

# STATE OF NEW YORK

7310

## IN SENATE

January 17, 2020

Introduced by Sen. KENNEDY -- read twice and ordered printed, and when printed to be committed to the Committee on Rules

AN ACT to amend the labor law, in relation to increasing the length of the suspension period applicable to certain striking workers who seek to obtain unemployment insurance benefits

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

1 Section 1. Subdivisions 1 and 3 of section 592 of the labor law, as  
2 amended by a chapter of the laws of 2019 amending the labor law relating  
3 to decreasing the length of the suspension period applicable to certain  
4 striking workers who seek to obtain unemployment insurance benefits, as  
5 proposed in legislative bills numbers S.4573 and A.6592, are amended to  
6 read as follows:

7 1. Industrial controversy. (a) The accumulation of benefit rights by a  
8 claimant shall be suspended during a period of [~~one-week~~] two consec-  
9 utive weeks beginning with the day after such claimant lost his or her  
10 employment because of a strike or other industrial controversy except  
11 for lockouts, including concerted activity not authorized or sanctioned  
12 by the recognized or certified bargaining agent of the claimant, and  
13 other concerted activity conducted in violation of any existing collec-  
14 tive bargaining agreement, in the establishment in which he or she was  
15 employed, except that benefit rights may be accumulated before the expi-  
16 ration of such [~~one~~] two week period beginning with the day after such  
17 strike or other industrial controversy was terminated.

18 (b) Benefits shall not be suspended under this section if:

19 (i) The employer hires a permanent replacement worker for the employ-  
20 ee's position. A replacement worker shall be presumed to be permanent  
21 unless the employer certifies in writing that the employee will be able  
22 to return to his or her prior position upon conclusion of the strike, in  
23 the event the strike terminates prior to the conclusion of the employ-  
24 ee's eligibility for benefit rights under this chapter. In the event the  
25 employer does not permit such return after such certification, the  
26 employee shall be entitled to recover any benefits lost as a result of  
27 the [~~one~~] two week suspension of benefits, and the department may impose

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

LBD14860-01-0

1 a penalty upon the employer of up to seven hundred fifty dollars per  
2 employee per week of benefits lost. The penalty collected shall be paid  
3 into the unemployment insurance control fund established pursuant to  
4 section five hundred fifty-two-b of this article; or

5 (ii) The commissioner determines that the claimant:

6 (A) is not employed by an employer that is involved in the industrial  
7 controversy that caused his or her unemployment and is not participating  
8 in the industrial controversy; or

9 (B) is not in a bargaining unit involved in the industrial controversy  
10 that caused his or her unemployment and is not participating in the  
11 industrial controversy.

12 3. Terms of suspension. [~~The~~ **No** waiting period may be served during  
13 a suspension period.

14 The suspension of accumulation of benefit rights shall not be termi-  
15 nated by subsequent employment of the claimant irrespective of when the  
16 claim is filed except as provided in subdivision one and shall not be  
17 confined to a single benefit year.

18 A "week" as used in subdivision one of this section means any seven  
19 consecutive calendar days.

20 § 2. This act shall take effect on the same date and in the same  
21 manner as a chapter of the laws of 2019 amending the labor law relating  
22 to decreasing the length of the suspension period applicable to certain  
23 striking workers who seek to obtain unemployment insurance benefits, as  
24 proposed in legislative bills numbers S.4573 and A.6592, takes effect.