would be issued to the claimant; and the redetermination action is taken or appeal is filed to obtain a reversal of the award of UCX and a ruling consistent with the Department's view, and the redetermination action or appeal seeks an expedited redetermination or appeal within not more than two weeks after the redetermination action is taken or the appeal is filed. If redetermination action is not taken or appeal is not filed within the above time limit or a redetermination or decision is not obtained within the two-week limit, or any redetermination or decision or order is issued which affirms the determination, redetermination, or decision awarding UCX or allows it to stand in whole or in part, the benefits awarded must be paid promptly to the claimant.

(4)(1) If any determination, redetermination, or decision, referred to in paragraph (2) or paragraph (3) above, is treated as a precedent for any future UCX claim or claim under the UCFE Program (Part 609 of this chapter), the Secretary will decide whether the Agreement with the State entered into under the Act shall be terminated.

(ii) In the case of any determination, redetermination, or decision that is not legally warranted under the Act or this part, including any determination, redetermination, or decision referred to in paragraph (3) above, the Secretary will decide whether the State shall be required to restore the funds of the United States for any sums paid under such a determination, redetermination, or decision, and whether, in the absence of such restoration, the Agreement with the State shall be terminated and whether other action shall be taken to recover such sums for the United States.

(5) A State agency may request reconsideration of a notice issued pursuant to paragraph (2) or paragraph (3) above, and shall be given an opportunity to present views and arguments if desired.

(6) Concurrence of the Department in a determination, redetermination, or decision shall not be presumed from the absence of a notice issued pursuant to this section.

§ 614.2 Definitions of terms.

For purposes of the Act and this Part:

(a) "Act" means subchapter II of chapter 85 of title 5 of the United States Code, 5 U.S.C. 8521-8525.

(b) "Agreement" means the Agreement entered into pursuant to 5 U.S.C. 8502 between a State and the Secretary under which the State agency of the State agrees to make payments of unemployment compensation in accordance with the Act and the regulations and procedures thereunder prescribed by the Department.

(c) "Base period" means the base period as defined by the applicable State law for the benefit year.

(d) "Benefit year" means the benefit year as defined by the applicable State law, and if not so defined the term means the period prescribed in the Agreement with the State or, in the absence of an Agreement, the period prescribed by the Department.

(e) "Ex-servicemember" means an individual who has performed Federal military service.

(f) "Federal military agency" means any of the Armed Forces of the United States, including the Army, Air Force, Navy, Marine Corps, and Coast Guard.

(g) "Federal military service" means a period of active service, including active

duty for training purposes, in the Armed Forces if—

(1) Such service was continuous for 365 days or more or was terminated in less than 365 days because of an actual service-incurred injury or disability; and

(2) With respect to such service the individual (i) was discharged or released under conditions other than dishonorable, (ii) was not given a bad conduct discharge, or (iii) if an officer, did not resign for the good of the service.

(h) "Federal military wages" means all pay and allowances in cash and in kind for Federal military service, including any payment for unused military leave which is allocated under § 614.10, as determined in accordance with the applicable Schedule of Remuneration.

(i) "First claim" means an initial claim for unemployment compensation under the UCX Program, the UCFE Program (Part 609 of this chapter), or a State law, or some combination thereof, first filed by an individual after the individual's latest discharge or release from Federal military service, whereby a benefit year is established under an applicable State law.

(j) "Military document" means an official document or documents issued to an individual by a Federal military agency relating to the individual's Federal military service and discharge or release from such service.

(k) "Period of active service" means a period of continuous active duty (including active duty for training purposes) in a Federal military agency or agencies, beginning with the date of entry upon active duty and ending on the effective date of the first discharge or release thereafter which is not qualified or conditional.

(l) "Schedule of Remuneration" means the schedule issued by the Department from time to time under 5 U.S.C. 8521(a)(2) and this Part, which specifies for purposes of the UCX Program the pay and allowances for each pay grade of servicemembers.

(m) "Secretary" means the Secretary of Labor of the United States.

(n) "State" means the 50 States, the District of Columbia, the Commonwealth of Puerto Rico, and the Virgin Islands.

(o) "State agency" means the agency of the State which administers the applicable State unemployment compensation law and is administering the UCX Program in the State pursuant to an Agreement with the Secretary.

(p)(1) "State law" means the unemployment compensation law of a State approved by the Secretary under section 3304 of the Internal Revenue

Code of 1954, 26 U.S.C. § 3304, if the State is certified under section 3304(c) of the Internal Revenue Code of 1954, 26 U.S.C. § 3304(c).

