

**EMPLOYMENT APPEALS BOARD DECISION**  
**2019-EAB-0986**

*Order No. 19-UI-137903 Affirmed ~ Request to Reopen Denied*  
*Order No. 19-UI-137607 Affirmed ~ No Disqualification*

**PROCEDURAL HISTORY:** On August 29, 2019, the Oregon Employment Department (the Department) served notice of an administrative decision concluding that the employer discharged claimant for misconduct (decision # 74520). Claimant filed a timely request for hearing. On September 18, 2019, the Office of Administrative Hearings (OAH) served notice of a hearing scheduled for October 2, 2019. On October 2<sup>nd</sup>, ALJ Shoemake conducted a hearing at which the employer failed to appear, and on October 4, 2019 issued Order No. 19-UI-137607 concluding that claimant's discharge was not for misconduct. The employer filed a timely request to reopen the October 2<sup>nd</sup> hearing. ALJ Kangas reviewed the employer's request, and on October 10, 2019 issued Order No. 19-UI-137903, denying the request. On October 16, 2019, the employer filed an application for review with the Employment Appeals Board (EAB).

Pursuant to OAR 471-041-0095 (May 13, 2019), EAB consolidated its review of Orders No. 19-UI-137903 and 19-UI-137607. For case-tracking purposes, this decision is being issued in duplicate (EAB Decisions 2019-EAB-0986 and 2019-EAB-1020).

In written argument, the employer's owner submitted new information regarding the employer's failure to appear at the October 2<sup>nd</sup> hearing, in addition to the information the employer's manager submitted with the employer's request to reopen the hearing. However, EAB may consider the owner's new information only if the employer establishes that factors or circumstances beyond its reasonable control prevented it from submitting the information with its request to reopen. *See* ORS 657.275(2) and OAR 471-041-0090 (May 13, 2019).

The employer's owner asserted that she did not submit the information with the employer's request to reopen because she was out of the country at the time. However, the employer failed to establish that it was beyond its manager's reasonable control to submit the information with the employer's request to reopen, either based on the manager's personal knowledge, or after contacting and consulting with the owner. EAB therefore did not consider the owner's new information when reaching this decision. And even if EAB had considered the owner's new information, the employer's request to reopen the hearing

still would have been denied, as the record would still show that the manager would have appeared at the hearing on the employer's behalf if she had not misread the notice of hearing. *See* Exhibit 5.

The employer also submitted new information regarding claimant's discharge. However, the employer failed to establish good cause for failing to appear at the October 2<sup>nd</sup> hearing, and therefore failed to establish that factors or circumstances beyond its reasonable control prevented it from appearing at the hearing and offering information regarding claimant's discharge into the record at that time. EAB therefore did not consider the employer's information regarding claimant's discharge when reaching this decision. *See* ORS 657.275(2) and OAR 471-041-0090.

EAB reviewed both hearing records. On *de novo* review and pursuant to ORS 657.275(2), the orders under review are **adopted**.

**DECISION:** Orders No. 19-UI-137903 and 19-UI-137607 are affirmed.

J. S. Cromwell and D. P. Hettle;  
S. Alba, not participating.

**DATE of Service: November 19, 2019**

**NOTE:** You may appeal this decision by filing a Petition for Judicial Review with the Oregon Court of Appeals within 30 days of the date of service listed above. *See* ORS 657.282. For forms and information, you may write to the Oregon Court of Appeals, Records Section, 1163 State Street, Salem, Oregon 97310 or visit the Court of Appeals website at [courts.oregon.gov](http://courts.oregon.gov). Once on the website, use the 'search' function to search for 'petition for judicial review employment appeals board'. A link to the forms and information will be among the search results.

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# Understanding Your Employment Appeals Board Decision

## English

Attention – This decision affects your unemployment benefits. If you do not understand this decision, contact the Employment Appeals Board immediately. If you do not agree with this decision, you may file a Petition for Judicial Review with the Oregon Court of Appeals following the instructions written at the end of the decision.

