

Legislative Analysis



UNEMPLOYMENT DISQUALIFICATIONS

Phone: (517) 373-8080
<http://www.house.mi.gov/hfa>

House Bill 4516 as introduced
Sponsor: Rep. Jason Woolford
Committee: Economic Competitiveness
Revised 6-26-25

Analysis available at
<http://www.legislature.mi.gov>

SUMMARY:

House Bill 4516 would amend the Michigan Employment Security Act to add circumstances under which a person can be disqualified from receiving unemployment benefits.

Currently, the act specifies a number of circumstances in which a person is unable to qualify for unemployment benefits. This includes if a person fails without good cause to apply diligently for available suitable work after receiving notice from the Unemployment Insurance Agency (UIA) of the availability of that work or if they fail to apply for work with employers that could reasonably be expected to have suitable work available.

The bill would create a rebuttable presumption that the individual is ineligible for benefits under this clause if they do either of the following:

- Fail to appear for a scheduled job interview without providing notice to the prospective employer that the individual needs to cancel or reschedule the interview.
- If they obtain suitable work, fail to report for work as scheduled for two consecutive work days during the initial 91 days of employment without providing notice to the employer.

In either circumstance, the employer or prospective employer would notify the UIA of the individual's failure to appear using the secure site established for employers under the act.

In addition, the act currently establishes that an individual is ineligible for benefits if they fail without good cause to accept suitable work offered to them. The bill would specify that the work must be accepted within seven days of its being offered to the individual.

MCL 421.29

FISCAL IMPACT:

House Bill 4516 would have an indeterminate fiscal impact on the Unemployment Insurance Agency. The bill may result in fewer individuals qualifying for unemployment insurance benefits, but the impact would depend on numerous factors, including individuals' behaviors, and cannot, therefore, be estimated. It is also unclear whether the UIA would experience any costs for implementing requirements established under the bill. It should be noted that the UIA is entirely supported by federal and state restricted funding.

Legislative Analyst: Alex Stegbauer
Fiscal Analyst: Marcus Coffin

■ This analysis was prepared by nonpartisan House Fiscal Agency staff for use by House members in their deliberations and does not constitute an official statement of legislative intent.