Fact Sheet 145
Rev. July 2026

Unemployment Insurance Agency

Suitable Work

What you need to know about suitable work and its role in unemployment benefits.

To be eligible for unemployment benefits a claimant must actively search for, be available for and accept suitable work.

What is Suitable Work?

Suitable work is employment that is reasonably related to a person's skills, experience, physical and mental capabilities and the average wages and conditions for similar work in their area.

- Michigan law considers the following criteria when determining if work is 'suitable':

    1. Claimant's physical fitness for the job,
    2. Degree of risk to the employee's safety, health, and morals,
    3. Claimant's prospects for securing work in his/her customary occupation,
    4. Distance of work from claimant's residence,
    5. Claimant's prior training & work experience*,
    6. The gross pay offered is at least 70% of the claimant's most recent pay rate*.

*Suitability requirements change after 50% or more of benefit weeks have been collected.

- After collecting half of the claimant's entitled weeks, a claimant must accept work even if the work is outside of his or her past training and experience, or below their prior pay rate if the pay is at least:

    1. 120% of the claimant's weekly benefit rate (WBR),
    2. The average wage for the type of work in the area where the job is offered,
    3. The state minimum hourly wage.

UIA is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.

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Do all job offers have to be accepted?

Yes, if the offer of work is suitable.

What are the consequences of not accepting suitable work?

If an offer of work is not accepted, the Unemployment Insurance Agency (UIA) will review the offer to determine suitability.

- UIA may send communications by mail, online or by phone requesting additional information about the offer of work. **Respond by the due date provided in the communication. Failure to respond on time may result in the delay or denial of benefits, or penalties to the employer account.**

If it is found to be a suitable offer that was rejected, the claimant

1. Will not be eligible for further unemployment benefits, and

2. Will have to repay benefits after the refusal date if previously paid.

Additional Information

A job is unsuitable if:

- It is vacant due to a labor dispute,
- It pays less than the usual wage for that job in that location,
- A worker would be required to join, resign from, or refrain from joining a union.

For additional information about the average wage for a specified occupation or job title within geographical area, visit the Michigan labor Market Information searchable database.

Need more help?

Ask Online	Chat with us	Meet with us	Talk with us
UIA's Chatbot at Michigan.gov/UIA can answer many questions.	On your MiUI account Monday through Friday 8 a.m. to 4:30 p.m.	Schedule an in-person, phone, or virtual meeting at Michigan.gov/UIA.	1-866-500-0017, Monday through Friday. TTY service: 1-866-366-0004.

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