

PART II

SUBSTANTIVE LAW

TABLE OF CONTENTS

Chapter 1 - Voluntary Quit	i
2.1.1 Introduction	1
Definition.....	1
Elements of a Voluntary Quit.....	1
2.1.2 Statutory Good Cause	2
Circumstances That Would Have Allowed Refusal of the Employment.....	2
Domestic Violence.....	3
To Provide Care to an Ill or Disabled Member of the Immediate Family	5
Relocation Due to Change in Spouse's / Domestic Partner's Employment.....	7
Lack of Childcare.....	8
2.1.3 Voluntary vs. Involuntary Separation.....	9
Acceleration of the Notice Period	9
Per Diem Employment.....	10
Quit in Anticipation of Discharge / Quit in Lieu of Discharge.....	11
Job Abandonment	12
Filing for Benefits While on a Leave of Absence.....	13
2.1.4 Change in the Terms and Conditions of Employment.....	14
Hours of Work.....	15
Compensation	16
Commute / Work Location	17
Duties.....	17
Benefits.....	18
2.1.5 Employment Law Violations	19
Minimum Wage.....	19
Overtime	21
Frequency of Payments.....	23

Deductions from Pay	24
Meal Breaks and Rest Periods.....	26
Call-In Pay	28
Wages, Benefits, and Supplements in Writing	28
Compensable Training time	29
Safety Violations.....	29
Rights to Medical Leave	32
2.1.6 Relations with Co-workers and/or Employer	35
2.1.7 Discrimination / Harassment.....	36
NYS Human Rights Law and Title VII	37
Age Discrimination in Employment Act	40
Equal Pay Act of 1963	40
Americans With Disabilities Act.....	41
Pregnancy Discrimination.....	42
Employee Polygraph Protection Act.....	43
Discrimination on the Basis of Credit Reports.....	44
2.1.8 Downsizing / Voluntary Reductions in Force.....	44
2.1.9 Other Employment.....	45
2.1.10 Leaving Part-time Employment after Loss of Full-time Employment	46
2.1.11 Attending School	47
2.1.12 Medical Reasons	48
2.1.13 Relocation due to Financial Necessity	49
2.1.14 Provoked Discharge	50
Voluntary Transgression.....	51
Legitimate and Known Obligation.....	52
Leaving the Employer No Choice.....	53
2.1.15 Closing or Selling A Business	53
2.1.16 Retirement.....	55
2.1.17 Illegal Acts	55
2.1.18 Fear for Personal Safety.....	56
Chapter 2 - Misconduct	1
2.2.1 Introduction	1
The Statute	2
2.2.2 Attendance / Tardiness.....	2
The Employer's Policy	2

Prior Warnings.....	3
Unexcused Absences.....	3
Excused Absences.....	4
No Call / No Show	5
2.2.3 Alcohol / Drug Use.....	5
The Employer's Policy	6
Workplace Conduct	7
Drug / Alcohol Testing	9
2.2.4 Altercations	11
Physical Altercations	11
Threats.....	12
Verbal Altercations	13
2.2.5 Criminal Conduct	13
Evidence of Criminal Activity	14
Off-the-job Behavior	17
Felony Misconduct.....	22
Procedural Concerns: Holding a Hearing During Pendency of Criminal Proceedings	22
2.2.6 Insubordination	23
Failure to Obey a Directive	23
Abusive Behavior.....	27
2.2.7 Document Falsification	28
Time Records	29
Application for Employment.....	29
Medical Records.....	29
2.2.8 Poor Performance vs. Pattern of Conduct.....	30
Persistent Negligence or Pattern of Behavior	30
Gross Negligence	31
Accidents	32
2.2.9 Social Media Issues.....	32
2.2.10 Discrimination and Retaliation.....	35
2.2.11 Protected Activities Under the National Labor Relations Act	38
Chapter 3 - Refusal	1
2.3.1 Elements of a Refusal	1
In Benefits.....	1
Offer of Employment.....	2

	The Refusal	2
	Good Cause	4
2.3.2	The Informed Claimant.....	4
2.3.3	Type of Employment Offered.....	5
	Suitable Employment.....	5
	Employment the Claimant is Capable of Performing	6
2.3.4	What Constitutes Good Cause.....	6
	Statutory Good Cause	6
	Other Reasons for Refusing Employment.....	9
Chapter 4 - Total Unemployment.....		1
2.4.1	Introduction	1
2.4.2	Corporate Officers and Self-Employment.....	2
	Determining Principal Status	3
	Activities Rendering an Officer or Principal Not Totally Unemployed	4
	Day to Day Determinations vs. Continuing Time Period Determinations.....	5
	Starting Up and Closing Down a Business.....	6
2.4.3	Internet Businesses	8
2.4.4	Volunteer Work	12
2.4.5	Public Officials	14
2.4.6	Working While Collecting.....	15
2.4.7	Vacation Pay / Holiday Pay / Back Pay / Dismissal Pay	17
	Vacation and Holiday Pay	17
	Back Pay.....	20
	Dismissal Pay	21
Chapter 5 - Availability and Capability.....		1
2.5.1	Introduction	1
	Timeliness of Hearing Request on Eligibility Determinations.....	1
2.5.2	Capability	2
	Work Restrictions	2
	Disability Benefits and Workers Compensation	4
2.5.3	Availability.....	7
	The Informed Claimant.....	9
	Work Search	10
2.5.4	Alcoholism	15
Chapter 6 - Registration / Certification / Reporting		1

