

# BUSINESS IN 2025

## WEEKLY WEBINAR SERIES



# Your Host



## Gabriel S. Oberfield

Member

[goberfield@bsk.com](mailto:goberfield@bsk.com)

New York, NY

# TODAY'S AGENDA

## Gabe Oberfield – (12:00PM-12:05PM)

- Welcome and agenda

## Brit Schoepp-Wong – (12:05PM-12:15PM)

- New York State Legislation Concerning Higher Ed Anti-Discrimination Coordinators Becomes Law

## Kym Walcott-Aggrey – (12:15PM-12:20PM)

- Will the Governor Sign the “Wrongful Death” Act?

## Jillian Jin – (12:20PM-12:25PM)

- NYAG Initiates “Ghost Network” Enforcement

## Marc Saracino – (12:25PM-12:30PM)

- From Free Agency to Free Cash Flow: Breaking Down the Key Business and Legal Terms Included in the Mets’ Juan Soto Contract

## G. Oberfield – (12:30PM)

- Questions / Wrap Up

# Title VI Coordinator Mandate for New York Colleges and Universities



**Brittany Schoepp-Wong**

Member

[bschoeppwong@bsk.com](mailto:bschoeppwong@bsk.com)

New York, NY

# Overview



Designate a  
Coordinator



Provide Notice  
of Policies



Deliver  
Training



Deadlines

# Designate a Coordinator



- Serve as the central point of contact for coordinating and overseeing a centralized process for compliance with Title VI
- Can have other duties, and can work with other employees and appoint designees

# Designate a Coordinator



When a report is made, the Coordinator must:

- Offer supportive measures to complainants;
- Notify complainants of the institution's policies and procedures; and
- Ensure there is a process for investigation and resolution of complaints consistent with legal obligations

The Coordinator must keep records related to reports, as well as records on training.

# Provide Notice of Policies



- Title VI Coordinators must notify all students *and* employees of the institution's policies and procedures for reporting discrimination and harassment
- Annual notification



# Provide Notice of Policies



Notification must include:

- the college or university's nondiscrimination policy statement;
- links to relevant reporting policies and procedures;
- the Title VI Coordinator's contact information; and
- any other information the Title VI coordinator and the institution deem necessary

# Deliver Training



- Training each academic year to all students and employees
- Model training will be forthcoming from the NYSDHR, though institutions can use their own equivalents
- Title VI Coordinators and any designees are separately also required to undergo training

# Deadlines



- The law becomes effective one year from its enactment (i.e., August 26, 2026)
- 90 more days to appoint a Title VI Coordinator (i.e., November 24, 2026)
- Training obligations begin the first full academic year after the effective date (i.e., academic year 2026-27)

## For More Information...

Read our recent post in the Higher Education Law Report:

<https://www.bsk.com/higher-education-law-report/title-vi-coordinator-mandate-for-new-york-colleges-and-universities-signed-into-law>

# Will the Governor Sign the “Wrongful Death Act?”



**Kymberley Walcott-Aggrey**

Associate

kaggrey@bsk.com

Long Island, NY

# NYAG Initiates “Ghost Network” Enforcement



**Jillian Jin**

Associate

[jjin@bsk.com](mailto:jjin@bsk.com)

New York, NY

# Recap

- New York State's new “network adequacy” regulations
  - Requires health care plans to improve access to behavioral health services, including mental health and substance use treatment services
- Requirements for covered plans:
  - New “wait time” standards
    - If applicable, referring the member to an out-of-network provider, at a cost that does not exceed the in-network rate
  - Updating the network directory
  - Establishing an “access plan” to ensure broader access to behavioral health services

# More on Network Directories

- Network directory must include specific information about its in-network behavioral health providers
  - Includes practice locations and affiliations, scope of services, linguistic competencies, and more
- When network directories contain inaccurate listings or unavailable providers, it creates so-called “ghost networks”
  - Results in consumers not being able to access treatment



# Recent Investigation on “Ghost Networks”

- In December 2023, Attorney General Letitia James conducted a yearlong investigation on these alleged ghost networks
  - The study reported that 86% of the listed, in-network mental health providers staff called were unreachable, not in-network, or not accepting new patients
- AG Office is seeking to increase enforcement to ensure that health plans are maintaining accurate network directories

# Recent Settlement: MVP Health Plan

- First legal action stemming from the AG's investigation
  - Investigation reported that 100% of the 24 providers listed in MVP Health Plan's directory was unavailable
- Consequences for insurance carrier MVP Health Plan
  - Agreed to pay a \$250,000 fine and reimburse patients who wrongfully paid full price for an appointment when they couldn't find an in-network provider
  - Must regularly update clinicians' names, addresses, phone numbers, and ensure that they are accepting new appointments

# From Free Agency to Free Cash Flow: Breaking Down the Key Business and Legal Terms Included in the Mets' Juan Soto Contract



**Marc Saracino**

Associate

[msaracino@bsk.com](mailto:msaracino@bsk.com)

Long Island, NY



# Best Practices for Avoiding Liability in Hiring and Termination

Labor and Employment Law Fall 2025 Breakfast Briefing

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Albany • November 4

Binghamton • October 30

Buffalo • October 16

Corning • September 16

Long Island • October 9

New York City • October 23

Rochester • September 18

Saratoga Springs • October 21

Syracuse • October 8

Utica • October 14

Westchester • September 30

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# Questions?



**Gabriel S. Oberfield**

Member

[goberfield@bsk.com](mailto:goberfield@bsk.com)

New York, NY

## Title VI Coordinator Mandate for New York Colleges and Universities

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### Sexual Harassment Prevention Training

To combat harassment in the workplace, every New York State employer must provide harassment prevention training for all employees annually.

For more information on Bond’s online sexual harassment training [click here](#) or email [bondonline@bsk.com](mailto:bondonline@bsk.com)



# Thank You

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It is not to be considered as legal advice.  
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