(2) "Applicable State law" means the State law made applicable to a UCX claimant by § 614.8.

(q)(1) "Unemployment compensation" means cash benefits (including dependents' allowances) payable to individuals with respect to their unemployment, and includes regular, additional, emergency, and extended compensation.

(2) "Regular compensation" means unemployment compensation payable to an individual under any State law, but not including additional compensation or extended compensation.

(3) "Additional compensation" means unemployment compensation totally financed by a State and payable under a State law by reason of conditions of high unemployment or by reason of other special factors.

(4) "Emergency compensation" means supplementary unemployment compensation payable under a temporary Federal law after exhaustion of regular and extended compensation.

(5) "Extended compensation" means unemployment compensation payable to an individual for weeks of unemployment in an extended benefit period, under those provisions of a State law which satisfy the requirements of the Federal-State Extended Unemployment Compensation Act of 1970, as amended, 26 U.S.C. § 3304 note, and Part 615 of this chapter, with respect to the payment of extended compensation.

(r) "Unemployment compensation for Ex-service-members" means the unemployment compensation payable under the Act to claimants eligible for the payments, and is referred to as UCX.

(s) "Week" means, for purposes of eligibility for and payment of UCX, a week as defined in the applicable State law.

(t) "Week of unemployment" means a week of total, part-total, or partial unemployment as defined in the applicable State law, which shall be applied in the same manner and to the same extent to all employment and earnings, and in the same manner and to the same extent for the purposes of the UCX Program, as if the individual filing for UCX were filing a claim for State unemployment compensation.

Subpart B—Administration of UCX Program

§ 614.3 Eligibility requirements for UCX.

An individual shall be eligible to receive a payment of UCX or waiting

period credit with respect to a week of unemployment if:

(a) The individual has Federal military service and Federal military wages in the base period under the applicable State law;

(b) The individual meets the qualifying employment and wage requirements of the applicable State law, either on the basis of Federal military service and Federal military wages alone or in combination with service and wages covered under a State law or under the UCFE Program (Part 609 of this chapter);

(c) The individual has filed an initial claim for UCX and, as appropriate, has filed a timely claim for waiting period credit or payment of UCX with respect to that week of unemployment; and

(d) The individual is totally, part-totally, or partially unemployed, and is able to work, available for work, and seeking work within the meaning of or as required by the applicable State law, and is not subject to disqualification under this Part or the applicable State law, with respect to that week of unemployment.

§ 614.4 Weekly and maximum benefit amounts.

(a) *Total unemployment.* The weekly amount of UCX payable to an eligible individual for a week of total unemployment shall be the amount that would be payable to the individual as unemployment compensation for a week of total unemployment as determined under the applicable State law.

(b) *Partial and part-total unemployment.* The weekly amount of UCX payable for a week of partial or part-total unemployment shall be the amount that would be payable to the individual as unemployment compensation for a week of partial or part-total unemployment as determined under the applicable State law.

(c) *Maximum amount.* The maximum amount of UCX which shall be payable to an eligible individual during and subsequent to the individual's benefit year shall be the maximum amount of all unemployment compensation that would be payable to the individual as determined under the applicable State law.

(d) *Computation rule.* The weekly and maximum amounts of UCX payable to an individual under the UCX Program shall be determined under the applicable State law to be in the same amount, on the same terms, and subject to the same conditions as the State unemployment compensation which would be payable to the individual under the applicable State law if the individual's Federal military service and

Federal military wages assigned or transferred under this Part to the State had been included as employment and wages covered by that State law, subject to the use of the applicable Schedule of Remuneration.

§ 614.5 Claims for UCX.

(a) *First claims.* A first claim for UCX shall be filed by an individual in any State agency of any State according to the applicable State law, and on a form prescribed by the Department which shall be furnished to the individual by the State agency where the claim is filed.

(b) *Weekly claims.* Claims for waiting week credit and payments of UCX for weeks of unemployment shall be filed in any State agency (or Canada) at the times and in the manner as claims for State unemployment compensation are filed under the applicable State law, and on forms prescribed by the Department which shall be furnished to the individual by the State agency where the claim is filed.

(c) *Secretary's standard.* The procedures for reporting and filing claims for UCX and waiting period credit shall be consistent with this Part 614 and the Secretary's "Standard for Claim Filing, Claimant Reporting, Job Finding and Employment Services" (*Employment Security Manual*, Part V, sections 5000 *et seq.*).

§ 614.6 Determinations of entitlement; notices to individual.

