

Membership Matters

Quarterly News from The 501 Alliance

Winter 2021

2022 Rates Available

The 501 Alliance board voted on 2022 rates for members, resulting in 96% of members receiving a rate DECREASE. As a nonprofit group reimbursor, The 501 Alliance strives to help members spend as little as possible on unemployment while also ensuring the group remains able to fund expected charges for members. The 501 Alliance takes \$0 of members payments, requires no surety bond and will have an average rate in 2022 of .73% (UIA avg 2020 rate was 2.95%).

Members can view their rate now by logging in to 501alliance.org and selecting "Contribution Rate Notice."

You're Invited! Annual Meeting

All member agencies are invited to attend the annual meeting of The 501 Alliance on Thursday, May 12, 2022 from 11:00 – 11:45 am at the University Club Ballroom of Michigan State University. Complimentary lunch will be provided immediately following the meeting (RSVP required). Network with your peers and meet The 501 Alliance Board of Directors.

Topics of discussion at the meeting will include: results from the annual audit, a review of last year's claim activity, director nomination voting and the scholarship winner.

[Register here](#) (deadline April 22)



MiWAM Issues

The State of Michigan UIA is having system issues that may show incorrect balances on employers accounts which incorrectly says they need to be paid in full with interest. They are working on resolving. As a reminder, The 501 Alliance verifies charges received for all members and works with the state on errors found. The 501 Alliance also handles all of members payments to the state and obtains credits due on your behalf.

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New Directors Elected to the Board

Three new board members were recently elected to the board of The 501 Alliance. Please join us in welcoming them!



Alan Osburn
Human Resource Director
Bay Shores Senior Care & Rehab
Mt. Pleasant, MI



Mick Shinkonis
Director of Finance and Accounting
GreenPath Financial Wellness
Farmington Hills, MI



Bridgette Zappacosta
Director of Finance
Pioneer Resources
Muskegon, MI

For a listing of all of the directors on the board, please visit our website. If you're interested in becoming a director and volunteering, please contact Bill Gesaman at bill.gesaman@501alliance.org.

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Updated Guidance - Separations Resulting from Refusal to Comply with Mandatory Vaccination Policy

BACKGROUND:

Many organizations are requiring their employees receive COVID vaccinations as a condition of continued employment. This has, in turn, raised questions about the impact on employers' unemployment programs for those who refuse and are subsequently separated from employment.

WHAT YOU NEED TO KNOW:

Employers are within their rights to establish company policies in addition to complying with local, state, and federal requirements. There will likely be individuals who refuse to be vaccinated and elect to voluntarily quit or are discharged. This issue is new, uncharted territory for workers, employers and state UI agencies alike. It remains very fluid on both a state and federal level. What is not clear, until such situations move through the unemployment process, is how state agencies will determine UI benefit eligibility/ineligibility if employers include mandatory vaccinations in those policies. It is critical to remember that all such separations, as with any separation reason, will be adjudicated individually on their own merits, based on the state's existing UI statutes, rules, and regulations.

ACTION STEPS:

If your organization receives a claim notice from CaseBuilder, please use the following updated guidelines when selecting a separation code.

- If as a result of the announcement or implementation of your vaccination policy, the worker elects to quit in lieu of being vaccinated, you should use this NEW code "Voluntary - Dissatisfied with Vaccine Requirements."
 - If the worker is being involuntarily terminated pursuant to your policy OR if the worker quits in lieu of being discharged (meaning continuing employment was not an option), please use "Involuntary - Discharged for COVID Vaccine Refusal."
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