

HOUSE BILL NO. 4516

May 21, 2025, Introduced by Reps. Woolford, Robinson, Kunse, Kelly, Carra, Johnsen, Maddock, Meerman, Alexander, DeSana, Markkanen, Cavitt and Bruck and referred to Committee on Economic Competitiveness.

A bill to amend 1936 (Ex Sess) PA 1, entitled
"Michigan employment security act,"
by amending section 29 (MCL 421.29), as amended by 2024 PA 239.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 29. (1) Except as provided in subsection (5), an
2 individual is disqualified from receiving benefits if the
3 individual **meets any of the following disqualifying circumstances:**
4 (a) Left work voluntarily without good cause attributable to
5 the employer or employing unit. An individual who left work is
6 presumed to have left work voluntarily without good cause

1 attributable to the employer or employing unit. An individual who
2 reduces the individual's working status to less than full-time
3 employment is rebuttably presumed to have voluntarily left work
4 without good cause attributable to the employer. ~~An~~**Except as**
5 **otherwise provided in subdivision (c) (ii), an** individual who is
6 absent from work for a period of 3 consecutive work days or more
7 without contacting the employer is rebuttably presumed to have
8 voluntarily left work without good cause attributable to the
9 employer. An individual who becomes unemployed as a result of
10 negligently losing a requirement for the job of which the
11 individual was informed at the time of hire is considered to have
12 voluntarily left work without good cause attributable to the
13 employer. An individual claiming benefits under this act has the
14 burden of proof to establish that the individual left work
15 involuntarily or for good cause that was attributable to the
16 employer or employing unit. An individual claiming to have left
17 work involuntarily for medical reasons must have done all of the
18 following before the leaving: secured a statement from a medical
19 professional that continuing in the individual's current job would
20 be harmful to the individual's physical or mental health,
21 unsuccessfully attempted to secure alternative work with the
22 employer, and unsuccessfully attempted to be placed on a leave of
23 absence with the employer to last until the individual's mental or
24 physical health would no longer be harmed by the current job.
25 Notwithstanding any other provision of this act, with respect to
26 claims for weeks beginning before April 1, 2021, an individual is
27 considered to have left work involuntarily for medical reasons if
28 the individual leaves work to self-isolate or self-quarantine in
29 response to elevated risk from COVID-19 because the individual is

1 immunocompromised, displayed a commonly recognized principal
2 symptom of COVID-19 that was not otherwise associated with a known
3 medical or physical condition of the individual, had contact in the
4 last 14 days with an individual with a confirmed diagnosis of
5 COVID-19, needed to care for an individual with a confirmed
6 diagnosis of COVID-19, or had a family care responsibility that was
7 the result of a government directive regarding COVID-19.

8 Notwithstanding any other provision of this act, with respect to
9 claims for weeks beginning before April 1, 2021, the unemployment
10 **insurance** agency may consider an individual laid off if the
11 individual became unemployed to self-isolate or self-quarantine in
12 response to elevated risk from COVID-19 because the individual is
13 immunocompromised, displayed a commonly recognized principal
14 symptom of COVID-19 that was not otherwise associated with a known
15 medical or physical condition of the individual, had contact in the
16 last 14 days with an individual with a confirmed diagnosis of
17 COVID-19, needed to care for an individual with a confirmed
18 diagnosis of COVID-19, or had a family care responsibility that was
19 the result of a government directive regarding COVID-19. However,
20 if any of the following conditions are met, the leaving does not
21 disqualify the individual:

22 (i) The individual has an established benefit year in effect
23 and during that benefit year leaves unsuitable work within 60 days
24 after the beginning of that work. Benefits paid after a leaving
25 under this subparagraph must not be charged to the experience
26 account of the employer the individual left, but must be charged
27 instead to the nonchargeable benefits account.

