



SENATE BILL No. 666

September 20, 1995, Introduced by Senator HONIGMAN and referred to the Committee on Human Resources, Labor and Veterans Affairs.

A bill to amend section 43 of Act No. 1 of the Public Acts of the Extra Session of 1936, entitled as amended "Michigan employment security act," as amended by Act No. 70 of the Public Acts of 1986, being section 421.43 of the Michigan Compiled Laws.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Section 1. Section 43 of Act No. 1 of the Public Acts of
2 the Extra Session of 1936, as amended by Act No. 70 of the Public
3 Acts of 1986, being section 421.43 of the Michigan Compiled Laws,
4 is amended to read as follows:

5 Sec. 43. Except as otherwise provided in section 42(6), the
6 term "employment" ~~shall~~ DOES not include:

7 (a) Before January 1, 1980, agricultural service performed
8 by an individual who is an alien admitted to the United States to
9 perform that service pursuant to sections 214(c) and

1 101(a)(15)(H) of the immigration and nationality act,
2 8 U.S.C. 1184 and 8 U.S.C. 1101.

3 (b) Service performed in the employ of another state or ANY
4 OF its political subdivisions, or of an instrumentality of
5 another state or ANY OF its political subdivisions, except as
6 otherwise provided in section 42(9); and service performed in the
7 employ of the United States government or an instrumentality of
8 the United States exempt under the constitution of the United
9 States from the contributions imposed by this act. However, to
10 the extent that the congress of the United States permits states
11 to require instrumentalities of the United States to make pay-
12 ments into an unemployment fund under a state unemployment com-
13 pensation law, this act ~~shall apply~~ APPLIES to the instrumen-
14 talities ~~—~~ and to services performed for the instrumentalities
15 ~~—~~ in the same manner, to the same extent, and on the same terms
16 as to all other employers, employing units, individuals, and
17 services. If this state is not certified for any year by the
18 appropriate agency of the United States under section 3304(c) of
19 the FEDERAL UNEMPLOYMENT TAX ACT, CHAPTER 23 OF THE internal rev-
20 enue code OF 1986, 26 U.S.C. 3304, the payments required of the
21 instrumentalities with respect to the year shall be refunded by
22 the commission from the fund in the same manner and within the
23 same period as provided in section 16 with respect to contribu-
24 tions erroneously collected.

25 (c) Service with respect to which unemployment compensation
26 is payable under an unemployment compensation system established
27 by an act of congress. However, the commission shall enter into

1 agreements with the proper agencies under the act of congress,
 2 which agreements shall ~~become effective~~ TAKE EFFECT 10 days
 3 after publication of the agreements in the manner provided in
 4 section 4 for regulations ~~—~~ to provide reciprocal treatment to
 5 individuals who have, after acquiring potential rights to bene-
 6 fits under this act, acquired rights to unemployment compensation
 7 under the act of congress, or who have, after acquiring potential
 8 rights to unemployment compensation under the act of congress,
 9 acquired rights to benefits under this act.

10 (d) "Agricultural labor" which ~~shall comprise~~ IS COMPRISED
 11 OF all service performed:

12 (i) ~~(1)~~ On a farm, in the employ of any person, in connec-
 13 tion with cultivating the soil, or in connection with raising or
 14 harvesting an agricultural or horticultural commodity, including
 15 the raising, shearing, feeding, caring for, training, and manage-
 16 ment of livestock, bees, poultry, and fur-bearing animals and
 17 wildlife.

18 (ii) ~~(2)~~ In the employ of the owner or tenant or another
 19 operator of a farm in connection with the operation, management,
 20 conservation, improvement, or maintenance of a farm and its tools
 21 and equipment, or in salvaging timber or clearing land of brush
 22 and other debris left by a hurricane, if the major part of the
 23 service is performed on a farm.

24 (iii) ~~(3)~~ In connection with the production or harvesting
 25 of a commodity defined as an agricultural commodity in
 26 section 15(g) of the agricultural marketing act, CHAPTER 24, 46
 27 STAT. 11, 12 U.S.C. 1141j, ~~or~~ in connection with the ginning of

1 cotton, or the operation or maintenance of ditches, canals,
2 reservoirs, or waterways not owned or operated for profit, used
3 exclusively for supplying and storing water for farming
4 purposes.

5 (iv) ~~(4)~~ In the employ of the operator of a farm in han-
6 dling, planting, drying, packing, packaging, processing, freez-
7 ing, grading, storing, or delivering to storage, ~~or~~ to market,
8 or to a carrier for transportation to market, in its unmanufac-
9 tured state, an agricultural or horticultural commodity, if the
10 operator produced more than 1/2 of the commodity with respect to
11 which the service is performed.

