

# HOUSE BILL No. 1522

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## DIGEST OF INTRODUCED BILL

**Citations Affected:** IC 22-4-15.

**Synopsis:** Disqualification of unemployment insurance benefits. Provides that a claimant who fails to: (1) respond to an offer for a job within two business days; or (2) appear for a previously scheduled job interview without notifying the prospective employer of the need to cancel or reschedule the interview; is deemed to be noncompliant with the work search requirements of the unemployment insurance program. Requires the department of workforce development (DWD) to deny the claimant benefits for the week in which the noncompliance occurs. Requires DWD to establish multiple ways for employers to report claimants who fail to respond to a job offer or to appear at a job interview. Provides that DWD must verify any information received from an employer alleging an incident of work search noncompliance before denying the claimant benefits.

**Effective:** July 1, 2025.

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January 21, 2025, read first time and referred to Committee on Employment, Labor and Pensions.

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First Regular Session of the 124th General Assembly (2025)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2024 Regular Session of the General Assembly.

# HOUSE BILL No. 1522



A BILL FOR AN ACT to amend the Indiana Code concerning labor and safety.

*Be it enacted by the General Assembly of the State of Indiana:*

1 SECTION 1. IC 22-4-15-2, AS AMENDED BY P.L.183-2015,  
2 SECTION 8, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
3 JULY 1, 2025]: Sec. 2. (a) With respect to benefit periods established  
4 on and after July 3, 1977, an individual is ineligible for waiting period  
5 or benefit rights, or extended benefit rights, if the department finds that,  
6 being totally, partially, or part-totally unemployed at the time when the  
7 work offer is effective or when the individual is directed to apply for  
8 work, the individual fails without good cause:  
9 (1) to apply for available, suitable work when directed by the  
10 commissioner, the deputy, or an authorized representative of the  
11 department of workforce development or the United States  
12 training and employment service;  
13 (2) to accept, at any time after the individual is notified of a  
14 separation, suitable work when found for and offered to the  
15 individual by the commissioner, the deputy, or an authorized  
16 representative of the department of workforce development or the  
17 United States training and employment service, or an employment



1 unit; or

2 (3) to return to the individual's customary self-employment when  
3 directed by the commissioner or the deputy; or

4 **(4) to appear for a job interview or respond to a job offer as**  
5 **described in section 2.5 of this chapter.**

6 (b) With respect to benefit periods established on and after July 6,  
7 1980, the ineligibility shall continue for the week in which the failure  
8 occurs and until the individual earns:

9 (1) remuneration in employment in at least each of eight (8)  
10 weeks; and

11 (2) remuneration equal to or exceeding the product of the  
12 individual's weekly benefit amount multiplied by eight (8).

13 If the qualification amount has not been earned at the expiration of an  
14 individual's benefit period, the unearned amount shall be carried  
15 forward to an extended benefit period or to the benefit period of a  
16 subsequent claim.

17 (c) With respect to extended benefit periods established on and after  
18 July 5, 1981, the ineligibility shall continue for the week in which the  
19 failure occurs and until the individual earns remuneration in  
20 employment equal to or exceeding the weekly benefit amount of the  
21 individual's claim in each of four (4) weeks.

22 (d) If an individual failed to apply for or accept suitable work as  
23 outlined in this section, the maximum benefit amount of the  
24 individual's current claim, as initially determined, shall be reduced by  
25 an amount determined as follows:

26 (1) For the first failure to apply for or accept suitable work, the  
27 maximum benefit amount of the individual's current claim is  
28 equal to the result of:

29 (A) the maximum benefit amount of the individual's current  
30 claim, as initially determined; multiplied by

31 (B) seventy-five percent (75%);

32 rounded (if not already a multiple of one dollar (\$1)) to the next  
33 higher dollar.

34 (2) For the second failure to apply for or accept suitable work, the  
35 maximum benefit amount of the individual's current claim is  
36 equal to the result of:

37 (A) the maximum benefit amount of the individual's current  
38 claim determined under subdivision (1); multiplied by

39 (B) eighty-five percent (85%);

40 rounded (if not already a multiple of one dollar (\$1)) to the next  
41 higher dollar.

42 (3) For the third and any subsequent failure to apply for or accept



1 suitable work, the maximum benefit amount of the individual's  
2 current claim is equal to the result of:

3 (A) the maximum benefit amount of the individual's current  
4 claim determined under subdivision (2); multiplied by

5 (B) ninety percent (90%);

6 rounded (if not already a multiple of one dollar (\$1)) to the next  
7 higher dollar.

8 (e) In determining whether or not any such work is suitable for an  
9 individual, the department shall consider:

10 (1) the degree of risk involved to such individual's health, safety,  
11 and morals;

12 (2) the individual's physical fitness and prior training and  
13 experience;

14 (3) the individual's length of unemployment and prospects for  
15 securing local work in the individual's customary occupation; and

16 (4) the distance of the available work from the individual's  
17 residence.