(a) *Determination of first claim.* Except for findings of a Federal military agency or the Veterans Administration and the applicable Schedule of Remuneration which are final and conclusive under § 614.25, the State agency whose State law applies to an individual under § 614.8 shall, promptly upon the filing of first claim for UCX, determine whether the individual is otherwise eligible and, if the individual is found to be eligible, the individual's benefit year and the weekly and maximum amounts of UCX payable to the individual.

(b) *Determinations of weekly claims.* The State agency promptly shall, upon the filing of a claim for a payment of UCX or waiting period credit with respect to a week, determine whether the individual is entitled to a payment of UCX or waiting period credit with respect to such week, and, if entitled, the amount of UCX or waiting period credit to which the individual is entitled.

(c) *Redetermination.* The provisions of the applicable State law concerning the right to request, or authority to undertake, reconsideration of a determination pertaining to State

unemployment compensation under the applicable State law shall apply to determinations pertaining to the UCX.

(d) *Notices to individual.* The State agency promptly shall give notice in writing to the individual of any determination or redetermination of a first claim, and, except as may be authorized under paragraph (g) of this section, of any determination or redetermination of any weekly claim which denies UCX or waiting period credit or reduces the weekly amount or maximum amount initially determined to be payable. Each notice of determination or redetermination shall include such information regarding the determination or redetermination and notice of right to reconsideration or appeal, or both, as is furnished with written notices of determinations and redeterminations with respect to claims for State unemployment compensation. Such notice shall include the findings of any Federal military agency or the Veterans Administration, and shall inform the individual of the finality of such findings and of the individual's right to request correction of such findings as is provided in §§ 614.22 and 614.24.

(e) Obtaining information for claim determinations.

(1) Information required for the determination of claims for UCX shall be obtained by the State agency from claimants, employers, and others, in the same manner as information is obtained for claim purposes under the applicable State law, but Federal military findings shall be obtained from military documents, the applicable Schedule of Remuneration, and from Federal military agencies and the Veterans' Administration as prescribed in §§ 614.21-614.26.

(2) Procedures for requesting correction of Federal findings and Veterans Administration findings, and State agency procedures when requests are made and responses are received, are prescribed in §§ 614.22-614.24.

(f) *Promptness.* Full payment of UCX when due shall be consistent with this Part 614 and shall be made with the greatest promptness that is administratively feasible, but the provisions of Part 640 of this chapter (relating to promptness of benefit payments) shall not be applicable to the UCX Program.

(g) *Secretary's standard.* The procedures for making determinations and redeterminations, and furnishing written notices of determinations, redeterminations, and rights of appeal to individuals applying for UCX, shall be consistent with this Part 614 and with the Secretary's "Standard for Claim

Determinations—Separation Information" (*Employment Security Manual*, Part V, sections 6010 *et seq.*).

§ 614.7 Appeal and review.

(a) *Applicable State law.* The provisions of the applicable State law concerning the right of appeal and fair hearing from a determination or redetermination of entitlement to State unemployment compensation (exclusive of findings which are final and conclusive under § 614.25) shall apply to determinations and redeterminations of eligibility for or entitlement to UCX and waiting period credit. Any such determination or redetermination shall be subject to appeal and review only in the manner and to the extent provided in the applicable State law with respect to determinations and redeterminations of entitlement to State unemployment compensation. (Section 614.24 governs appeals of findings of the Veterans Administration.)

(b) *Rights of appeal and fair hearing.* The provisions on right of appeal and opportunity for a fair hearing with respect to claims for UCX shall be consistent with this Part and with sections 303(a)(1) and 303(a)(3) of the Social Security Act, 42 U.S.C. §§ 503(a)(1) and 503(a)(3).

(c) *Promptness on appeals.* (1) Decisions on appeals under the UCX Program shall accord with the Secretary's "Standard for Appeals Promptness—Unemployment Compensation" in Part 650 of this chapter, and with § 614.1(d).

(2) Any provision of an applicable State law for advancement or priority of unemployment compensation cases on judicial calendars, or otherwise intended to provide for the prompt payment of unemployment compensation when due, shall apply to proceedings involving claims for UCX.

(d) *Appeal and review by Federal military agency.* If a Federal military agency believes that a State agency's determination or redetermination of an individual's eligibility for or entitlement to UCX is incorrect, the Federal military agency may seek appeal and review of such determination or redetermination in the same manner as an interested employer may seek appeal and review under the applicable State law.

§ 614.8 The applicable State for an individual.

(a) *The applicable State.* The applicable State for an individual shall be the State to which the individual's Federal military service and Federal military wages are assigned or transferred under this section. The

applicable State law for the individual shall be the State law of such State.

