

4015

2015-2016 Regular Sessions

I N   A S S E M B L Y

January 28, 2015

---

Introduced by M. of A. MORELLE, SCHIMMINGER -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to the elimination of employer unemployment contributions for employees fired for misconduct

THE PEOPLE OF THE STATE OF NEW YORK, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1     Section 1.     Subparagraph 2 of paragraph (e) of subdivision 1 of  
2     section 581 of the labor law is amended by adding a new clause (vi) to  
3     read as follows:

4     (VI) IN THOSE INSTANCES WHERE THE CLAIMANT HAS BEEN DENIED BENEFITS  
5     DUE TO TERMINATION FOR MISCONDUCT, THE TERMINATING EMPLOYER SHALL BE  
6     EXCLUDED FROM A CALCULATION OF BENEFITS UNDER THIS SUBPARAGRAPH.

7     S 2. Section 581 of the labor law is amended by adding a new subdivi-  
8     sion 2-a to read as follows:

9     2-A. AN EMPLOYER'S ACCOUNT SHALL NOT BE CHARGED, AND CHARGES SHALL NOT  
10    BE MADE TO THE GENERAL ACCOUNT, FOR BENEFITS PAID TO A CLAIMANT WHEN  
11    SUCH CLAIMANT FITS THE CRITERIA DESCRIBED IN SECTION FIVE HUNDRED NINE-  
12    TY-FOUR-A OF THIS ARTICLE OR WHEN SUCH EMPLOYER IS SUCCESSFUL IN A HEAR-  
13    ING AS PROVIDED BY SECTION FIVE HUNDRED NINETY-THREE-A OF THIS ARTICLE.

14    S 3. The labor law is amended by adding a new section 594-a to read as  
15    follows:

16    S 594-A. REDUCTION IN BENEFITS DUE TO MISCONDUCT. 1. WHENEVER AN INDI-  
17    VIDUAL WHO HAS FILED A PREVIOUS VALID ORIGINAL CLAIM PURSUANT TO THIS  
18    TITLE HAS RECEIVED REMUNERATION FROM EMPLOYMENT SUBSEQUENT TO FILING A  
19    VALID ORIGINAL CLAIM AND SUCH INDIVIDUAL HAS BEEN RELIEVED OF SUCH  
20    EMPLOYMENT THROUGH MISCONDUCT, SUCH INDIVIDUAL'S VALID ORIGINAL CLAIM  
21    SHALL BE REDUCED BY THE AMOUNT OF REMUNERATION RECEIVED SUBSEQUENT TO  
22    FILING THE VALID ORIGINAL CLAIM; PROVIDED THAT SUCH REDUCTION SHALL  
23    APPLY TO AT LEAST THE FIRST FOUR BUT NOT MORE THAN THE FIRST EIGHTY  
24    EFFECTIVE DAYS FOLLOWING ANY RE-FILING OR ATTEMPT TO COLLECT BENEFITS ON  
25    SUCH VALID ORIGINAL CLAIM.

EXPLANATION--Matter in *ITALICS* (underscored) is new; matter in brackets  
[ ] is old law to be omitted.

LBD04718-01-5

1 2. WHENEVER SUCH INDIVIDUAL AS DESCRIBED IN SUBDIVISION ONE OF THIS  
2 SECTION RE-FILES OR COLLECTS BENEFITS ON HIS OR HER VALID ORIGINAL  
3 CLAIM, EMPLOYERS IN THE BASE PERIOD OF SUCH VALID ORIGINAL CLAIM SHALL  
4 NOT CONTRIBUTE A HIGHER PERCENTAGE OF BENEFITS OF SUCH VALID ORIGINAL  
5 CLAIM NOR SHALL ANY REMUNERATION RECEIVED BY SUCH INDIVIDUAL FROM AN  
6 EMPLOYER THAT HAS RELIEVED HIM OR HER FROM EMPLOYMENT FOR MISCONDUCT BE  
7 INCLUDED IN ANY BASE PERIOD CALCULATION.

8 S 4. Subdivision 3 of section 593 of the labor law, as amended by  
9 section 15 of part 0 of chapter 57 of the laws of 2013, is amended to  
10 read as follows:

11 3. Misconduct. No days of total unemployment shall be deemed to occur  
12 after a claimant lost employment through misconduct in connection with  
13 his or her employment [until he or she has subsequently worked in  
14 employment and earned remuneration at least equal to ten times his or  
15 her weekly benefit rate].

16 S 5. The labor law is amended by adding a new section 593-a to read as  
17 follows:

18 S 593-A. MISCONDUCT; HEARINGS AND DETERMINATIONS. 1. WHENEVER AN  
19 EMPLOYER IN THE BASE PERIOD RECEIVES NOTICE THAT A CLAIMANT HAS FILED A  
20 CLAIM AND SUCH EMPLOYER HAS TERMINATED SUCH CLAIMANT FOR MISCONDUCT,  
21 SUCH EMPLOYER MAY OBJECT TO SUCH CLAIM; PROVIDED, THAT SUCH OBJECTION  
22 MUST BE FILED WITH THE DEPARTMENT WITHIN TEN DAYS OF SERVICE OF SUCH  
23 NOTICE.

24 2. IF ANY EMPLOYER DESCRIBED IN SUBDIVISION ONE OF THIS SECTION  
25 COMPLIES WITH THE FILING REQUIREMENTS OF SUCH SECTION THEN SUCH EMPLOYER  
26 SHALL BE ENTITLED TO A HEARING WITH THE DEPARTMENT WITHIN THIRTY DAYS OF  
27 THE FILING DATE OF SUCH OBJECTION. IF SUCH EMPLOYER PREVAILS IN SUCH A  
28 HEARING THEN THE DETERMINATION OF THE DEPARTMENT SHALL CONSTITUTE A  
29 FINAL DETERMINATION FOR PURPOSES OF THIS CHAPTER.

30 3. IF THE TERMINATING EMPLOYER SUCCESSFULLY DEMONSTRATES THAT SUCH  
31 CLAIMANT WAS TERMINATED FOR MISCONDUCT THEN SUCH EMPLOYER SHALL NOT BE  
32 INCLUDED IN ANY BASE PERIOD, WHETHER PRIOR OR SUBSEQUENT TO ANY VALID  
33 ORIGINAL CLAIM, FOR PURPOSES OF CONTRIBUTION TO THE GENERAL ACCOUNT. IF  
34 SUCH EMPLOYER SUCCESSFULLY DEMONSTRATES THAT SUCH CLAIMANT WAS TERMI-  
35 NATED FOR MISCONDUCT THEN SUCH EMPLOYER'S EXPERIENCE RATING SHALL REMAIN  
36 UNCHANGED.

37 S 6. This act shall take effect immediately.