28 (ii) The individual is the spouse of a full-time member of the
29 United States Armed Forces, and the leaving is due to the military

1 duty reassignment of that member of the United States Armed Forces
2 to a different geographic location. Benefits paid after a leaving
3 under this subparagraph must not be charged to the experience
4 account of the employer the individual left, but must be charged
5 instead to the nonchargeable benefits account.

6 (iii) The individual is concurrently working part-time for an
7 employer or employing unit and for another employer or employing
8 unit and voluntarily leaves the part-time work while continuing
9 work with the other employer. The portion of the benefits paid in
10 accordance with this subparagraph that would otherwise be charged
11 to the experience account of the part-time employer that the
12 individual left must not be charged to the account of that employer
13 but must be charged instead to the nonchargeable benefits account.

14 (iv) The individual ~~is a victim of domestic violence who meets~~
15 the requirements ~~in~~ **of** section 29a. Benefits paid after a leaving
16 under this subparagraph must not be charged to the experience
17 account of the employer the individual left, but must be charged
18 instead to the nonchargeable benefits account. This subparagraph
19 applies beginning on ~~the effective date of the amendatory act that~~
20 ~~added this sentence.~~ **April 2, 2025.**

21 (b) Was suspended or discharged for misconduct connected with
22 the individual's work or for intoxication while at work.

23 (c) Failed without good cause to apply diligently for
24 available suitable work after receiving notice from the
25 unemployment **insurance** agency of the availability of that work or
26 failed to apply for work with employers that could reasonably be
27 expected to have suitable work available. **There is a rebuttable**
28 **presumption that an individual failed without good cause to apply**
29 **diligently for available suitable work if the individual does**

1 either of the following:

2 (i) Fails to appear for a scheduled job interview without
3 providing notice to the prospective employer that the individual
4 needs to cancel or reschedule the interview. A prospective employer
5 may notify the unemployment insurance agency that the individual
6 failed to appear for a scheduled interview through the secure
7 internet site established under section 32b.

8 (ii) If the individual obtains suitable work, fails to report
9 for work as scheduled for 2 consecutive work days during the
10 initial 91 days of employment without providing notice to the
11 employer. An employer may notify the unemployment insurance agency
12 that the individual failed to appear for work through the secure
13 internet site established under section 32b.

14 (d) Failed without good cause while unemployed to report to
15 the individual's former employer or employing unit within a
16 reasonable time after that employer or employing unit provided
17 notice of the availability of an interview concerning available
18 suitable work with the former employer or employing unit.

19 (e) Failed without good cause to accept suitable work offered
20 to the individual **not later than 7 days after the offer** or to
21 return to the individual's customary self-employment, if any, when
22 directed by the employment office or the unemployment **insurance**
23 agency. An employer that receives a monetary determination under
24 section 32 may notify the unemployment **insurance** agency regarding
25 the availability of suitable work with the employer on the monetary
26 determination or other form provided by the unemployment **insurance**
27 agency. On receipt of the notice of the availability of suitable
28 work, the unemployment **insurance** agency shall notify the claimant
29 of the availability of suitable work.

1 (f) Lost the individual's job due to absence from work
2 resulting from a violation of law for which the individual was
3 convicted and sentenced to jail or prison. This subdivision does
4 not apply if conviction of an individual results in a sentence to
5 county jail under conditions of day parole as provided in 1962 PA
6 60, MCL 801.251 to 801.258, or if the conviction was for a traffic
7 violation that resulted in an absence of less than 10 consecutive
8 work days from the individual's place of employment.

9 (g) Is discharged, whether or not the discharge is
10 subsequently reduced to a disciplinary layoff or suspension, for
11 participation in either of the following:

12 (i) A strike or other concerted action in violation of an
13 applicable collective bargaining agreement that results in
14 curtailment of work or restriction of or interference with
15 production.

16 (ii) A wildcat strike or other concerted action not authorized
17 by the individual's recognized bargaining representative.

18 (h) Was discharged for an act of assault and battery connected
19 with the individual's work.

20 (i) Was discharged for theft connected with the individual's
21 work.

