

LFC Requester:

**AGENCY BILL ANALYSIS - 2025 REGULAR SESSION**  
**WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO**  
[AgencyAnalysis.nmlegis.gov](http://AgencyAnalysis.nmlegis.gov) and email to [billanalysis@dfa.nm.gov](mailto:billanalysis@dfa.nm.gov)  
*(Analysis must be uploaded as a PDF)*

**SECTION I: GENERAL INFORMATION**

*{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}*

**Date Prepared:** 1/22/2025 *Check all that apply:*  
**Bill Number:** HB 67 Original  Correction   
 Amendment  Substitute

**Sponsor:** Joy Garratt **Agency Name and Code Number:** New Mexico Highlands University 956  
**Short Title:** Reasonable Assurance for Higher Ed Employees **Person Writing Phone:** 505-454-3272 **Email:** VPFA@nmhu.edu

**SECTION II: FISCAL IMPACT**

**APPROPRIATION (dollars in thousands)**

Appropriation		Recurring or Nonrecurring	Fund Affected
FY25	FY26		

(Parenthesis ( ) indicate expenditure decreases)

**REVENUE (dollars in thousands)**

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY25	FY26	FY27		

(Parenthesis ( ) indicate revenue decreases)

**ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)**

	FY25	FY26	FY27	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
<b>Total</b>	No fiscal impact	Indeterminate	Indeterminate	Indeterminate	Recurring	Operating

(Parenthesis ( ) Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to:  
Duplicates/Relates to Appropriation in the General Appropriation Act

### **SECTION III: NARRATIVE**

#### **BILL SUMMARY**

Synopsis: The bill seeks to define "reasonable assurance" for these employees, which affects their eligibility for unemployment insurance (UI) benefits during periods between academic terms. Currently, employees of educational institutions may be ineligible for UI benefits between successive academic years or terms if they have a reasonable assurance of reemployment.

#### **FISCAL IMPLICATIONS**

University state unemployment insurance costs may increase. Unable to provide an estimate of cost currently.

#### **SIGNIFICANT ISSUES**

If costs increase, the university will need to determine how it will be supported. The university may consider balancing the budget for all cost increases by raising tuition and fees. It may not be considered fair to raise tuition and fees for cost increases resulting from state legislation. State appropriations may need to be reviewed to determine if they will increase.

#### **PERFORMANCE IMPLICATIONS**

#### **ADMINISTRATIVE IMPLICATIONS**

#### **CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

#### **TECHNICAL ISSUES**

#### **OTHER SUBSTANTIVE ISSUES**

#### **ALTERNATIVES**

#### **WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL**

#### **AMENDMENTS**