



**House
Legislative
Analysis
Section**

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UNEMPLOYMENT BENEFITS

House Bill 4980

Sponsor: Rep. Lyn Bankes

Committee: Labor

Complete to 9-20-91

A REVISED SUMMARY OF HOUSE BILL 4980 AS INTRODUCED 6-19-91

The Michigan Employment Security Act provides grounds under which an employee who otherwise is entitled to receive unemployment benefits is disqualified from receiving them, such as for voluntarily leaving work without a good cause that is attributable to the employer, for being fired for misconduct, for losing a job due to absence caused by being convicted of breaking a law and being imprisoned, and for various other reasons. The bill would amend the act to disqualify an individual from receiving benefits if the person lost his or her job:

- * for breaking a law and being convicted for the offense if he or she worked under a collective bargaining agreement or other employment contract that called for employment termination under these circumstances;

- * because of a work absence that was caused due to a conviction for having manufactured, delivered or possessed with intent to manufacture or deliver a controlled substance in violation of the Public Health Code (whether this offense occurred on or off the work premises); or

- * due to being absent from work because he or she was convicted of breaking a law and was sentenced, instead of to jail or prison, to a special alternative incarceration facility, to perform community service work or to another sentencing alternative.

For those disqualifying acts that occur most often (i.e. voluntarily quitting without good cause, misconduct on the job which results in a discharge) the act requires a person to earn up to the lesser of two amounts in wages before he or she requalifies to receive unemployment benefits. For more serious disqualifying acts a person must complete up to a specific number of "requalifying weeks" (either 6 or 13, depending on the nature of the disqualifying act that occurred) before he or she requalifies for benefits. In cases involving "lesser" offenses--where only six requalifying weeks are required--a person is eligible to receive a reduced amount of benefits based on a special formula. An individual who was disqualified for the offenses enumerated in the bill would have to complete only six requalifying weeks and would be eligible to receive reduced benefits as specified in the act.

MCL 421.29

House Bill 4980 (9-20-91)