

EMPLOYMENT APPEALS BOARD DECISION
2024-EAB-0035

Order No. 23-UI-242832 ~ Affirmed ~ Late Request for Hearing Allowed ~ Disqualification
Order No. 23-UI-242899 ~ Modified ~ No Overpayment or Penalties

PROCEDURAL HISTORY: On August 18, 2023, the Oregon Employment Department (the Department) served notice of an administrative decision concluding that claimant quit work without good cause and was disqualified from receiving benefits effective February 23, 2020 (decision # 105635). On September 7, 2023, decision # 105635 became final without claimant having filed a request for hearing. On October 18, 2023, the Department served notice of an administrative decision based in part on decision # 105635, concluding that claimant willfully made a misrepresentation and failed to report a material fact to obtain benefits, and assessing an overpayment of \$2,962 in regular unemployment insurance (regular UI), \$4,518 in Pandemic Emergency Unemployment Compensation (PEUC), and \$8,100¹ of Federal Pandemic Unemployment Compensation (FPUC) benefits that claimant was required to repay, a \$4,674 monetary penalty, and a 52-week penalty disqualification from future benefits. On November 7, 2023, claimant filed a late request for hearing on decision # 105635 and a timely request for hearing on the October 18, 2023, overpayment decision.

On December 5, 2023, ALJ Adamson conducted hearings, and on December 7, 2023, issued Order No. 23-UI-242832, allowing claimant's late request for hearing and affirming decision # 105635. Also on December 7, 2023, ALJ Adamson issued Order No. 23-UI-242899, modifying the October 18, 2023, overpayment decision by concluding that claimant was overpaid \$2,369 in regular UI, \$4,518 in PEUC, and \$7,800 in FPUC benefits that she was required to repay, but that she did not willfully make a misrepresentation and fail to report a material fact to obtain benefits, and was not subject to a monetary penalty or penalty disqualification. On December 27, 2023, claimant filed applications for review of Orders No. 23-UI-242832 and 23-UI-242899 with the Employment Appeals Board (EAB).

¹ In what is presumed to be a typographical error, the schedule of adjustments included with the October 18, 2023, overpayment decision listed the total alleged FPUC overpayment as \$8,700 rather than \$8,100. Order No. 23-UI-242899 Exhibit 1 at 1.

Pursuant to OAR 471-041-0095 (October 29, 2006), EAB consolidated its review of Orders No. 23-UI-242832 and 23-UI-242899. For case-tracking purposes, this decision is being issued in duplicate (EAB Decisions 2024-EAB-0035 and 2024-EAB-0034).

EAB reviewed the entire consolidated hearing record. On *de novo* review and pursuant to ORS 657.275(2), Order No. 23-UI-242832 is **adopted**. Further, the portions of Order No. 23-UI-242899 concluding that claimant did not willfully make a misrepresentation and fail to report a material fact to obtain benefits, and was not subject to a monetary penalty or penalty disqualification, are **adopted**. The rest of this decision addresses the overpayment of benefits.

WRITTEN ARGUMENT: EAB did not consider claimant's written argument when reaching this decision because she did not include a statement declaring that she provided a copy of her argument to the opposing party or parties as required by OAR 471-041-0080(2)(a) (May 13, 2019).

FINDINGS OF FACT: (1) On July 2, 2019, claimant filed an initial claim for unemployment insurance benefits. The Department determined it to be a monetarily valid claim for regular UI benefits with a weekly benefit amount (WBA) of \$544. Claimant filed subsequent initial claims on July 29, 2020, and July 7, 2021, that were also determined to be monetarily valid with WBAs of \$220 and \$232, respectively.

(2) Claimant filed weekly claims for benefits on each of these claims, including for the weeks detailed in the table below. These are the weeks at issue. During these weeks, claimant earned and reported remuneration, and was paid benefits, as listed in the table. After regular UI benefits were exhausted on the July 2, 2019, claim, claimant received PEUC benefits at the same WBA until the claim expired. Each of the benefit payments for the weeks at issue was made on or before December 15, 2021.²

² EAB has taken notice of this fact which is contained in Employment Department records. OAR 471-041-0090(1) (May 13, 2019). Any party that objects to our taking notice of this information 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 noticed fact will remain in the record.