## Simplified Chinese

注意 – 本判決會影響您的失業救濟金。如果您不明白本判決，請立即聯繫就業上訴委員會。如果您不同意此判決，您可以按照該判決結尾所寫的說明，向俄勒岡州上訴法院提出司法複審申請。

## Traditional Chinese

注意 – 本判決會影響您的失業救濟金。如果您不明白本判決，請立即聯繫就業上訴委員會。如果您不同意此判決，您可以按照該判決結尾所寫的說明，向俄勒岡州上訴法院提出司法複審申請。

## Tagalog

Paalala – Nakakaapekto ang desisyong ito sa iyong mga benepisyo sa pagkawala ng trabaho. Kung hindi mo naiintindihan ang desisyong ito, makipag-ugnayan kaagad sa Lupon ng mga Apela sa Trabaho (Employment Appeals Board). Kung hindi ka sumasang-ayon sa desisyong ito, maaari kang maghain ng isang Petisyon sa Pagsusuri ng Hukuman (Petition for Judicial Review) sa Hukuman sa Paghahabol (Court of Appeals) ng Oregon na sinusunod ang mga tagubilin na nakasulat sa dulo ng desisyon.

## Vietnamese

Chú ý - Quyết định này ảnh hưởng đến trợ cấp thất nghiệp của quý vị. Nếu quý vị không hiểu quyết định này, hãy liên lạc với Ban Kháng Cáo Việc Làm ngay lập tức. Nếu quý vị không đồng ý với quyết định này, quý vị có thể nộp Đơn Xin Tái Xét Tư Pháp với Tòa Kháng Cáo Oregon theo các hướng dẫn được viết ra ở cuối quyết định này.

## Spanish

Atención – Esta decisión afecta sus beneficios de desempleo. Si no entiende esta decisión, comuníquese inmediatamente con la Junta de Apelaciones de Empleo. Si no está de acuerdo con esta decisión, puede presentar una Aplicación de Revisión Judicial ante el Tribunal de Apelaciones de Oregon siguiendo las instrucciones escritas al final de la decisión.

## Russian

Внимание – Данное решение влияет на ваше пособие по безработице. Если решение Вам непонятно – немедленно обратитесь в Апелляционный Комитет по Трудоустройству. Если Вы не согласны с принятым решением, вы можете подать Ходатайство о Пересмотре Судебного Решения в Апелляционный Суд штата Орегон, следуя инструкциям, описанным в конце решения.

**Khmer**

ចំណុចសំខាន់ – សេចក្តីសម្រេចនេះមានផលប៉ះពាល់ដល់អត្ថប្រយោជន៍គ្មានការងារធ្វើរបស់លោកអ្នក។ ប្រសិនបើលោកអ្នកមិនយល់អំពីសេចក្តីសម្រេចនេះ សូមទាក់ទងគណៈកម្មការឧទ្ធរណ៍ការងារភ្លាមៗ។ ប្រសិនបើលោកអ្នកមិនយល់ស្របចំពោះសេចក្តីសម្រេចនេះទេ លោកអ្នកអាចដាក់ពាក្យប្តឹងសុំឲ្យមានការពិនិត្យរឿងក្តីឡើងវិញជាមួយតុលាការឧទ្ធរណ៍រដ្ឋ Oregon ដោយអនុវត្តតាមសេចក្តីណែនាំដែលសរសេរនៅខាងចុងបញ្ចប់នៃសេចក្តីសម្រេចនេះ។

**Laotian**

ເອົາໃຈໃສ່ – ຄໍາຕັດສິນນີ້ມີຜົນກະທົບຕໍ່ກັບເງິນຊ່ວຍເຫຼືອການຫວ່າງງານຂອງທ່ານ. ຖ້າທ່ານບໍ່ເຂົ້າໃຈຄໍາຕັດສິນນີ້, ກະລຸນາຕິດຕໍ່ຫາຄະນະກຳມະການອຸທອນການຈ້າງງານໃນທັນທີ. ຖ້າທ່ານບໍ່ເຫັນດີນໍາຄໍາຕັດສິນນີ້, ທ່ານສາມາດຍື່ນຄໍາຮ້ອງຂໍການທົບທວນຄໍາຕັດສິນນໍາສານອຸທອນລັດ Oregon ໄດ້ ໂດຍປະຕິບັດຕາມຄໍາແນະນໍາທີ່ບອກໄວ້ຢູ່ຕອນທ້າຍຂອງຄໍາຕັດສິນນີ້.

**Arabic**

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**Farsi**

توجه - این حکم بر مزایای بیکاری شما تاثیر می گذارد. اگر با این تصمیم موافق نیستید، بلافاصله با هیأت فرجام خواهی استخدام تماس بگیرید. اگر از این حکم رضایت ندارید، می‌توانید با استفاده از دستور العمل موجود در پایان آن، از دادگاه تجدید نظر اورگان درخواست تجدید نظر کنید.

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