22 (j) Was discharged for willful destruction of property
23 connected with the individual's work.

24 (k) Committed a theft after receiving notice of a layoff or
25 discharge, but before the effective date of the layoff or
26 discharge, resulting in loss or damage to the employer ~~who~~**that**
27 would otherwise be chargeable for the benefits, regardless of
28 whether the individual qualified for the benefits before the theft.

29 (l) Was employed by a temporary help firm, which as used in

1 this section means an employer whose primary business is to provide
2 a client with the temporary services of 1 or more individuals under
3 contract with the employer, to perform services for a client of
4 that firm if each of the following conditions is met:

5 (i) The temporary help firm provided the employee with a
6 written notice before the employee began performing services for
7 the client stating in substance both of the following:

8 (A) That not more than 7 days after completing services for a
9 client of the temporary help firm, the employee is under a duty to
10 notify the temporary help firm of the completion of those services.

11 (B) That a failure to provide the temporary help firm with
12 notice of the employee's completion of services ~~pursuant to~~ **in**
13 **accordance with** sub-subparagraph (A) constitutes a voluntary quit
14 that will affect the employee's eligibility for unemployment
15 compensation if the employee seeks unemployment compensation
16 following completion of those services.

17 (ii) The employee did not provide the temporary help firm with
18 notice that the employee had completed the employee's services for
19 the client not later than 7 days after completion of the employee's
20 services for the client.

21 (m) Was discharged for illegally ingesting, injecting,
22 inhaling, or possessing a controlled substance on the premises of
23 the employer; refusing to submit to a drug test that was required
24 to be administered in a nondiscriminatory manner; or testing
25 positive on a drug test, if the test was administered in a
26 nondiscriminatory manner. If the worker disputes the result of the
27 testing, and if a generally accepted confirmatory test has not been
28 administered on the same sample previously tested, then a generally
29 accepted confirmatory test must be administered on that sample. If

1 the confirmatory test also indicates a positive result for the
 2 presence of a controlled substance, the worker who is discharged as
 3 a result of the test result will be disqualified under this
 4 subdivision. A report by a drug testing facility showing a positive
 5 result for the presence of a controlled substance is conclusive
 6 unless there is substantial evidence to the contrary. As used in
 7 this subdivision:

8 (i) "Controlled substance" means that term as defined in
 9 section 7104 of the public health code, 1978 PA 368, MCL 333.7104.

10 (ii) "Drug test" means a test designed to detect the illegal
 11 use of a controlled substance.

12 (iii) "Nondiscriminatory manner" means administered impartially
 13 and objectively in accordance with a collective bargaining
 14 agreement, rule, policy, a verbal or written notice, or a labor-
 15 management contract.

16 (n) Theft from the employer that resulted in the employee's
 17 conviction, ~~within~~ **not later than** 2 years ~~of~~ **after** the date of the
 18 discharge, of theft or a lesser included offense.

19 (2) A disqualification under subsection (1) begins the week in
 20 which the act or discharge that caused the disqualification occurs
 21 and continues until the disqualified individual requalifies under
 22 subsection (3).

23 (3) After the week in which the disqualifying act or discharge
 24 described in subsection (1) occurs, an individual who seeks to
 25 requalify for benefits is subject to all of the following:

26 (a) For benefit years established before October 1, 2000, the
 27 individual must complete 6 requalifying weeks if the individual was
 28 disqualified under subsection (1)(c), (d), (e), (f), (g), or (l), or
 29 13 requalifying weeks if the individual was disqualified under

1 subsection (1)(h), (i), (j), (k), or (m). A requalifying week
2 required under this subdivision is each week in which the
3 individual does any of the following:

4 (i) Earns or receives remuneration in an amount at least equal
5 to an amount needed to earn a credit week, as that term is defined
6 in section 50.

7 (ii) Otherwise meets all of the requirements of this act to
8 receive a benefit payment if the individual were not disqualified
9 under subsection (1).