(b) *Assignment of service and wages.* (1) When an individual files a first claim all of the individual's Federal military service and Federal military wages shall be deemed to be assigned to the State in which such claim is filed, which shall be the "Paying State" in the case of a combined-wage claim. (Section 616.6(e) of this chapter.)

(2) Federal military service and Federal military wages assigned to a State in error shall be reassigned for use by the proper State agency. An appropriate record of the reassignment shall be made by the State agency which makes the reassignment.

(c) *Assignment deemed complete.* All of an individual's Federal military service and Federal military wages shall be deemed to have been assigned to a State upon the filing of a first claim. Federal military service and Federal military wages shall be assigned to a State only in accordance with paragraph (b) of this section.

(d) *Use of assigned service and wages.* All assigned Federal military service and Federal military wages shall be used only by the State to which assigned in accordance with paragraph (b) of this section, except that any Federal military service and Federal military wages which are not within the base period of the State to which they were assigned shall be subject to transfer in accordance with Part 616 of this chapter for the purposes of any subsequent Combined-Wage Claim filed by the individual.

§ 614.9 Provisions of State law applicable to UCX claims.

(a) *Particular provisions applicable.* Except where the result would be inconsistent with the provisions of the Act or this Part or the procedures thereunder prescribed by the Department, the terms and conditions of the applicable State law which apply to claims for, and the payment of, State unemployment compensation shall apply to claims for, and the payment of, UCX and claims for waiting period credit. The provisions of the applicable State law which shall apply include, but are not limited to:

- (1) Claim filing and reporting;
- (2) Information to individuals, as appropriate;
- (3) Notices to individuals, as appropriate, including notice to each individual of each determination and redetermination of eligibility for or entitlement to UCX;
- (4) Determinations and redeterminations;

(5) Ability to work, availability for work, and search for work; and

(6) Disqualifications, except in regard to separation from any Federal military agency.

(b) *IBPP.* The *Interstate Benefit Payment Plan* shall apply, where appropriate, to individuals filing claims for UCX.

(c) *Wage combining.* The State provisions complying with the *Interstate Arrangement for Combining Employment and Wages* (Part 616 of this chapter) shall apply, where appropriate, to individuals filing claims for UCX.

(d) *Procedural requirements.* The provisions of the applicable State law which apply hereunder to claims for and the payment of UCX shall be applied consistently with the requirements of Title III of the Social Security Act and the Federal Unemployment Tax Act which are pertinent in the case of State unemployment compensation, including but not limited to those standards and requirements specifically referred to in the provisions of this Part, except as provided in paragraph (f) of § 614.6.

§ 614.10 Restrictions on entitlement.

(a) *Disqualification.* If the week of unemployment for which an individual claims UCX is a week to which a disqualification for State unemployment compensation applies under the applicable State law, the individual shall not be entitled to a payment of UCX for that week. As provided in § 614.9(a), no disqualification shall apply in regard to separation from any Federal military agency.

(b) *Effect of "days lost".* The continuity of a period of an individual's Federal military service shall not be deemed to be interrupted by reason of any "days lost" in such period, but "days lost" shall not be counted for purposes of determining:

- (1) Whether an individual has performed Federal military service;
- (2) Whether an individual meets the wage and employment requirements of a State law; or
- (3) The amount of an individual's Federal military wages.

(c) *Allocation of military accrued leave.* A State agency shall allocate the number of days of unused military leave specified in an ex-servicemember's military document, for which a lump-sum payment has been made, in the same manner as similar payments by private employers to their employees are allocated under the applicable State law, except that the applicable Schedule of Remuneration instead of the lump-sum payment shall be used to determine the amount of the claimant's Federal military wages. In a State in which a

private employer has an option as to the period to which such payments shall be allocated, such payments shall be allocated to the date of the individual's latest discharge or release from Federal military service. An allocation under this paragraph shall be disregarded in determining whether an individual has had a period of active service constituting Federal military service.

(d) *Education and training allowances.* An individual is not entitled to UCX under the Act or this Part for a period with respect to which the individual receives:

(1) A subsistence allowance for vocational rehabilitation training under chapter 31 of title 38 of the United States Code, 38 U.S.C. §§ 1501 *et seq.*, or under Part VIII of Veterans Regulation Number 1(a); or

(2) An educational assistance allowance or special training allowance under chapter 35 of title 38 of the United States Code, 38 U.S.C. §§ 1700 *et seq.*

§ 614.11 Overpayments; penalties for fraud.