2.6.1	Introduction	1
2.6.2	Definitions	1
2.6.3	Failure to Register	2
	Excusing a Failure to Register	3
2.6.4	Failure to Certify	9
	Excusing a Failure to Certify.....	9
2.6.5	Failure to Report.....	13
	Excusing a Failure to Report.....	13
Chapter 7- Foreign Travel		1
2.7.1	Introduction	1
2.7.2	Availability.....	2
	Eligibility.....	2
	Wilful Misrepresentation	3
2.7.3	Failure to Report.....	6
2.7.4	Compliance with Certification and Registration Requirements	7
	Eligibility.....	7
	Wilful Misrepresentation	9
Chapter 8 - Reasonable Assurance		1
2.8.1	Introduction	1
2.8.2	Substitute Teachers.....	1
	The Reasonable Assurance Letter.....	2
	The Computerized List	5
	Witness Competency.....	7
	Explanation of How the System Works	12
	Economic Terms and Conditions	15
2.8.3	Adjunct Instructors.....	21
	Introduction	21
2.8.4	Vacation and Holiday Recess	28
Chapter 9 - Overpayments and Willful Misrepresentations		1
2.9.1	Introduction	1
2.9.2	Willful Misrepresentation	2
	Mistake of Law	4
	When Filing A Claim	5
	Department of Labor Investigation	6
	Weekly Certifications	7

	During a Hearing	10
	The Claimant Handbook.....	11
2.9.3	Forfeit Penalties.....	13
	Flagrant Fraud	13
2.9.4	Factually False Statement.....	14
2.9.5	Good Faith.....	15
2.9.6	Causal Relationship Between Overpayment and False Statement	15
2.9.7	Benefit Ledger Transcript	16
2.9.8	Non-Recoverable Overpayments	19
2.9.9	Offset and Cancellation of Credit	19
Chapter 10 - Dismissal Pay	1	
2.10.1	Introduction	1
2.10.2	Payment due to Separation	1
2.10.3	Payment Within 30 days of Last Day of Employment	3
	Last Day of Employment	3
	Within 30 Days	5
2.10.4	Dismissal Period	5
	When Duration of Dismissal Period is Not Designated	6
Chapter 11 - Retirement Payments	1	
2.11.1	Introduction	1
2.11.2	Elements of Labor Law § 600.....	1
	Types of Payments.....	1
	Plan Maintained or Contributed to by Base Period Employer.....	3
	Base Period Employer.....	4
	Effect of Base Period Employment.....	5
2.11.3	Calculating the Reduction.....	5
2.11.4	Limitation on Review	6
	Effect of Review.....	7
Chapter 12 - Industrial Controversy	1	
2.12.1	Introduction	1
2.12.2	Strike or Other Industrial Controversy	2
2.12.3	In the Establishment.....	4
2.12.4	Period of Suspension	5
2.12.5	Exception from Suspension Under Labor Law § 592 (1) (b).....	6
Chapter 13 - Career and Related Training	1	

2.13.1	Introduction	1
2.13.2	Application for Career and Related Training	1
2.13.3	Approval of Career and Related Training.....	2
	Substantially Impaired	3
	Upgrade Existing Skills or Lead to More Regular Long-Term Employment in Specific Occupation	5
	Full-Time Attendance at Training	6
	The Training Must be Completed in 24 Months	7
	Aptitude to Complete Training.....	8
2.13.4	Maintaining Eligibility	9
Chapter 14 - Federal Programs	1	
2.14.1	Unemployment Compensation for Ex-Service Members	1
	Form DD-214.....	2
	The Effect of the United States Agency's Findings	5
	USDOL Oversight.....	5
2.14.2	Emergency Unemployment Compensation.....	7
	Eligibility for Emergency Unemployment Compensation	8
	Repayment / Waiver	8
2.14.3	Disaster Unemployment Assistance (DUA).....	10
	Eligibility.....	11
	Reduction of DUA.....	15
	Timeliness.....	15
2.14.4	Trade Adjustment Assistance Program (TAA) and Trade Readjustment Allowance (TRA)	18
	Requirements for Eligibility for TRA	19
	Requirements for TAA Training Approval.....	20
	Training Enrollment Deadlines	21
	Length and Conditions of Training	22
	Other Prohibitions on Training.....	23
	Payment of TRA during Scheduled Breaks in Training	23
	Lack of Training Participation	23
Chapter 15 - Self-Employment Assistance Program	1	
2.15.1	Introduction	1
2.15.2	Statutory Requirements.....	2
2.15.3	New York Criteria For Acceptance into SEAP.....	3
	Profiling Score	5

Chapter 16 - Non-Controlling Employers	1
2.16.1 Introduction	1
2.16.2 Timely Response.....	1
Nature of Proof	2
2.16.3 Adequate Response	4
2.16.4 Relief of Charges.....	4
Chapter 17 - Valid Original Claim	1
2.17.1 Introduction	1
2.17.2 Base Period	2
2.17.3 Weekly Benefit Rate.....	3
2.17.4 Remuneration / Wages.....	4
2.17.5 work in Multiple States.....	7
2.17.6 Reductions in the Benefit Rate.....	9
Pensions / Retirement Benefits	9
Workers Compensation Reduction.....	10
Chapter 18 - Arbitration and Collateral Estoppel.....	1
2.18.1 Introduction	1
2.18.2 Requisites to Applying Collateral Estoppel.....	2
Identity of Issue	2
Full and Fair Opportunity.....	3
2.18.3 Bound by Factual Findings.....	4
Chapter 19 - Foreign Nationals	1
2.19.1 Introduction	1
2.19.2 Work Authorization Documents.....	2
2.19.3 Humanitarian Programs.....	4
2.19.4 Valid Original Claim	4
2.19.5 Temporary Workers.....	6
2.19.6 Certifications	7