Week	Claimant Reported Earnings	Actual Earnings	Benefit Type	Regular UI/PEUC Benefit Paid	FPUC Benefit Paid
01-20	\$198.00	\$224.93	Regular UI	\$527.00	\$0.00
02-20	\$67.00	\$74.81	Regular UI	\$544.00	\$0.00
03-20	\$124.00	\$76.95	Regular UI	\$544.00	\$0.00
13-20	\$0.00	\$0.00	Regular UI	\$17.00	\$0.00
14-20	\$0.00	\$0.00	Regular UI	\$544.00	\$600.00
15-20	\$0.00	\$0.00	PEUC	\$544.00	\$600.00
16-20	\$0.00	\$0.00	PEUC	\$544.00	\$600.00
17-20	\$0.00	\$0.00	PEUC	\$544.00	\$600.00
18-20	\$0.00	\$0.00	PEUC	\$544.00	\$600.00
19-20	\$0.00	\$0.00	PEUC	\$544.00	\$600.00
20-20	\$0.00	\$0.00	PEUC	\$544.00	\$600.00
25-20	\$280.00	\$251.00	PEUC	\$445.00	\$600.00
26-20	\$460.00	\$436.00	PEUC	\$265.00	\$600.00
31-20	\$210.00	\$387.00	Regular UI	\$142.00	\$0.00
07-21	\$72.00	\$458.00	Regular UI	\$220.00	\$300.00
08-21	\$217.00	\$516.00	Regular UI	\$220.00	\$300.00
09-21	\$216.00	\$471.00	Regular UI	\$220.00	\$300.00
10-21	\$178.00	\$276.00	Regular UI	\$220.00	\$300.00
25-21	\$0.00	\$524.00	Regular UI	\$220.00	\$300.00
26-21	\$200.00	\$987.00	Regular UI	\$220.00	\$300.00
27-21	\$200.00	\$1,041.00	Regular UI	\$232.00	\$300.00
28-21	\$229.00	\$1,281.00	Regular UI	\$232.00	\$300.00
29-21	\$230.00	\$325.00	Regular UI	\$232.00	\$300.00
36-21	\$225.00	\$376.00	Regular UI	\$232.00	\$0.00
46-21	\$217.00	\$710.00	Regular UI	\$232.00	\$0.00
49-21	\$220.00	\$366.00	Regular UI	\$232.00	\$0.00

(3) On August 18, 2023, the Department issued decision # 105635, concluding that claimant was disqualified from receiving benefits effective February 23, 2020 (week 09-20) based on a work separation. That decision remains undisturbed. The Department ended the disqualification beginning with week 31-20, based on claimant having earned a total of \$1,663 during weeks 10-20 through 29-20, and \$644 during week 30-20.

CONCLUSIONS AND REASONS: Claimant was overpaid \$2,369 of regular UI, \$4,518 of PEUC, and \$7,800 of FPUC benefits for the weeks at issue. However, the Department lacked authority to amend the original decisions allowing benefits for those weeks, and claimant is therefore not liable for those overpayments.

Overpayment of benefits for weeks 13-20 through 20-20 and 25-20 through 26-20. ORS 657.176 provides, in relevant part:

* * *

(2) An individual shall be disqualified from the receipt of benefits until the individual has performed service in employment subject to this chapter or the equivalent law of another state or Canada or as defined in ORS 657.030 (2) or as an employee of the federal government, for which remuneration is received that equals or exceeds four times the individual's weekly benefit amount subsequent to the week in which the act causing the disqualification occurred, if the authorized representative designated by the director finds that the individual:

* * *

(c) Voluntarily left work without good cause[.]

* * *

ORS 657.310(1) provides that an individual who received benefits to which the individual was not entitled is liable to either repay the benefits or have the amount of the benefits deducted from any future benefits otherwise payable to the individual under ORS chapter 657. That provision applies if the benefits were received because the individual made or caused to be made a false statement or misrepresentation of a material fact, or failed to disclose a material fact, regardless of the individual's knowledge or intent. *Id.*

Decision # 105635 disqualified claimant from receiving benefits effective February 23, 2020 (week 09-20) because she voluntarily quit work without good cause. That decision remains undisturbed. Claimant's WBA during weeks 13-20 through 20-20 and 25-20 through 26-20 was \$544. Claimant was disqualified until she earned four times her WBA, or \$2,176. Claimant's employers reported that during weeks 10-20 through 29-20, claimant earned \$1,663. Order No. 23-UI-242899 Exhibit 1 at 1. They also reported that during week 30-20, claimant earned \$644. Order No. 23-UI-242899 Exhibit 1 at 1. Therefore, by week 30-20, claimant had earned more than \$2,174 since the disqualification became effective, and the Department correctly concluded that the disqualification ended that week.³ Claimant therefore was not entitled to any benefits paid for weeks 09-20 through 30-20 because the disqualification was in effect. Claimant was paid \$17 in regular UI, \$4,518 in PEUC, and \$5,400 in FPUC benefits during weeks 13-20 through 20-20, and 25-20 and 26-20, and therefore was overpaid those benefits. However, for reasons explained in greater detail below, the Department lacked authority to amend the original decisions allowing payment for those weeks and to assess overpayments regarding those benefits.