(a) *False statements and representations.* Section 8507(a) of the Act provides that if a State agency, the Department, or a court of competent jurisdiction finds that an individual—

(1) knowingly has made, or caused to be made by another, a false statement or representation of a material fact, or knowingly has failed, or caused another to fail, to disclose a material fact; and

(2) as a result of that action has received an amount as UCX to which the individual was not entitled; the individual shall repay the amount to the State agency or the Department. Instead of requiring repayment, the State agency or the Department may recover the amount by deductions from UCX payable to the individual during the 2-year period after the date of the finding. A finding by a State agency or the Department may be made only after an opportunity for a fair hearing, subject to such further review as may be appropriate under § 614.7.

(b) *Prosecution for fraud.* Section 1919 of title 18, United States Code, provides that whoever makes a false statement or representation of a material fact knowing it to be false, or knowingly fails to disclose a material fact, to obtain or increase for himself or for any other individual any payment authorized to be paid under chapter 35 of title 5, United States Code, or under an agreement thereunder, shall be fined not more than \$1,000 or imprisoned not more than one year, or both.

(c) *Absence of fraud.* If a State agency or court of competent jurisdiction finds that an individual has received a

payment of UCX to which the individual was not entitled under the Act and this Part, which was not due to a false statement or representation as provided in paragraph (a) or (b) of this section, the individual shall be liable to repay to the applicable State the total sum of the payment to which the individual was not entitled, and the State agency shall take all reasonable measures authorized under any State law or Federal law to recover for the account of the United States the total sum of the payment to which the individual was not entitled.

(d) *Recovery by offset.* (1) The State agency shall recover, insofar as is possible, the amount of any overpayment which is not repaid by the individual, by deductions from any UCX payable to the individual under the Act and this Part, or from any unemployment compensation payable to the individual under any Federal unemployment compensation law administered by the State agency, or from any assistance or allowance payable to the individual with respect to unemployment under any other Federal law administered by the State agency.

(2) A State agency shall also recover, insofar as is possible, the amount of any overpayment of UCX made to the individual by another State by deductions from any UCX payable by the State agency to the individual under the Act and this Part, or from any unemployment compensation payable to the individual under any Federal unemployment compensation law administered by the State agency, or from any assistance or allowance payable to the individual with respect to unemployment under any other Federal law administered by the State agency.

(3) Recoupment of fraudulent overpayments referred to in paragraph (a) of this section shall be limited to the 2-year period stated in that paragraph. Recoupment of fraudulent overpayments referred to in paragraph (b) of this section, and nonfraudulent overpayments referred to in paragraph (c) of this section shall be subject to any time limitation on recoupment provided for in the State law that applies to the case.

(e) *Debts due the United States.* UCX payable to an individual shall be applied by the State agency for the recovery by offset of any debt due to the United States from the individual, but shall not be applied or used by the State agency in any manner for the payment of any debt of the individual to any State or any other entity or person except pursuant to a court order for child support or alimony in accordance with the law of the State and section 459

of the Social Security Act, 42 U.S.C. § 659.

(f) *Application of State law.* (1) Any provision of State law that may be applied for the recovery of overpayments or prosecution for fraud, and any provision of State law authorizing waiver of recovery of overpayments of unemployment compensation, shall be applicable to UCX.

(2) In the case of any finding of false statement or representation under the Act and paragraph (a) of this section, or prosecution for fraud under 18 U.S.C. § 1919 or pursuant to paragraph (f)(1) of this section, the individual shall be disqualified or penalized in accordance with the provisions of the applicable State law relating to fraud in connection with a claim for State unemployment compensation.

(g) *Final decision.* Recovery of any overpayment of UCX shall not be enforced by the State agency until the determination or redetermination establishing the overpayment has become final, or if appeal is taken from the determination or redetermination, until the decision after opportunity for a fair hearing has become final.

(h) *Procedural requirements.* (1) The provisions of paragraphs (c), (d), and (g) of § 614.6 shall apply to determinations and redeterminations made pursuant to this section.

(2) The provisions of § 614.7 shall apply to determinations and redeterminations made pursuant to this section.

(i) *Fraud detection and prevention.* Provisions in the procedures of each State with respect to detection and prevention of fraudulent overpayments of UCX shall be, as a minimum, commensurate with the procedures adopted by the State with respect to State unemployment compensation and consistent with the Secretary's "Standard for Fraud and Overpayment Detection" (*Employment Security Manual*, Part V, sections 7510 *et seq.*).