12 (v) ~~(5)~~ In the employ of a group of operators of farms or
13 a cooperative organization of which the operators are members, in
14 the performance of service described in subparagraph (4), but
15 only if the operators produced more than 1/2 of the commodity
16 with respect to which the services are performed.

17 (vi) ~~(6)~~ On a farm operated for profit if the service is
18 not in the course of the employer's trade or business.

19 (vii) ~~(7)~~ Subparagraphs (4) and (5) ~~shall~~ DO not apply
20 with respect to service performed in connection with commercial
21 canning or commercial freezing or in connection with an agricul-
22 tural or horticultural commodity after its delivery to a terminal
23 market for distribution for consumption.

24 As used in this subdivision, ~~the term~~ "farm" includes
25 stock, dairy, poultry, fruit, fur-bearing animals, truck farms,
26 plantations, ranches, nurseries, ranges, and greenhouses, or

1 other similar structures used primarily for the raising of
2 agricultural or horticultural commodities.

3 Agricultural labor ~~performed after December 31, 1977 shall~~
4 ~~not be~~ IS NOT excluded from the term employment when the labor
5 is performed for an employer as defined in section 41(5).

6 (e) Domestic service in a private home, local college club,
7 or local chapter of a college fraternity or sorority not operated
8 for profit.

9 Domestic service ~~performed after December 31, 1977 shall~~
10 ~~not be~~ IS NOT excluded from the term employment when performed
11 for an employer as defined in section 41(6).

12 (f) Service as an officer or member of a crew of an American
13 vessel performed on or in connection with the vessel, except a
14 vessel of less than 200 horsepower, if the operating office from
15 which the operations of the vessel operating on navigable waters
16 within or without the United States are ordinarily and regularly
17 supervised, managed, directed, and controlled ~~—~~ is without this
18 state; and service performed by an individual in or as an officer
19 or member of the crew of a vessel while it is engaged in the
20 catching, taking, or harvesting of any kind of fish including
21 service performed by an individual as an ordinary incident to
22 ~~such an~~ THAT activity, except service performed on or in con-
23 nection with a vessel of more than 10 net tons determined in the
24 manner provided for determining the register tonnage of merchant
25 vessels under the laws of the United States.

26 (g) Service performed by an individual in the employ of the
27 individual's son, daughter, or spouse, and service performed by a

1 child ~~under the age of~~ LESS THAN 18 YEARS OF AGE in the employ
2 of the child's parent.

3 (h) Service performed by real estate salespersons, sales
4 representatives of investment companies, and agents or solicitors
5 of insurance companies who are compensated principally or wholly
6 on a commission basis.

7 (i) Service performed within this state by an individual who
8 is not a citizen of the United States or service performed within
9 this state for an employer other than an American employer as
10 defined in section 42(12)(d), if the service is incidental to the
11 individual's service in a foreign country in which the base of
12 operation is maintained or from which the service is directed or
13 controlled.

14 (j) Service covered by an arrangement between the commission
15 and the agency charged with the administration of another state
16 or federal unemployment compensation law pursuant to which all
17 service performed by an individual for an employing unit during
18 the period covered by the employing unit's ~~duly~~ approved
19 election. Service described in this subdivision is considered to
20 be performed entirely within the agency's state or under federal
21 law.

22 (k) Service performed by an individual in a calendar quarter
23 in the employ of an organization exempt from income tax under
24 section 501(a) of the internal revenue code OF 1986, 26
25 U.S.C. 501, other than an organization described in
26 section 401(a) of the internal revenue code OF 1986, 26
27 U.S.C. 401 or under section 521 of the internal revenue code OF

1 1986, 26 U.S.C. 521, if the remuneration earned is less than
2 \$50.00.

3 (l) Service performed in the employ of a school, college, or
4 university, if the service is performed:

5 (i) By a person who is primarily a student at the school,
6 college, or university. For the purpose of this subdivision, a
7 person is considered to be "primarily a student" if the individ-
8 ual is enrolled in an institution, is pursuing a course of study
9 for academic credit, and while ~~thus~~ enrolled normally works 30
10 hours or less per week for the institution.

11 (ii) By a spouse of a student, if given written notice at
12 the start of the service that the employment is under a program
13 to provide financial assistance to the student ~~—~~ and that the
14 employment will not be covered by a program of unemployment
15 compensation.

16 (m) Service performed by an individual less than 22 years of
17 age who is enrolled ~~—~~ at a nonprofit or public educational
18 institution ~~which~~ THAT normally maintains a regular faculty and
19 curriculum and normally has a regularly organized body of stu-
20 dents in attendance at the place where its educational activities
21 are carried on, as a student in a full-time program, taken for
22 credit at the institution, which combines academic instruction
23 with work experience, if the service is an integral part of the
24 program ~~—~~ and the institution has certified that fact to the
25 employer. This subdivision ~~shall~~ DOES not apply to service
26 performed in a program established for or on behalf of an
27 employer or group of employers.