10 (iii) Receives a benefit payment based on credit weeks
11 subsequent to the disqualifying act or discharge.

12 (b) For benefit years established before October 1, 2000, if
13 the individual is disqualified under subsection (1)(a) or (b), the
14 individual must requalify, after the week in which the
15 disqualifying discharge occurred by earning in employment for an
16 employer liable under this act or the unemployment compensation act
17 of another state an amount equal to, or in excess of, 7 times the
18 individual's potential weekly benefit rate, calculated on the basis
19 of employment with the employer involved in the disqualification,
20 or by earning in employment for an employer liable under this act
21 or the unemployment compensation act of another state an amount
22 equal to, or in excess of, 40 times the state minimum hourly wage
23 times 7, whichever is the lesser amount.

24 (c) For benefit years established before October 1, 2000, a
25 benefit payable to an individual disqualified under subsection
26 (1)(a) or (b) must be charged to the nonchargeable benefits
27 account, and not to the account of the employer with whom the
28 individual was involved in the disqualification.

29 (d) For benefit years beginning on or after October 1, 2000,

1 after the week in which the disqualifying act or discharge
 2 occurred, an individual must complete 13 requalifying weeks if the
 3 individual was disqualified under subsection (1)(c), (d), (e), (f),
 4 (g), or (l), or 26 requalifying weeks if the individual was
 5 disqualified under subsection (1)(h), (i), (j), (k), (m), or (n). A
 6 requalifying week required under this subdivision is each week in
 7 which the individual does any of the following:

8 (i) Earns or receives remuneration in an amount equal to ~~at~~
 9 ~~least~~ **not less than** 1/13 of the minimum amount needed in a calendar
 10 quarter of the base period for an individual to qualify for
 11 benefits, rounded down to the nearest whole dollar.

12 (ii) Otherwise meets all of the requirements of this act to
 13 receive a benefit payment if the individual was not disqualified
 14 under subsection (1).

15 (e) For benefit years beginning on or after October 1, 2000
 16 and beginning before April 26, 2002, if the individual is
 17 disqualified under subsection (1)(a) or (b), the individual must
 18 requalify, after the week in which the disqualifying act or
 19 discharge occurred by earning in employment for an employer liable
 20 under this act or the unemployment compensation law of another
 21 state at least the lesser of the following:

22 (i) Seven times the individual's weekly benefit rate.

23 (ii) Forty times the state minimum hourly wage times 7.

24 (f) For benefit years beginning on or after April 26, 2002, if
 25 the individual is disqualified under subsection (1)(a), the
 26 individual must requalify, after the week in which the
 27 disqualifying act or discharge occurred by earning in employment
 28 for an employer liable under this act or the unemployment
 29 compensation law of another state at least 12 times the

1 individual's weekly benefit rate.

2 (g) For benefit years beginning on or after April 26, 2002, if
3 the individual is disqualified under subsection (1)(b), the
4 individual must requalify, after the week in which the
5 disqualifying act or discharge occurred by earning in employment
6 for an employer liable under this act or the unemployment
7 compensation law of another state at least 17 times the
8 individual's weekly benefit rate.

9 (h) A benefit payable to the individual disqualified or
10 separated under disqualifying circumstances under subsection (1)(a)
11 or (b) must be charged to the nonchargeable benefits account, and
12 not to the account of the employer with whom the individual was
13 involved in the separation. Benefits payable to an individual
14 determined by the unemployment **insurance** agency to be separated
15 under disqualifying circumstances must not be charged to the
16 account of the employer involved in the disqualification for any
17 period after the employer notifies the unemployment **insurance**
18 agency of the claimant's possible ineligibility or
19 disqualification. However, an individual filing a new claim for
20 benefits who reports the reason for separation from a base period
21 employer as a voluntary leaving is presumed to have voluntarily
22 left without good cause attributable to the employer and is
23 disqualified unless the individual provides substantial evidence to
24 rebut the presumption. If a disqualifying act or discharge occurs
25 during the individual's benefit year, any benefits that may become
26 payable to the individual in a later benefit year based on
27 employment with the employer involved in the disqualification must
28 be charged to the nonchargeable benefits account.

