

Unemployment Insurance for Part-Time Employees (A0613/S4123) Talking Points

- Under current law, many part-time faculty working in colleges and universities in New York State are unable to receive unemployment insurance when they become unemployed between semesters.
- These employees have no "reasonable assurance" that they will have a job when the next semester starts as that decision rests entirely with the employer and is often based on contingent factors such as enrollment, funding and programmatic changes.
- This legislation levels the playing field for employees by amending the current practice of allowing letters from administrators that stipulate an "intent to hire" based on contingencies such as enrollment, funding, or program changes to be offered as evidence of reasonable assurance of continued employment.
- This measure changes the current unfair practice by stipulating that such contingent offers of employment do not constitute reasonable assurance of continued employment and rightfully places the burden of proof on the employer to provide sufficient documentation, on a case-by-case basis, to overcome this presumption.
- These bills do not cost New York State anything as SUNY and CUNY bear the financial liability on any costs associated with this legislation.