(j) *Recovered overpayments.* An amount repaid or recouped under this section shall be—

(1) deposited in the fund from which payment was made, if the repayment was to a State agency; or

(2) returned to the Treasury of the United States and credited to the current applicable appropriation, fund, or account from which payment was made, if the repayment was to the Department.

§ 614.12 Schedules of Remuneration.

(a) *Authority.* Section 8521(a)(2) of chapter 85, title 5 of the United States Code, 5 U.S.C. 8521(a)(2), requires the Secretary of Labor to issue from time to

time, after consultation with the Secretary of Defense, a Schedule of Remuneration specifying the pay and allowances for each pay grade of members of the Armed Forces.

(b) *Elements of schedule.* A schedule reflects representative amounts for appropriate elements of the pay and allowances, whether in cash or kind, for each pay grade of members of the Armed Forces, with a statement of the effective date of the schedule. Benefit amounts for the UCX Program are computed on the basis of the Federal military wages for the pay grade of the individual at the time of the individual's latest discharge or release from Federal military service, as specified in the schedule applicable at the time the individual files his or her first claim for compensation for the benefit year.

(c) *Effective date.* Any new Schedule of Remuneration shall take effect beginning with the first week of the calendar quarter following the calendar quarter in which such schedule is issued; and shall remain applicable until a subsequent schedule becomes effective. Prior schedules shall continue to remain applicable for the periods they were in effect.

(d) *Publication.* Any new Schedule of Remuneration shall be issued by the Secretary of Labor to the State agencies and the Federal military agencies. Promptly after the issuance of a new Schedule of Remuneration it shall be published as a notice in the Federal Register.

§ 614.13 Inviolate rights to UCX.

Except as specifically provided in this Part, the rights of individuals to UCX shall be protected in the same manner and to the same extent as the rights of persons to State unemployment compensation are protected under the applicable State law. Such measures shall include protection of applicants for UCX from waiver, release, assignment, pledge, encumbrance, levy, execution, attachment, and garnishment of their rights to UCX, except as provided in § 614.11. In the same manner and to the same extent, individuals shall be protected from discrimination and obstruction in regard to seeking, applying for, and receiving any right to UCX.

§ 614.14 Recordkeeping; disclosure of information.

(a) *Recordkeeping.* Each State agency will make and maintain records pertaining to the administration of the UCX Program as the Department requires, and will make all such records available for inspection, examination, and audit by such Federal officials or

employees as the Department may designate or as may be required by law.

(b) *Disclosure of information.* Information in records maintained by a State agency in administering the UCX Program shall be kept confidential, and information in such records may be disclosed only in the same manner and to the same extent as information with respect to State unemployment compensation and the entitlement of individuals thereto may be disclosed under the applicable State law. This provision on the confidentiality of information maintained in the administration of the UCX Program shall not apply, however, to the Department or for the purposes of §§ 614.11 or 614.14, or in the case of information, reports and studies required pursuant to §§ 614.18 or 614.26, or where the result would be inconsistent with the Freedom of Information Act, 5 U.S.C. § 552, the Privacy Act of 1974, 5 U.S.C. § 552a, or regulations of the Department promulgated thereunder.

§ 614.15 Payments to States.

(a) *State entitlement.* Each State is entitled to be paid by the United States with respect to each individual whose base period wages included Federal military wages, an amount bearing the same ratio to the total amount of compensation paid to such individual as the amount of the individual's Federal military wages in the individual's base period bears to the total amount of the individual's base period wages.

(b) *Payment.* Each State shall be paid, either in advance or by way of reimbursement, as may be determined by the Department, the sum that the Department estimates the State is entitled to receive under the Act and this Part for each calendar month. The sum shall be reduced or increased by the amount which the Department finds that its estimate for an earlier calendar month was greater or less than the sum which should have been paid to the State. An estimate may be made on the basis of a statistical, sampling, or other method agreed on by the Department and the State agency.

(c) *Certification by the Department.* The Department, from time to time, shall certify to the Secretary of the Treasury the sum payable to each State under this section. The Secretary of the Treasury, before audit or settlement by the General Accounting Office, shall pay the State in accordance with the certification from the funds for carrying out the purposes of the Act and this Part.

(d) *Use of money.* Money paid a State under the Act and this Part may be used solely for the purposes for which it is

paid. Money so paid which is not used solely for these purposes shall be returned, at the time specified by the Agreement, to the Treasury of the United States and credited to the current applicable appropriation, fund, or account from which payments to States under the Act and this Part may be made.

§ 614.16 Public access to agreements.