29 (4) The maximum amount of benefits otherwise available under

1 section 27(d) to an individual disqualified under subsection (1) is
2 subject to all of the following conditions:

3 (a) For benefit years established before October 1, 2000, if
4 the individual is disqualified under subsection (1)(c), (d), (e),
5 (f), (g), or (l) and the maximum amount of benefits is based on
6 wages and credit weeks earned from an employer before an act or
7 discharge involving that employer, the amount must be reduced by an
8 amount equal to the individual's weekly benefit rate as to that
9 employer multiplied by the lesser of either of the following:

10 (i) The number of requalifying weeks required of the individual
11 under this section.

12 (ii) The number of weeks of benefit entitlement remaining with
13 that employer.

14 (b) If the individual has insufficient or no potential benefit
15 entitlement remaining with the employer involved in the
16 disqualification in the benefit year in existence on the date of
17 the disqualifying determination, a reduction of benefits described
18 in this subsection applies in a succeeding benefit year with
19 respect to any benefit entitlement based on credit weeks earned
20 with the employer before the disqualifying act or discharge.

21 (c) For benefit years established before October 1, 2000, an
22 individual disqualified under subsection (1)(h), (i), (j), (k), or
23 (m) is not entitled to benefits based on wages and credit weeks
24 earned before the disqualifying act or discharge with the employer
25 involved in the disqualification.

26 (d) The benefit entitlement of an individual disqualified
27 under subsection (1)(a) or (b) is not subject to reduction as a
28 result of that disqualification.

29 (e) A denial or reduction of benefits under this subsection

1 does not apply to benefits based on multiemployer credit weeks.

2 (f) For benefit years established on or after October 1, 2000,
3 if the individual is disqualified under subsection (1)(c), (d),
4 (e), (f), (g), or (l), the maximum number of weeks otherwise
5 applicable in calculating benefits for the individual under section
6 27(d) must be reduced by the lesser of the following:

7 (i) The number of requalifying weeks required of the individual
8 under this section.

9 (ii) The number of weeks of benefit entitlement remaining on
10 the claim.

11 (g) For benefit years beginning on or after October 1, 2000,
12 the benefits of an individual disqualified under subsection (1)(h),
13 (i), (j), (k), (m), or (n) must be reduced by 13 weeks and any
14 weekly benefit payments made to the claimant thereafter must be
15 reduced by the portion of the payment attributable to base period
16 wages paid by the base period employer involved in a
17 disqualification under subsection (1)(h), (i), (j), (k), (m), or
18 (n).

19 (5) Subject to subsection (11), if an individual leaves work
20 to accept permanent full-time work with another employer or to
21 accept a referral to another employer from the individual's union
22 hiring hall and performs services for that employer, or if an
23 individual leaves work to accept a recall from a former employer,
24 all of the following apply:

25 (a) Subsection (1) does not apply.

26 (b) Wages earned with the employer whom the individual last
27 left, including wages previously transferred under this subsection
28 to the last employer, for the purpose of computing and charging
29 benefits, are wages earned from the employer with whom the

1 individual accepted work or recall, and benefits paid based upon
2 those wages must be charged to that employer.

3 (c) When issuing a determination covering the period of
4 employment with a new or former employer described in this
5 subsection, the unemployment **insurance** agency shall advise the
6 chargeable employer of the name and address of the other employer,
7 the period covered by the employment, and the extent of the
8 benefits that may be charged to the account of the chargeable
9 employer.