Overpayment of benefits for weeks 31-20 and 07-21 through 10-21. An individual is not eligible to receive unemployment insurance benefits if they are not unemployed. ORS 657.155(1)(e) ("An *unemployed individual* shall be eligible to receive benefits with respect to any week . . .") (emphasis added). Per ORS 657.100(1), an individual is deemed "unemployed":

³ \$1,663 + \$644 = \$2,307. \$2,307 > \$2,174.

in any week during which the individual performs no services and with respect to which no remuneration for services performed is paid or payable to the individual, or in any week of less than full-time work if the remuneration paid or payable to the individual for services performed during the week is less than the individual’s weekly benefit amount.

Claimant’s employers reported her earnings to the Department for the weeks at issue.⁴ Claimant testified that when she reported earnings on her weekly claims, she did her best to estimate the earnings based on hours worked, but “assume[d]” that the employer’s reports, rather than her estimates, were accurate. Order No. 23-UI-242899 Transcript at 20. Therefore, the employer’s reports of earnings during the weeks at issue are likely accurate, and the facts have been found accordingly. Claimant’s earnings exceeded her WBA of \$220 during weeks 31-20 and 07-21 through 10-21, as shown in the table below.

Week	Earnings	WBA	Benefit Type	Regular UI/PEUC Benefits Paid	FPUC Benefits Paid
31-20	\$387.00	\$220.00	Regular UI	\$142.00	\$0.00
07-21	\$458.00	\$220.00	Regular UI	\$220.00	\$300.00
08-21	\$516.00	\$220.00	Regular UI	\$220.00	\$300.00
09-21	\$471.00	\$220.00	Regular UI	\$220.00	\$300.00
10-21	\$276.00	\$220.00	Regular UI	\$220.00	\$300.00

Accordingly, claimant was not an “unemployed individual” during any of these weeks and was not entitled to benefits. She was therefore overpaid a total of \$1,022 in regular UI and \$1,200 in FPUC benefits for those weeks.

Overpayment of benefits for weeks 01-20 through 03-20, 25-21 through 29-21, 36-21, 46-21, and 49-21. ORS 657.150(6) provides:

An eligible unemployed individual who has employment in any week shall have the individual’s weekly benefit amount reduced by the amount of earnings paid or payable that exceeds whichever is the greater of the following amounts:

- (a) Ten times the minimum hourly wage established by the laws of this state; or
- (b) One-third of the individual’s weekly benefit amount.

On September 1, 2020, the Governor signed Senate Bill 1701, which, in relevant part, temporarily modified ORS 657.150(6) as follows:

⁴ A representative of one of the employers, Original Pancake House, testified at hearing that earnings information that had originally been reported to the Department for weeks 11-21, 34-21, 45-21, and 46-21 needed to be revised. Order No. 23-UI-242899 Transcript at 33. These revisions are why Order No. 23-UI-242899 modified the October 18, 2023, overpayment decision with respect to the regular UI and FPUC overpayment amounts from \$2,962 to \$2,369 and \$8,100 to \$7,800, respectively. *See* Order No. 23-UI-242899 at 4.

An eligible unemployed individual who has employment in any week shall have the individual's weekly benefit amount reduced, but not below zero, by the amount of earnings paid or payable that exceeds the greater of:

- (a) **\$300**; or
- (b) One-third of the individual's weekly benefit amount.

(emphasis added). This temporary change in the statute was effective September 6, 2020, through January 1, 2022 (weeks 37-20 through 52-21).

Oregon House Bill 3178, signed into law by the Governor on May 17, 2021, temporarily modified the definition of "unemployed" to remove the portion shown in strikethrough, below.

An individual is deemed "unemployed" in any week during which the individual performs no services and with respect to which no remuneration for services performed is paid or payable to the individual, or in any week of less than full-time work ~~if the remuneration paid or payable to the individual for services performed during the week is less than the individual's weekly benefit amount.~~

The effect of this temporary amendment, effective for weeks beginning May 23, 2021, through January 1, 2022 (weeks 21-21 through 52-21), was to consider individuals working less than full time to have been "unemployed," and therefore potentially eligible for benefits. This is the case even if they earned more than their weekly benefit amount during weeks claimed during the period in which the amendment was effective.