The State agency of a State will make available to any individual or organization a true copy of the Agreement with the State for inspection and copying. Copies of an Agreement may be furnished on request to any individual or organization upon payment of the same charges, if any, as apply to the furnishing of copies of other records of the State agency.

§ 614.17 Administration in absence of an agreement.

(a) *Administering program.* The Department shall administer the UCX Program through personnel of the Department or through other arrangements under procedures prescribed by the Department, in the case of any State which does not have an Agreement with the Secretary as provided for in 5 U.S.C. § 8502. The procedures prescribed by the Department under this section shall be consistent with the Act and this Part.

(b) *Applicable State law.* On the filing by an individual of a claim for UCX in accordance with arrangements under this section, UCX shall be paid to the individual, if eligible, in the same amount, on the same terms, and subject to the same conditions as would be paid to the individual under the applicable State law if the individual's Federal military service and Federal military wages had been included as employment and wages under the State law. Any such claims shall include the individual's Federal military service and Federal military wages, combined with any service and wages covered by State law. However, if the individual, without regard to his or her Federal military service and Federal military wages, has employment or wages sufficient to qualify for compensation during the benefit year under that State law, then payments of UCX under this section may be made only on the basis of the individual's Federal military service and Federal military wages.

(c) *Fair hearing.* An individual whose claim for UCX is denied under this section is entitled to a fair hearing under rules of procedure prescribed by the Department. A final determination by the Department with respect to entitlement to UCX under this section is

subject to review by the courts in the same manner and to the same extent as is provided by section 205(g) of the Social Security Act, 42 U.S.C. 405(g).

§ 614.18 Information, reports, and studies.

State agencies shall furnish to the Department such information and reports and conduct such studies as the Department determines are necessary or appropriate for carrying out the purposes of the UCX Program.

Subpart C—Responsibilities of Federal Military Agencies and State Agencies

§ 614.20 Information to ex-servicemembers.

At the time of discharge or release from Federal military service each Federal military agency shall furnish to each ex-servicemember information explaining rights and responsibilities under the UCX Program and 18 U.S.C. § 1919, and military documents necessary for filing claims for UCX.

§ 614.21 Findings of Federal military agency.

(a) *Findings in military documents.* Information contained in a military document furnished to an ex-servicemember shall constitute findings to which § 614.25 applies as to:

(1) Whether an individual has performed Federal military service, or whether paragraph (b) of this section or §§ 614.23 and 614.24 are applicable;

(2) The beginning and ending dates of the period of military service and "days lost" during such period;

(3) The type of discharge or release terminating the period of military service; and

(4) The individual's pay grade at the time of discharge or release from military service.

(b) *Bad Conduct and Dishonorable discharges.* A military document which shows that an individual received a bad conduct or dishonorable discharge shall be a finding to which § 614.25 applies, that the individual did not perform Federal military service.

§ 614.22 Correcting Federal findings.

(a) *Request for correction.* (1) If an individual believes that a finding specified in § 614.21 is incorrect or that information as to any finding has been omitted from a military document, the individual may request the issuing Federal military agency to correct the military document. A request for correction may be made through the State agency, which shall forward such request and any supporting information submitted by the individual to the Federal military agency.

(2) The Federal military agency shall promptly forward to the individual or State agency making the request the corrected military document.

Information contained in a corrected military document issued pursuant to such a request shall constitute the findings of the Federal military agency under § 614.21.

(3) If a determination or redetermination based on a finding as to which correction is sought has been issued by a State agency before a request for correction under this paragraph is made, the individual who requested such correction shall file a request for redetermination or appeal from such determination or redetermination with the State agency, and shall inform the State agency of the request for correction.

(4) An individual who files a request for correction of findings under this paragraph shall promptly notify the State agency of the action of the Federal military agency on such request.

(b) *State agency procedure when request made.*

(1) If a determination of entitlement has not been made when an individual notifies a State agency of a request for correction under paragraph (a) of this section, the State agency may postpone such determination until the individual has notified the State agency of the action of the Federal military agency on the request.

(2) If a determination of entitlement has been made when an individual notifies a State agency that a request for correction of Federal findings has been made, or if an individual notifies a State agency prior to a determination of entitlement that a request has been made but such determination is not postponed by the State agency, the individual may file a request for redetermination or appeal in accordance with the applicable State law.

(3) Except as provided in paragraph (c) of this section, no redetermination shall be made or hearing scheduled on an appeal until the individual has notified the State agency of the action of the Federal military agency on a request for correction under paragraph (a) of this section.