1 (n) Service performed in the employ of a hospital, if the
 2 service is performed by a patient of the hospital ~~—~~ as defined
 3 in section 53(1).

4 (o) For ~~the~~ purposes of section 42(8), (9), and (10), ~~the~~
 5 ~~term~~ "employment" does not apply to service performed in any of
 6 the following situations:

7 (i) ~~(i)~~ In the employ of ~~(i)~~ a church or A convention or
 8 association of churches ~~—~~ or ~~(ii)~~ an organization ~~which~~
 9 THAT is operated primarily for religious purposes and ~~which~~
 10 THAT is operated, supervised, controlled, or principally sup-
 11 ported by a church or A convention or association of churches.

12 (ii) ~~(2)~~ By ~~a duly~~ AN ordained, commissioned, or
 13 licensed minister of a church in the exercise of the ministry or
 14 by a member of a religious order in the exercise of duties
 15 required by the order.

16 (iii) ~~(3)~~ Before January 1, 1978, in the employ of a
 17 school ~~which~~ THAT is not an institution of higher education and
 18 which service is also excluded from the term "employment" as
 19 defined in section 3306(c)(8) of the FEDERAL UNEMPLOYMENT TAX
 20 ACT, CHAPTER 23 OF THE internal revenue code OF 1986, 26
 21 U.S.C. 3306. After December 31, 1977, in the employ of a govern-
 22 mental entity as defined in section 50a, if the service is per-
 23 formed by an individual in any of the following capacities:

24 (A) ~~(i)~~ As an elected official.

25 (B) ~~(ii)~~ As a member of a legislative body ~~—~~ or ~~as a~~
 26 ~~member~~ of the judiciary.

1 (C) ~~(iii)~~ As a military employee of the state national
2 guard or air national guard.

3 (D) ~~(iv)~~ As an employee serving on a temporary basis in
4 case of fire, storm, snow, earthquake, flood, or similar
5 emergency.

6 (E) ~~(v)~~ In a position which, under or pursuant to the laws
7 of this state, is designated as ~~(i)~~ a major nontenured policy-
8 making or advisory position, or ~~(ii)~~ a policymaking or advisory
9 position, the performance of the duties of which ordinarily does
10 not require more than 8 hours per week.

11 (iv) ~~(4)~~ By an individual receiving rehabilitation or
12 remunerative work in a facility conducted for the purpose of car-
13 rying out a program of ~~(i)~~ rehabilitation for individuals
14 whose earning capacity is impaired by age, physical or mental
15 deficiency, or injury, ~~(i)~~ or ~~(ii)~~ OF providing remunerative
16 work for individuals who because of their impaired physical or
17 mental capacity cannot be readily absorbed in the competitive
18 labor market.

19 (v) ~~(5)~~ As part of an unemployment work-relief or
20 work-training program assisted or financed, in whole or in part,
21 by a federal agency or an agency of a state or political subdivi-
22 sion of a state by an individual receiving the work relief or
23 work training.

24 (vi) ~~(6)~~ By an inmate of a custodial or penal
25 institution.

26 (vii) ~~(7)~~ By an individual hired by a state department or
27 recipient governmental entity through a summer youth employment

1 program established pursuant to the Michigan youth corps act, ACT
 2 NO. 69 OF THE PUBLIC ACTS OF 1983, BEING SECTIONS 409.221 TO
 3 409.229 OF THE MICHIGAN COMPILED LAWS, or an individual hired by
 4 a state department through a summer youth employment program
 5 administered by the department of natural resources or the
 6 department of transportation.

7 (p) Service performed by an individual ~~under the age of~~
 8 LESS THAN 18 YEARS OF AGE in the delivery or distribution of
 9 newspapers or shopping news, not including delivery or distribu-
 10 tion to a point for subsequent delivery or distribution.

11 (q) Service performed for an employing unit other than a
 12 governmental entity or nonprofit organization and which is any of
 13 the following:

14 (i) ~~(i)~~ Service performed by an individual while the indi-
 15 vidual was a minor student regularly attending either a public or
 16 a private school below the college level and the individual's
 17 employment during the week was ANY OF THE FOLLOWING:

18 (A) ~~(i) less~~ LESS than the scheduled hours the individual
 19 would have worked in the department or establishment in which the
 20 employment occurred if the individual were not a student. ~~, or~~

21 (B) ~~(ii) within~~ WITHIN the customary vacation days or
 22 vacation periods of the school following which the individual
 23 actually returns to school. ~~, or~~

24 (C) ~~(iii) with~~ WITH an employer as a formal and accredited
 25 part of the regular curriculum of the individual's school.