For weeks 01-20 through 03-20, claimant's WBA was \$544, and one third of her WBA was therefore \$181.33. \$181.33 was greater than ten times the minimum wage in effect at the time.⁵ Claimant earned \$224.93 during week 01-20, which exceeded \$181.33 by \$43.60, and earned \$74.81 and \$76.95 during weeks 02-20 and 03-20, respectively, which did not exceed \$181.33. Reducing claimant's WBA of \$544 by \$43.60 and rounding down to the nearest dollar results in a benefit for week 01-20 of \$500.⁶ Claimant was paid \$527 of regular UI benefits for that week, and therefore she was overpaid \$27 in regular UI benefits. Claimant was entitled to her full WBA of \$544 for weeks 02-20 and 03-30, and was therefore not overpaid for those weeks.

For weeks 25-21 through 29-21, 36-21, 46-21, and 49-21, the temporary changes to the definition of "unemployed" and to the calculation of reduced benefits from earnings were in effect. Claimant's WBA

⁵ OAR 471-030-0017(2)(i) provides that "[f]or purposes of ORS 657.150(6)(a), the term "minimum hourly wage" means the minimum wage rate as computed under 653.025(2)." ORS 653.025(2)(d) establishes a \$12.50 per hour minimum wage for the Portland, Oregon metropolitan area applicable from July 1, 2019, to June 30, 2020. Week 01-20 was the week of December 29, 2019, through January 4, 2020. $\$12.50 \times 10 = \125.00 . $\$181 > \125 .

⁶ ORS 657.152 states, "[n]otwithstanding any other provision of this chapter to the contrary, any amount of unemployment compensation payable to any individual for any week if not an even dollar amount, shall be rounded to the next lower full dollar amount."

was \$220 for weeks 25-21 and 26-21, and \$232 for the weeks thereafter. \$300 is greater than one-third of either WBA. As shown in the table below, the portion of claimant’s earnings each week for weeks 25-21 through 28-21 and 46-21 that exceeded \$300 also exceeded her WBA. Accordingly, claimant did not meet the temporary definition of “unemployed” those weeks and was not entitled to benefits. Claimant therefore was overpaid \$1,136 in regular UI and \$1,200 in FPUC benefits for weeks 25-21 through 28-21, as shown in the table below. However, for weeks 29-21, 36-21, and 49-21, the portion of claimant’s earnings that exceeded \$300 did not exceed her WBA of \$232. She therefore met the statutory definition of “unemployed” and was entitled to reduced benefits for those weeks as shown in the table below.

Week	Earnings	Earnings that Exceed \$300	Reduced Benefit	Benefit Type	Regular UI/PEUC Benefit Paid	FPUC Benefit Paid	Regular UI Overpaid
25-21	\$524.00	\$224.00	\$0.00	Regular UI	\$220.00	\$300.00	\$220.00
26-21	\$987.00	\$687.00	\$0.00	Regular UI	\$220.00	\$300.00	\$220.00
27-21	\$1,041.00	\$741.00	\$0.00	Regular UI	\$232.00	\$300.00	\$232.00
28-21	\$1,281.00	\$981.00	\$0.00	Regular UI	\$232.00	\$300.00	\$232.00
29-21	\$325.00	\$25.00	\$207.00	Regular UI	\$232.00	\$300.00	\$25.00
36-21	\$376.00	\$76.00	\$156.00	Regular UI	\$232.00	\$0.00	\$76.00
46-21	\$710.00	\$410.00	\$0.00	Regular UI	\$232.00	\$0.00	\$232.00
49-21	\$366.00	\$66.00	\$166.00	Regular UI	\$232.00	\$0.00	\$66.00

Because claimant was entitled to less benefits than she was paid for weeks 29-21, 36-21, and 49-21, she was overpaid a total of \$167 of regular UI benefits for those weeks, as shown in the table.

In sum, claimant was not overpaid benefits for weeks 02-20 and 03-20. For weeks 01-20, 25-21 through 29-21, 36-21, 46-21, and 49-21, claimant was overpaid a total of \$1,303 in regular UI and \$1,200 in FPUC benefits. However, for reasons explained in greater detail below, the Department lacked authority to amend the original decisions granting benefits for those weeks and to assess overpayments regarding those benefits.

Authority to amend original decisions allowing benefits. ORS 657.267 provides:

(1) *An authorized representative shall promptly examine each claim for waiting week credit or for benefits and, on the basis of the facts available, make a decision to allow or deny the claim.* Information furnished by the claimant, the employer or the employer’s agents on forms provided by the Employment Department pursuant to the authorized representative’s examination must be accompanied by a signed statement that such information is true and correct to the best of the individual’s knowledge. *Notice of the decision need not be given to the claimant if the claim is allowed* but, if the claim is denied, written notice must be given to the claimant. If the claim is denied, the written notice must include a statement of the reasons for denial, and if the claim is denied under any provision of ORS 657.176, the notice must also set forth the specific material facts obtained from the employer and the employer’s agents that are used by the authorized representative to support the reasons of the denial. The written notice must state the reasons for the decision.