18 However, work under substantially the same terms and conditions  
19 under which the individual was employed by a base-period employer,  
20 which is within the individual's prior training and experience and  
21 physical capacity to perform, shall be considered to be suitable work  
22 unless the claimant has made a bona fide change in residence which  
23 makes such offered work unsuitable to the individual because of the  
24 distance involved. During the fifth through the eighth consecutive week  
25 of claiming benefits, work is not considered unsuitable solely because  
26 the work pays not less than ninety percent (90%) of the individual's  
27 prior weekly wage. After eight (8) consecutive weeks of claiming  
28 benefits, work is not considered unsuitable solely because the work  
29 pays not less than eighty percent (80%) of the individual's prior weekly  
30 wage. However, work is not considered suitable under this section if  
31 the work pays less than Indiana's minimum wage as determined under  
32 IC 22-2-2. For an individual who is subject to section 1(c)(8) of this  
33 chapter, the determination of suitable work for the individual must  
34 reasonably accommodate the individual's need to address the physical,  
35 psychological, legal, and other effects of domestic or family violence.

36 (f) Notwithstanding any other provisions of this article, no work  
37 shall be considered suitable and benefits shall not be denied under this  
38 article to any otherwise eligible individual for refusing to accept new  
39 work under any of the following conditions:

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

42 (2) If the remuneration, hours, or other conditions of the work



1 offered are substantially less favorable to the individual than  
2 those prevailing for similar work in the locality.

3 (3) If as a condition of being employed the individual would be  
4 required to join a company union or to resign from or refrain from  
5 joining a bona fide labor organization.

6 (4) If as a condition of being employed the individual would be  
7 required to discontinue training into which the individual had  
8 entered with the approval of the department.

9 (g) Notwithstanding subsection (e), with respect to extended benefit  
10 periods established on and after July 5, 1981, "suitable work" means  
11 any work which is within an individual's capabilities. However, if the  
12 individual furnishes evidence satisfactory to the department that the  
13 individual's prospects for obtaining work in the individual's customary  
14 occupation within a reasonably short period are good, the  
15 determination of whether any work is suitable work shall be made as  
16 provided in subsection (e).

17 (h) With respect to extended benefit periods established on and after  
18 July 5, 1981, no work shall be considered suitable and extended  
19 benefits shall not be denied under this article to any otherwise eligible  
20 individual for refusing to accept new work under any of the following  
21 conditions:

22 (1) If the gross average weekly remuneration payable to the  
23 individual for the position would not exceed the sum of:

24 (A) the individual's average weekly benefit amount for the  
25 individual's benefit year; plus

26 (B) the amount (if any) of supplemental unemployment  
27 compensation benefits (as defined in Section 501(c)(17)(D) of  
28 the Internal Revenue Code) payable to the individual for such  
29 week.

30 (2) If the position was not offered to the individual in writing or  
31 was not listed with the department of workforce development.

32 (3) If such failure would not result in a denial of compensation  
33 under the provisions of this article to the extent that such  
34 provisions are not inconsistent with the applicable federal law.

35 (4) If the position pays wages less than the higher of:

36 (A) the minimum wage provided by 29 U.S.C. 206(a)(1) (the  
37 Fair Labor Standards Act of 1938), without regard to any  
38 exemption; or

39 (B) the state minimum wage (IC 22-2-2).

40 (i) The department of workforce development shall refer individuals  
41 eligible for extended benefits to any suitable work (as defined in  
42 subsection (g)) to which subsection (h) would not apply.



1 (j) An individual is considered to have refused an offer of suitable  
 2 work under subsection (a) if an offer of work is withdrawn by a  
 3 employer after an individual:

- 4 (1) tests positive for drugs after a drug test given on behalf of the  
 5 prospective employer as a condition of an offer of employment;  
 6 or  
 7 (2) refuses, without good cause, to submit to a drug test required  
 8 by the prospective employer as a condition of an offer of  
 9 employment.

10 (k) The department's records concerning the results of a drug test  
 11 described in subsection (j) may not be admitted against a defendant in  
 12 a criminal proceeding.

13 SECTION 2. IC 22-4-15-2.5 IS ADDED TO THE INDIANA CODE  
 14 AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY  
 15 1, 2025]: **Sec. 2.5. (a) This section applies to a benefits period  
 16 established on and after July 6, 2025.**

17 **(b) A claimant who fails to:**

- 18 **(1) respond to an offer for a job within two (2) business days;**  
 19 **or**  
 20 **(2) appear for a previously scheduled job interview without**  
 21 **notifying the prospective employer of the need to cancel or**  
 22 **reschedule the interview;**

23 **is deemed to be noncompliant with the work search requirements**  
 24 **of the unemployment insurance program.**

25 **(c) Subject to subsection (e), the department shall deny the**  
 26 **claimant benefits for the week in which the noncompliance**  
 27 **described in subsection (b) occurs upon making the determination**  
 28 **that the claimant failed to comply with the work search**  
 29 **requirements.**

30 **(d) The department shall establish:**

- 31 **(1) a portal on its website;**  
 32 **(2) an electronic mail address; and**  
 33 **(3) a telephone hotline;**

34 **for employers to report claimants who fail to respond to a job offer**  
 35 **or to appear at a job interview as described in subsection (b).**

36 **(e) Before denying a claimant benefits under subsection (c), the**  
 37 **department must verify any information received from an**  
 38 **employer under subsection (d) alleging an incident of work search**  
 39 **noncompliance described in subsection (b) by the claimant.**

