

EMPLOYMENT APPEALS BOARD DECISION
2021-EAB-0672

Reversed & Remanded

PROCEDURAL HISTORY AND FINDINGS OF FACT: On May 21, 2021, the Oregon Employment Department (the Department) served notice of an administrative decision concluding that the employer discharged claimant, but not for misconduct and that claimant was not disqualified from receiving unemployment insurance benefits (decision # 154506). On June 10, 2021, decision # 154506 became final without the employer having filed a request for hearing. On July 12, 2021, the employer filed a late request for hearing. ALJ Kangas considered the employer's request, and on July 29, 2021 issued Order No. 21-UI-171414, dismissing the request as late, subject to the employer's right to renew the request by responding to an appellant questionnaire by August 12, 2021. On August 18, 2021, the employer filed a late response to the appellant questionnaire and a timely application for review of Order No. 21-UI-171414 with the Employment Appeals Board (EAB). On August 19, 2021, ALJ Kangas mailed a letter stating that the Office of Administrative Hearings (OAH) would not consider the employer's questionnaire response or issue another order regarding this matter because the questionnaire response was late. This matter comes before EAB based upon the employer's August 18, 2021 application for review of Order No. 21-UI-171414.

EVIDENTIARY MATTER: EAB has considered additional evidence when reaching this decision under OAR 471-041-0090(1) (May 13, 2019). The additional evidence is the employer's response to the appellant questionnaire, marked as EAB Exhibit 1, and a copy provided to the parties with this decision. Any party that objects to our admitting EAB Exhibit 1 must submit such objection to this office in writing, setting forth the basis of the objection in writing, within ten days of our mailing this decision. OAR 471-041-0090(2). Unless such objection is received and sustained, the exhibit will remain in the record.

CONCLUSIONS AND REASONS: Order No. 21-UI-171414 is set aside and this matter remanded for a hearing on whether the employer's late request for hearing on decision # 154506 should be allowed and, if so, the merits of that decision.

ORS 657.269 provides that the Department's decisions become final unless a party files a request for hearing within 20 days after the date the decision is mailed. ORS 657.875 provides that the 20-day

deadline may be extended a “reasonable time” upon a showing of “good cause.” OAR 471-040-0010 (February 10, 2012) provides that “good cause” includes factors beyond an applicant’s reasonable control or an excusable mistake, and defines “reasonable time” as seven days after those factors ceased to exist. A letter duly directed and mailed was received in the regular course of the mail. ORS 40.135(1)(q).

The employer’s request for hearing on decision # 154506 was due by June 10, 2021. Because the employer did not file their request for hearing until July 12, 2021, the request was late. However, the record under review indicates that the employer may have had good cause to file their request for hearing late. The employer stated in their appellant questionnaire response that they did not receive decision # 154506, which may have been a factor beyond the employer’s reasonable control. EAB Exhibit 1. However, in light of the presumption that a letter duly directed and mailed was received in the regular course of the mail, the record on remand must be developed to show if the employer’s failure to receive decision # 154506 was a factor beyond the employer’s reasonable control. For example, the record does not show if the employer was experiencing problems with its mail, or how it processes its mail, to ensure that unemployment insurance benefit matters are addressed in a timely manner.

In addition, the record must be developed to determine whether the employer’s late hearing request was filed within a reasonable time, that is, within seven days after the circumstances that prevented a timely filing ceased to exist. To do so, it is necessary to develop the record to show when the employer first became aware that the Department had issued a decision regarding the work separation between claimant and the employer and what the employer did, if anything, to obtain decision # 154506 or learn of its contents. The employer stated in their questionnaire response that after they received the Department’s June 21, 2021 charge relief decision, which denied their request for a relief of charges because “the reason claimant was fired was not disqualifying,” they filed an appeal of that decision. EAB Exhibit 1. The record does not show whether the employer knew or reasonably should have known from the charge relief decision, or at some time thereafter, that decision # 154506 existed, or what the employer reasonably should have done when it received the relief of charges decision to understand why and when the Department determined the work separation “was not disqualifying.” For example, the record does not show if the employer asked the Department if it had issued an administrative decision on the work separation. Moreover, the record does not show if the employer’s late request for hearing occurred within seven days of when the employer knew about decision # 154506.

Because further development of the record is necessary for a determination of whether the employer’s late request for hearing should be allowed, this matter is remanded for a hearing and order. If the ALJ concludes that the employer’s request for hearing should be allowed, the ALJ must then develop a record on the merits of decision # 154506.

DECISION: Order No. 21-UI-171414 is set aside, and this matter remanded for further proceedings consistent with this order.

S. Alba and A. Steger-Bentz;
D. Hettle, not participating.

DATE of Service: September 10, 2021

NOTE: The failure of any party to appear at the hearing on remand will not reinstate Order No. 21-UI-171414 or return this matter to EAB. Only a timely application for review of the subsequent order will cause this matter to return to EAB.

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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 ໂດຍປະຕິບັດຕາມຄໍາແນະນໍາທີ່ບອກໄວ້ຢູ່ຕອນຫ້າຍຂອງຄໍາຕັດສິນນີ້.

Arabic

هذا القرار قد يؤثر على منحة البطالة الخاصة بك، إذا لم تفهم هذا القرار، إتصل بمجلس منازعات العمل فوراً، و إذا كنت لا توافق على هذا القرار، يمكنك رفع شكوى للمراجعة القانونية بمحكمة الاستئناف بأوريغون و ذلك بإتباع الإرشادات المدرجة أسفل القرار.

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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