



# **WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS**



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**CALCULATING WEEKLY BENEFIT  
AMOUNT, AND NUMBER OF WEEKS  
PAYABLE**



# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

The “Base Period” looks at a worker’s wages in past “calendar quarters.” There are 4 calendar quarters in a year:

- First quarter is January through March
- Second quarter is April through June
- Third quarter is July through September
- Fourth quarter is October through December

# Form UIA 1575 (Monetary Determination)

UJA 1575E WR  
(Rev. 6-04)

State of Michigan  
Department of Labor & Economic Growth  
UNEMPLOYMENT INSURANCE AGENCY

Monetary Determination

UJA Office: \_\_\_\_\_

UJA Account No: \_\_\_\_\_

Mail Date: \_\_\_\_\_

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**CLAIM INFORMATION**

BENEFIT YEAR BEGINS: \_\_\_\_\_  
BENEFIT YEAR ENDS: \_\_\_\_\_  
HIGH QTR. WAGES USED TO CALCULATE BENEFITS \_\_\_\_\_

Reference Codes (See Back of Form)	DEPENDENTS CLAIMED	WEEKLY BENEFIT AMOUNT	BENEFIT WEEKS ALLOWED

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**LAST EMPLOYER**

Employer	Reference Codes (See Back of Form)	Claimant's Separation Reason	Total Wages	Last Employer Charge for First 2 Benefit Weeks	Non-charge Amount

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**BASE PERIOD EMPLOYER(S)  
AND ENDS:**

BASE PERIOD BEGINS: \_\_\_\_\_

Employer	Reference Codes (See Back of Form)	Separation Reason	Base Period Wages	Maximum Charge	Non-charge Amount

**This is the Form you're sent when a new claim is filed, telling you whether a claim was established; if so, the benefit rate and number of weeks payable, and your potential charges. It is your first opportunity to contest the claim.**



# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
				Lag Quarter	Claim Filed

Let's say a worker files a claim on June 14, 2011. That date is in the second calendar quarter of the year (April through June).

# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
				Lag Quarter	Claim Filed

The “Standard Base Period” is the first 4, of the last 5, completed calendar quarters.

# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
				Lag Quarter	Claim Filed

In this example, the “Standard Base Period” for a claim filed in the second quarter of 2011 is the first, second, third, and fourth quarters of 2010. (The first quarter of 2011 is known as the “Lag Quarter” and is usually not used.)

# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
				Lag Quarter	Claim Filed

The calendar quarter with the highest gross wages must have gross wages from all employers in the quarter of at least \$2,871.

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QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
				Lag Quarter	Claim Filed

The wages in all 4 quarters of the “Base Period” must equal at least 1½ (1.5) times the wages in the “high quarter.”

# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
Employer A \$1,523	Employer B \$2,983	Employer C \$1,458	Employer D \$1,329	Lag Quarter	Claim Filed
Employer B \$1,479	Employer C \$852				

Let's say a worker earns the wages shown. In Quarter 1 of the "Base Period" the worker is paid a total of \$3,002 from Employers A and B.

# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
Employer A \$1,523	Employer B \$2,983	Employer C \$1,458	Employer D \$1,329	Lag Quarter	Claim Filed
Employer B \$1,479	Employer C \$852				

In Quarter 2 of the “Base Period” the worker is paid a total of \$3,835 from Employers B and C.

# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
Employer A \$1,523	Employer B \$2,983	Employer C \$1,458	Employer D \$1,329	Lag Quarter	Claim Filed
Employer B \$1,479	Employer C \$852				

In Quarter 3 of the “Base Period” the worker is paid \$1,458 by Employer C.

# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
Employer A \$1,523	Employer B \$2,983	Employer C \$1,458	Employer D \$1,329	Lag Quarter	Claim Filed
Employer B \$1,479	Employer C \$852				

In Quarter 4 of the “Base Period” the worker is paid \$1,329 by Employer D.

# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
Employer A \$1,523	Employer B \$2,983	Employer C \$1,458	Employer D \$1,329	Lag Quarter	Claim Filed
Employer B \$1,479	Employer C \$852				

In all four quarters of the worker's base period, the worker was paid wages of \$9,624. That is more than 1½ times the worker's high quarter wages of \$3,835. The worker's wages will qualify the worker for a claim, based on wages.

# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
Employer A \$523	Employer B \$2,983 Employer C \$852	Employer C \$458	Employer D \$329	Lag Quarter	Claim Filed

I've changed the numbers now. The high quarter wages are still \$3,835, but the wages in quarters 1 through 4 of 2010 now total only \$5,145, which is less than 1½ times this worker's high quarter wages.

# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
Employer A \$523	Employer B \$2,983 Employer C \$852	Employer C \$458	Employer D \$329	Employer E \$2,458	Claim Filed

Now, we have to use the “Alternate Base Period” to see if the worker can qualify for a claim. The “Alternate Base Period” uses the four most recently completed quarters before the claim is filed. So, that includes the “Lag Quarter” which is the first quarter of 2011.

# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
Employer A \$523	Employer B \$2,983 Employer C \$852	Employer C \$458	Employer D \$329	Employer E \$2,458	Claim Filed

In the first quarter of 2011, the worker had wages from Employer E of \$2,458. That totals \$7,080, enough to give the worker a claim using the “Alternate Base Period.”

# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
Employer A \$12,589	Employer A \$5,240			Lag Quarter	Claim Filed

I'm going to change the numbers again. This time, let's say the worker had wages in at least two quarters. The high quarter wages were \$12,589, but the total base period wages of \$17,829 are less than 1½ times the high quarter wages. In this case, the "Alternate Earnings Qualifier" will be used to see if the worker qualifies for benefits using that method.

# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
Employer A \$12,589	Employer A \$5,240			Lag Quarter	Claim Filed

The “Alternate Earnings Qualifier” provision of the law says that a worker can qualify for benefits with wages in at least two quarters, if the total wages in the base period total at least 20 times the State Average Weekly Wage. In 2011, the State Average Weekly Wage is \$823.35. Twenty times that amount is \$16,467.

# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
Employer A \$1,357	Employer A \$12,589			Employer A \$5,240	Claim Filed

Making another change, if the worker could not qualify using the "Alternate Earnings Qualifier" during the quarters in the Standard Base Period, the wages in the Alternate Base Period are used to see if the worker qualifies for a claim. In this example, the worker would qualify using the "Alternate Base Period" with wages totaling \$17,829.

# WAGES NEEDED TO QUALIFY FOR UNEMPLOYMENT BENEFITS

Standard Base Period:	Alternate Base Period:
<p>①</p> <p><u>Using Regular Qualifying Method:</u></p> <ul style="list-style-type: none"><li>✓ High quarters wages at least \$2,871</li><li>✓ Total wages at least 1½ times high quarter wages</li></ul>	<p>③</p> <p><u>Using Regular Qualifying Method:</u></p> <ul style="list-style-type: none"><li>✓ High quarters wages at least \$2,871</li><li>✓ Total wages at least 1½ times high quarter wages</li></ul>
<p>②</p> <p><u>Using Alternate Earnings Qualifier (AEQ):</u></p> <ul style="list-style-type: none"><li>✓ Wages in at least 2 quarters</li><li>✓ Total base period wages of at least 20 x State Average Weekly Wage (\$16,467 in 2011)</li></ul>	<p>④</p> <p><u>Using Alternate Earnings Qualifier (AEQ):</u></p> <ul style="list-style-type: none"><li>✓ Wages in at least 2 quarters</li><li>✓ Total base period wages of at least 20 x State Average Weekly Wage (\$16,467 in 2011)</li></ul>

# FIGURING THE WEEKLY BENEFIT AMOUNT

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
Employer A \$1,523	Employer B \$2,983	Employer C \$1,458	Employer D \$1,329	Lag Quarter	Claim Filed
Employer B \$1,479	Employer C \$852				

The worker's weekly unemployment benefit amount is calculated by taking 4.1% of the worker's high quarter wages. In this case, the high quarter wages are \$3,835. So, the worker's weekly benefit would be \$157.00 ( $\$3,835 \times .041 = \$157.235$ , rounded down to the next lower dollar).

# FIGURING THE WEEKLY BENEFIT AMOUNT

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
Employer A \$1,523	Employer B \$2,983	Employer C \$1,458	Employer D \$1,329	Lag Quarter	Claim Filed
Employer B \$1,479	Employer C \$852				

In addition, \$6.00 per dependent, up to 5 dependents, is added to the weekly benefit amount. If this claimant had 3 dependents, \$18.00 more dollars would be added to the \$157.00 amount, resulting in a weekly benefit amount of \$175.00. The cap is \$362.00.

# FIGURING THE NUMBER OF WEEKS OF BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
Employer A \$1,523	Employer B \$2,983	Employer C \$1,458	Employer D \$1,329	Lag Quarter	Claim Filed
Employer B \$1,479	Employer C \$852				

Take 43% of total “Base Period” wages and divide by the worker’s calculated weekly benefit amount. Round the result down to the next lower half-number. But the minimum can’t be lower than 14; the maximum can’t exceed 26 (20 weeks for new claims filed on or after 1/15/12).

# FIGURING THE NUMBER OF WEEKS OF BENEFITS

QUARTER 1 of 2010	QUARTER 2 of 2010	QUARTER 3 of 2010	QUARTER 4 of 2010	QUARTER 1 of 2011	QUARTER 2 of 2011
Employer A \$1,523	Employer B \$2,983	Employer C \$1,458	Employer D \$1,329	Lag Quarter	Claim Filed
Employer B \$1,479	Employer C \$852				

$$43\% (0.43) \times \$9,624 = \$4,138.32$$

$$\$4,138.32 \div \$175.00 = 23.65 \text{ rounded down to the next lower } \frac{1}{2} \text{ number} = 23.5$$

So this worker could draw regular state unemployment benefits for up to 23½ weeks.

# QUALIFYING; BENEFIT AMOUNT; DURATION

We now know that, based on past wages, this worker qualifies for benefits, and that the weekly amount will be \$175 (less any reductions for earnings), and that benefits can be paid for up to 23½ weeks if the worker maintains eligibility for benefits.

These benefits are paid within the 52-week “Benefit Year” that begins the week the new claim is filed, and extends forward 52 weeks.