(ii) ~~(2)~~ Service performed by a college student of any age, but only when the student's employment is a formal and accredited part of the regular curriculum of the school.

(iii) ~~(3)~~ Service performed by an individual as a member of a band or orchestra, but only when the service does not represent the principal occupation of the individual.

(r) Service performed by a home improvement and remodeling salesperson ~~providing that~~ IF THE salesperson meets the criteria established in section 3508 of the internal revenue code OF 1986, 26 U.S.C. 3508, and if any provision of this ~~subsection~~ SUBDIVISION prevents the state from qualifying for any federal interest relief provisions provided under section 1202 of TITLE XII OF the social security act, CHAPTER 531, 49 STAT. 620, 42 U.S.C. 1322, or prevents employers in this state from qualifying for the limitation on the reduction of federal unemployment tax act credits as provided under section 3302(f) of the federal unemployment tax act, CHAPTER 23 OF THE INTERNAL REVENUE CODE OF 1986, 26 U.S.C. ~~3302(f), such~~ 3302. THE provision ~~shall be~~ IS invalid to the extent necessary to maintain qualification for ~~such~~ THE interest relief provisions and federal unemployment tax credits.

(S) SERVICE PERFORMED BY AN INDIVIDUAL AS A PRODUCT DEMONSTRATOR OR PRODUCT MERCHANDISER IF THE SERVICE IS PERFORMED UNDER A WRITTEN CONTRACT BETWEEN THE INDIVIDUAL AND A PERSON WHOSE PRINCIPAL BUSINESS IS OBTAINING THE SERVICES OF PRODUCT DEMONSTRATORS AND PRODUCT MERCHANDISERS FOR THIRD PARTIES FOR PRODUCT

1 DEMONSTRATION AND PRODUCT MERCHANDISING PURPOSES AND BOTH IN
2 CONTRACT AND IN FACT THE INDIVIDUAL:

3 (i) IS NOT TREATED AS AN EMPLOYEE WITH RESPECT TO THOSE
4 SERVICES FOR FEDERAL UNEMPLOYMENT TAX PURPOSES.

5 (ii) IS COMPENSATED FOR EACH JOB, OR THE COMPENSATION IS
6 BASED ON FACTORS THAT RELATE TO THE WORK PERFORMED.

7 (iii) DETERMINES THE METHOD OF PERFORMING THE SERVICE.

8 (iv) PROVIDES THE EQUIPMENT USED TO PERFORM THE SERVICE.

9 (v) IS RESPONSIBLE FOR THE COMPLETION OF A SPECIFIC JOB AND
10 IS LIABLE FOR ANY FAILURE TO COMPLETE THE JOB.

11 (vi) IS FREE TO ACCEPT OR REJECT JOBS FROM ANY NUMBER OF
12 PERSONS WHOSE PRINCIPAL BUSINESS IS OBTAINING THE SERVICES OF
13 PRODUCT DEMONSTRATORS AND PRODUCT MERCHANDISERS FOR THIRD
14 PARTIES.

15 (vii) PAYS ALL EXPENSES, AND THE OPPORTUNITY FOR PROFIT OR
16 LOSS RESTS SOLELY WITH THE INDIVIDUAL.

17 (viii) IS RESPONSIBLE FOR OPERATING COSTS, FUEL, REPAIRS,
18 SUPPLIES, AND MOTOR VEHICLE INSURANCE.

19 AS USED IN THIS SUBDIVISION:

20 (ix) "PRODUCT DEMONSTRATOR" MEANS AN INDIVIDUAL WHO, ON A
21 TEMPORARY, PART-TIME BASIS, DEMONSTRATES OR GIVES AWAY SAMPLES OF
22 A FOOD OR OTHER PRODUCT AS PART OF AN ADVERTISING OR SALES PROMO-
23 TION FOR THE PRODUCT IN A RETAIL STORE AND WHO IS NOT OTHERWISE
24 DIRECTLY EMPLOYED BY THE MANUFACTURER, DISTRIBUTOR, OR RETAILER.

25 (x) "PRODUCT MERCHANDISER" MEANS AN INDIVIDUAL WHO, ON A
26 TEMPORARY, PART-TIME BASIS, BUILDS OR RESETS A PRODUCT DISPLAY IN

1 A RETAIL STORE AND WHO IS NOT OTHERWISE DIRECTLY EMPLOYED BY THE
2 MANUFACTURER, DISTRIBUTOR, OR RETAILER.

3 (xi) "THIRD PARTY" MEANS A MANUFACTURER OR BROKER.