

through "no fault" of the applicant, or the employment is voluntarily terminated by the applicant with "just cause." A temporary placement fee not to exceed 20% of the total compensation received, but not to exceed 75% of the permanent placement fee payable for the same position, may be charged for such temporary employment. **TO ANY SUCH APPLICANT, MAY BE CHARGED TO ANY SUCH APPLICANT FOR SUCH TEMPORARY EMPLOYMENT, SUCH FEE NOT TO EXCEED TWENTY (20) PERCENT OF THE TOTAL COMPENSATION RECEIVED OR SEVENTY-FIVE (75) PERCENT OF THE PERMANENT PLACEMENT FEE FOR THE SAME POSITION, WHICHEVER IS THE LESSER.**

(e) In the event the employee is discharged "for cause" or voluntarily leaves employment without "just cause" within 90 days after employment commences, a fee not to exceed 75% of the permanent placement fee may be charged. **TO ANY SUCH APPLICANT.**

(f) The amount of fee to be charged the applicant for placement by the employment agency must be stipulated on the contract as prescribed by the Commissioner of Labor and Industry.

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No employment agency doing business in this State, or any person employed by or acting as agent for any such employment agency shall

(a) ~~Make~~ **KNOWINGLY MAKE** referral to any job the conditions of which are in violation of Federal, State or local law ~~or that would jeopardize the health or morals of the worker, or~~

(b) Make referral to any plant or establishment at which a labor dispute is in progress, or

(c) As a condition of rendering service to an applicant require such applicant to execute any document prior to acceptance of position which may serve as a promissory note or as any instrument with warrant of attorney authorizing the confession of a judgment, or

(d) Advertise a position unless there is on file a bona fide employer order for such position, or

(e) Direct an applicant to an employer for the purpose of obtaining employment without having first obtained a bona fide order therefor; however, a qualified applicant may be directed to an employer who has previously requested that he regularly be accorded interviews with applicants of certain qualifications if a confirmation of the order is made to the employer. Likewise an employment agency may attempt to sell the services of an applicant to an employer from whom no job order has been received so long as this fact is told to the applicant before he is directed to the employer. Any applicant who is referred to an employer contrary to the provisions of this subsection without obtaining employment thereby, shall be reimbursed by the employment agency for all ordinary and necessary travel expenses incurred by the applicant as a result of such referral, within twenty-four hours of making a demand therefor, or

(f) Split any fee with any employer or employer representative. This shall not prohibit payment to the agency by an employer of all or part of an applicant service fee, provided this fact is made known to the applicant, or