

# Legal Update

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## Arkansas to Disqualify Unemployment Claimants Who Ghost Employers

On Feb. 21, 2023, Arkansas adopted the [Prohibiting Unemployment Claimants from Ghosting Employers Act of 2023 \(PUCGEA\)](#). As the name suggests, the purpose of this law is to disqualify individuals from unemployment benefits if they ghost possible employers, meaning they fail to respond to an offer of employment or appear for a previously scheduled job interview. This law becomes effective on Jan. 1, 2024.

### Unemployment Benefits Disqualification

Under state law, individuals are ineligible for unemployment benefits if they fail (or refuse) to apply for or accept suitable work without good cause. PUCGEA expands disqualifications to include failing or refusing to:

- Accept available work within five business days of a job offer; or
- Appear for a previously scheduled job interview on at least two occasions without notifying the prospective employer of the need to cancel or reschedule the job interview.

### Employer Remedies

To encourage unemployment claimants to actively pursue employment and facilitate enforcement of unemployment benefits laws, PUCGEA allows employers to report individuals who meet the disqualification requirements detailed above. Employers will be able to submit these reports through a designated online portal, email or telephone number.

Before unemployment benefits are terminated, the Arkansas Division of Workforce Services (DWS) will verify the information submitted by employers.

### Impact on Employers

Employers should become familiar with these new requirements and monitor the DWS website for updates on the process they should follow to report job applicants who ghost them.

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### Important Dates

#### Feb. 21, 2023

Arkansas adopted PUCGEA. This law becomes effective on Jan. 1, 2024.

#### Jan. 1, 2024

PUCGEA effective date.

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**The new law will allow employers to report individuals who meet disqualification requirements.**