(c) *State agency procedure when request answered.* On receipt of notice of the action of a Federal military agency on a request for correction of its findings, a State agency shall:

(1) Make a timely determination or redetermination of the individual's entitlement, or

(2) Promptly schedule a hearing on the individual's appeal.

If such notice is not received by a State agency within one year of the date

on which an individual first filed a claim, or such notice is not given promptly by an individual, a State agency without further postponement may make such determination or redetermination or schedule such hearing.

(d) *Findings corrected without request.* Information as to any finding specified in § 614.21 contained in a corrected military document issued by a Federal military agency on its own motion shall constitute the findings of such agency under § 614.21, if notice thereof is received by a State agency before the period for redetermination or appeal has expired under the State law. On timely receipt of such notice a State agency shall take appropriate action under the applicable State law to give effect to the corrected findings.

§ 614.23 Findings of Veterans Administration

(a) *Request for findings.* If a military document shows that an individual's discharge or release from Federal military service was under conditions other than honorable, or that the period of such service was less than 90 days, the Veterans Administration on request of a State agency shall decide whether the individual was discharged or released—

(1) Under conditions other than dishonorable, or

(2) In the case of an officer, by reason of resignation for the good of the service, or

(3) By reason of an actual service-incurred disability.

(b) *Qualified or conditional separations.* On request of a State agency the Veterans Administration also shall decide whether an individual's discharge or release from Federal military service was qualified or conditional.

(c) *Finality of Findings.* Any decision by the Veterans Administration under this section shall constitute a finding to which § 614.25 applies.

(d) *Promptness of decision.* The Veterans Administration shall promptly act on and reply to any request received under this section.

§ 614.24 Correcting Veterans Administration findings.

(a) *Request for correction.* (1) If an individual believes that a finding under § 614.23 is incorrect, the individual may request reconsideration of or appeal such finding under the procedures of the Veterans Administration. The decision of the Veterans Administration on any such request shall constitute the findings of the Veterans Administration under § 614.23.

(2) Any request for correction must be filed before the period for redetermination or appeal of the UCX claim has expired under the applicable State law.

(3) A request for correction may be made through the State agency, which shall forward such request and any supporting information submitted by the individual to the Veterans Administration. If a request for correction is not made through the State agency, the individual shall notify the State agency promptly that a request for correction has been filed with the Veterans Administration.

(4) The individual making a request for correction under this section shall notify the State agency promptly of the action of the Veterans Administration on the request, unless the State agency is notified directly by the Veterans administration.

(b) *State agency procedure when request made.* (1) If a State agency has not made a determination of entitlement when an individual requests correction of a Veterans Administration finding under paragraph (a) of this section, the State agency shall postpone such determination until it is notified of the action of the Veterans administration on the request.

(2) If a determination of entitlement has been made when an individual requests correction of a Veterans Administration finding under paragraph (a) of this section, the individual may file with the State agency a request for redetermination or an appeal in accordance with the applicable State law. No redetermination shall be made, or hearing scheduled on an appeal, until the State agency receives notice of the action of the Veterans Administration on such request.

(c) *State agency procedure when request answered.* On receipt of the action of the Veterans Administration a State agency shall:

(1) Make a timely determination or redetermination of the individual's entitlement; or

(2) Promptly schedule a hearing on the individual's appeal.

(d) *Promptness of correction.* The Veterans Administration shall promptly act on and reply to any request received under this section.

§ 614.25 Finality of findings.

The findings of a Federal military agency referred to in §§ 614.21 and 614.22, the findings of the Veterans Administration referred to in §§ 614.23 and 614.24, and the Schedules of Remuneration issued by the Department pursuant to the Act and § 614.12, shall be final and conclusive for all purposes

of the UCX Program, including appeal and review pursuant to § 614.7 or § 614.17.

§ 614.26 Furnishing other information.

(a) *Additional information.* In addition to the information required by §§ 614.21, 614.22, 614.23, and 614.24, a Federal military agency or the Veterans Administration shall furnish to a State agency or the Department, within the time requested, any information which it is not otherwise prohibited from releasing by law, which the Department determines is necessary for the administration of the UCX Program.

(b) *Reports.* Federal military agencies shall furnish to the Department or State agencies such reports containing such information as the Department determines are necessary or appropriate for carrying out the purposes of the UCX Program.

§ 614.27 Liaison with Department.

To facilitate the Department's administration of the UCX Program, each Federal military agency and the Veterans Administration shall designate one or more of its officials to be the liaison with the Department. Each Federal military agency will inform the Department of its designation(s) and of any change in a designation.

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