(2) If the claim is denied under any provision of ORS 657.176, written notice of the decision must be given to the employing unit, or to the agent of the employing unit, that, in the opinion of the Director of the Employment Department, is most directly involved with the facts and circumstances relating to the disqualification.

(3) Notice of a decision that was wholly or partially based on information filed with the director in writing within 10 days after the notice provided for in ORS 657.265 must be given to any employing unit or agent of the employing unit that filed the information.

(4) *If a decision to allow payment made pursuant to this section does not require notice, that decision may be amended by an authorized representative.* The amendment must be made by written notice informing the recipient of the right of appeal pursuant to ORS 657.269. ***The amendment must be issued within one year of the original decision to allow payment, except in cases of alleged willful misrepresentation or fraud.*** A decision requiring notice, made pursuant to this section, may be amended unless it has become a final decision under ORS 657.269.

(Emphasis added.)

Order No. 23-UI-242899 concluded that claimant was overpaid a total of \$2,369 in regular UI, \$4,518 in PEUC, and \$7,800 in FPUC benefits for the weeks at issue that she was required to repay. Order No. 23-UI-242899 at 9. As discussed above, the record shows that claimant was overpaid those benefits. However, the Department was not authorized to amend the original decisions allowing payment of benefits for the weeks at issue more than a year later, and claimant is not liable for the overpayments.

The Department made its original decisions under ORS 657.267(1) to allow payment of benefits for the weeks at issue by paying each weekly claim on or before December 15, 2021. Pursuant to ORS 657.267(1), except in cases of willful misrepresentation or fraud, the Department has one year to amend the decisions allowing payment. Claimant was overpaid for weeks 13-20 through 20-20 and 25-20 through 26-20 because she was disqualified from receiving benefits for those weeks based on a work separation. While decision # 105635, issued August 18, 2023, imposed that disqualification effective February 23, 2020, it was the October 18, 2023, overpayment determination that ultimately determined the length of that disqualification, and that claimant was not entitled to benefits for the weeks during which she had been disqualified, and was therefore overpaid. Accordingly, the October 18, 2023, overpayment determination, rather than decision # 105635, amended the original decisions allowing payment for weeks 13-20 through 20-20 and 25-20 through 26-20 to a decision denying payment for those weeks. Moreover, claimant was overpaid for the rest of the weeks at issue due to unreported or underreported remuneration during those weeks, as first alleged in the October 18, 2023, overpayment determination, which also concluded claimant was not entitled to some of the benefits she received for those weeks, and was overpaid.

Because the October 18, 2023, overpayment determination was issued more than one year after the original decisions to allow payment for the weeks at issue, the Department was not authorized to issue it pursuant to ORS 657.267(4) in the absence of willful misrepresentation or fraud. While the October 18, 2023, overpayment determination alleged that the overpayments were the result of willful misrepresentation, Order No. 23-UI-242899 concluded that they were the result of claimant error that

did not constitute willful misrepresentation, and this decision has adopted those findings and conclusions. Order No. 23-UI-242899 at 9. Accordingly, the overpayments were not the result of willful misrepresentation or fraud, and the one-year limitation on amendments applies.

The Department therefore lacked authority to amend the original decisions allowing payment of benefits for the weeks at issue with a decision assessing an overpayment for those weeks, and claimant is not liable for the overpayment of \$2,369 in regular UI, \$4,518 in PEUC, and \$7,800 in FPUC benefits.

DECISION: Order No. 23-UI-242832 is affirmed. Order No. 23-UI-242899 is modified, as outlined above.

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

DATE of Service: January 29, 2024

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. 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.

Please help us improve our service by completing an online customer service survey. To complete the survey, please go to <https://www.surveygizmo.com/s3/5552642/EAB-Customer-Service-Survey>. You can access the survey using a computer, tablet, or smartphone. If you are unable to complete the survey online and need a paper copy of the survey, please contact our office.



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 ໄດ້ໂດຍປະຕິບັດຕາມຄຳແນະນຳທີ່ບອກໄວ້ຢູ່ຕອນທ້າຍຂອງຄຳຕັດສິນນີ້.

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.

Employment Appeals Board - 875 Union Street NE | Salem, OR 97311
 Phone: (503) 378-2077 | 1-800-734-6949 | Fax: (503) 378-2129 | TDD: 711
www.Oregon.gov/Employ/eab

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