

# STATE OF NEW YORK

1325

2019-2020 Regular Sessions

## IN ASSEMBLY

January 14, 2019

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

AN ACT to amend the labor law, in relation to unemployment insurance benefits for professional employment by certain education institutions

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. This act shall be known and may be cited as the "Higher  
2 Education Employment Protection Act."

3 § 2. Subdivision 10 of section 590 of the labor law is amended by  
4 adding a new paragraph (d) to read as follows:

5 (d) In the case of colleges or universities assigned the North Ameri-  
6 can industry classification code 611310 or 611210 for services performed  
7 in a principal, administrative, research or instructional capacity a  
8 person is presumed not to have reasonable assurance under an offer that  
9 is conditioned on enrollment, funding or programmatic changes. It is the  
10 employer's burden to provide sufficient documentation to overcome this  
11 presumption. Reasonable assurance must be determined on a case-by-case  
12 basis by the total weight of evidence rather than the existence of any  
13 one factor. Primary weight must be given to the contingent nature of an  
14 offer of employment based on enrollment, funding and program changes.  
15 Provided, however, that in any unemployment insurance proceeding a writ-  
16 ten letter from an employer to an employee which makes employment condi-  
17 tional shall not be prima facie evidence of reasonable assurance to be  
18 used to deny a claim for unemployment.

19 § 3. This act shall take effect immediately.

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

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