10 (6) In determining whether work is suitable for an individual,
11 the unemployment **insurance** agency shall consider the degree of risk
12 involved to the individual's health, safety, and morals, the
13 individual's physical fitness and prior training, the individual's
14 length of unemployment and prospects for securing local work in the
15 individual's customary occupation, and the distance of the
16 available work from the individual's residence. Additionally, the
17 unemployment **insurance** agency shall consider the individual's
18 experience and prior earnings, but an unemployed individual who
19 refuses an offer of work determined to be suitable under this
20 section must be denied benefits if the pay rate for that work is ~~at~~
21 ~~least~~ **not less than** 70% of the gross pay rate the unemployed
22 individual received immediately before becoming unemployed.
23 Beginning January 15, 2012, after an individual has received
24 benefits for 50% of the benefit weeks in the individual's benefit
25 year, work is not considered unsuitable because it is outside of
26 the individual's training or experience or unsuitable as to pay
27 rate if the pay rate for that work meets or exceeds the minimum
28 wage; is at least the prevailing mean wage for similar work in the
29 locality for the most recent full calendar year for which data are

1 available as published by the department of technology, management,
2 and budget as "wages by job title", by standard metropolitan
3 statistical area; and is 120% or more of the individual's weekly
4 benefit amount.

5 (7) Work is not suitable and benefits must not be denied under
6 this act to an otherwise eligible individual for refusing to accept
7 new work under any of the following conditions:

8 (a) If the position offered is vacant due directly to a
9 strike, lockout, or other labor dispute.

10 (b) If the remuneration, hours, or other conditions of the
11 work offered are substantially less favorable to the individual
12 than those prevailing for similar work in the locality.

13 (c) If as a condition of being employed, the individual would
14 be required to join a company union or to resign from or refrain
15 from joining a bona fide labor organization.

16 (8) All of the following apply to an individual who seeks
17 benefits under this act:

18 (a) An individual is disqualified from receiving benefits for
19 a week in which the individual's total or partial unemployment is
20 due to either of the following:

21 (i) A labor dispute in active progress at the place at which
22 the individual is or was last employed, or a shutdown or start-up
23 operation caused by that labor dispute.

24 (ii) A labor dispute, other than a lockout, in active progress
25 or a shutdown or start-up operation caused by that labor dispute in
26 any other establishment within the United States that is both
27 functionally integrated with the establishment described in
28 subparagraph (i) and operated by the same employing unit.

29 (b) An individual's disqualification imposed or imposable

1 under this subsection is terminated if the individual performs
2 services in employment with an employer in ~~at least~~ **not less than** 2
3 consecutive weeks falling wholly within the period of the
4 individual's total or partial unemployment due to the labor
5 dispute, and in addition earns wages in each of those weeks in an
6 amount equal to or greater than the individual's actual or
7 potential weekly benefit rate.

8 (c) An individual is not disqualified under this subsection if
9 the individual is not directly involved in the labor dispute. An
10 individual is not directly involved in a labor dispute unless any
11 of the following are established:

12 (i) At the time or in the course of a labor dispute in the
13 establishment in which the individual was then employed, the
14 individual in concert with 1 or more other employees voluntarily
15 stopped working other than at the direction of the individual's
16 employing unit.

17 (ii) The individual is participating in, financing, or directly
18 interested in the labor dispute that causes the individual's total
19 or partial unemployment. The payment of regular union dues, in
20 amounts and for purposes established before the inception of the
21 labor dispute, is not financing a labor dispute within the meaning
22 of this subparagraph.

23 (iii) At any time a labor dispute in the establishment or
24 department in which the individual was employed does not exist, and
25 the individual voluntarily stops working, other than at the
26 direction of the individual's employing unit, in sympathy with
27 employees in some other establishment or department in which a
28 labor dispute is in progress.

29 (iv) The individual's total or partial unemployment is due to a

1 labor dispute that was or is in progress in a department, unit, or
2 group of workers in the same establishment.

