
OLR Bill Analysis

sSB 934

AN ACT CONCERNING THE REASONABLE ASSURANCE DOCTRINE UNDER THE UNEMPLOYMENT COMPENSATION ACT.

SUMMARY:

Under current law, instructional, research, or principal administrative employees at state, municipal, or non-profit educational institutions cannot receive unemployment benefits during the break between academic years or terms if they have “reasonable assurance” that they will return to their employment following the break. This bill specifies that the reasonable assurance must consist of a written or verbal offer or assignment for the following academic year or term. In effect, it bans factors such as an employee’s history of returning every semester from being considered as reasonable assurance that he or she will be re-employed after the break.

EFFECTIVE DATE: October 1, 2011

BACKGROUND

Employment Status

Full-time teachers, professors, administrative personnel, and educational service agency employees who work in an educational institution typically have reasonable assurance of returning to work provided under the terms of their employment. Part-time and adjunct faculty members generally work on a semester-by-semester basis, with their position’s availability subject to factors such as class enrollment and funding.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 7 Nay 4 (03/03/2011)