3 (d) As used in this subsection, "directly interested" must be
4 construed and applied so as not to disqualify individuals
5 unemployed as a result of a labor dispute the resolution of which
6 may not reasonably be expected to affect their wages, hours, or
7 other conditions of employment, and to disqualify individuals whose
8 wages, hours, or conditions of employment may reasonably be
9 expected to be affected by the resolution of the labor dispute. A
10 "reasonable expectation" of an effect on an individual's wages,
11 hours, or other conditions of employment exists, in the absence of
12 a substantial preponderance of evidence to the contrary, in any of
13 the following situations:

14 (i) If it is established that there is in the particular
15 establishment or employing unit a practice, custom, or contractual
16 obligation to extend within a reasonable period to members of the
17 individual's grade or class of workers in the establishment in
18 which the individual is or was last employed changes in terms and
19 conditions of employment that are substantially similar or related
20 to some or all of the changes in terms and conditions of employment
21 that are made for the workers among whom there exists the labor
22 dispute that has caused the individual's total or partial
23 unemployment.

24 (ii) If it is established that 1 of the issues in or purposes
25 of the labor dispute is to obtain a change in the terms and
26 conditions of employment for members of the individual's grade or
27 class of workers in the establishment in which the individual is or
28 was last employed.

29 (iii) If a collective bargaining agreement covers both the

1 individual's grade or class of workers in the establishment in
2 which the individual is or was last employed and the workers in
3 another establishment of the same employing unit who are actively
4 participating in the labor dispute, and that collective bargaining
5 agreement is subject by its terms to modification, supplementation,
6 or replacement, or has expired or been opened by mutual consent at
7 the time of the labor dispute.

8 (e) In determining the scope of the grade or class of workers,
9 evidence of the following is relevant:

10 (i) Representation of the workers by the same national or
11 international organization or by local affiliates of that national
12 or international organization.

13 (ii) Whether the workers are included in a single, legally
14 designated, or negotiated bargaining unit.

15 (iii) Whether the workers are or within the past 6 months have
16 been covered by a common master collective bargaining agreement
17 that sets forth all or any part of the terms and conditions of the
18 workers' employment, or by separate agreements that are or have
19 been bargained as a part of the same negotiations.

20 (iv) Any functional integration of the work performed by those
21 workers.

22 (v) Whether the resolution of those issues involved in the
23 labor dispute as to some of the workers could directly or
24 indirectly affect the advancement, negotiation, or settlement of
25 the same or similar issues in respect to the remaining workers.

26 (vi) Whether the workers are currently or have been covered by
27 the same or similar demands by their recognized or certified
28 bargaining agent or agents for changes in their wages, hours, or
29 other conditions of employment.

1 (vii) Whether issues on the same subject matter as those
2 involved in the labor dispute have been the subject of proposals or
3 demands made upon the employing unit that would by their terms have
4 applied to those workers.

5 (9) Notwithstanding subsections (1) to (8), if the employing
6 unit submits notice to the unemployment **insurance** agency of
7 possible ineligibility or disqualification beyond the time limits
8 prescribed by unemployment **insurance** agency rule and the
9 unemployment **insurance** agency concludes that benefits should not
10 have been paid, the claimant shall repay the benefits paid during
11 the entire period of ineligibility or disqualification. The
12 unemployment **insurance** agency shall not charge interest on
13 repayments required under this subsection.

14 (10) An individual is disqualified from receiving benefits for
15 any week or part of a week in which the individual has received, is
16 receiving, or is seeking unemployment benefits under an
17 unemployment compensation law of another state or of the United
18 States. If the appropriate agency of the other state or of the
19 United States finally determines that the individual is not
20 entitled to unemployment benefits, the disqualification described
21 in this subsection does not apply.

22 ~~(11) Beginning on May 1, 2020, and until October 20, 2020, if~~
23 ~~an individual leaves work to accept permanent full-time work with~~
24 ~~another employer, the individual is considered to have met the~~
25 ~~requirements of subsection (5) regardless of whether the individual~~
26 ~~actually performed services for the other employer or whether the~~
27 ~~work was permanent full-time work. Benefits payable to the~~
28 ~~individual must be charged to the nonchargeable benefits account.~~