

**EMPLOYMENT APPEALS BOARD DECISION**  
**2025-EAB-0537**

*Affirmed*  
*Disqualification*

**PROCEDURAL HISTORY:** On June 17, 2025, the Oregon Employment Department (the Department) served notice of an administrative decision concluding that claimant quit working for the employer with good cause and was not disqualified from receiving benefits based on the quit (decision # L0011298766). The employer filed a timely request for hearing. On August 27, 2025, ALJ Frank conducted a hearing, and on September 4, 2025 issued Order No. 25-UI-302452, reversing decision # L0011298766 by concluding that claimant quit work without good cause and was disqualified from receiving benefits effective February 2, 2025. On September 12, 2025, claimant filed an application for review with the Employment Appeals Board (EAB).

**FINDINGS OF FACT:** (1) Umpqua Bank employed claimant as a treasury management analyst from June 6, 2016 until February 4, 2025.

(2) In late 2024, the employer began transitioning claimant's job into a sales support role. Thereafter, the employer noticed some problems with claimant's performance, such as some missed deadlines and errors in handling requests.

(3) On November 7, 2024, claimant's manager met with claimant and gave him a disciplinary write-up. Claimant was surprised by the meeting and write-up. Previously, if his manager took issue with his performance, the two would discuss the issue informally, and claimant would then address it. Claimant understood the write-up to be a "final formal written notice," which he thought was abrupt given it was the first write-up he had received. Transcript at 17. During the meeting, claimant stated that he thought the employer's procedure would call for an informal discussion before receiving a write-up, and the manager replied, "I can start anywhere we want to up until termination." Transcript at 17.

(4) Based on the "attitude" and "posturing" of the manager, claimant believed the employer intended to eventually terminate claimant's employment. Transcript at 11. Claimant's understanding that the employer was "gunning for [him] for termination" caused claimant to become stressed out and to lose sleep. Transcript at 11.

(5) In early December 2024, the employer transferred claimant's manager to a different role, and a new manager started supervising claimant and his peers. In mid-January 2025, claimant met with the new manager. Claimant and the new manager discussed claimant's work and some areas of concern regarding his performance. Claimant indicated he was doing his best with the new aspects of his job. The new manager did not mention anything related to claimant potentially being discharged.

(6) The employer was not planning to discharge claimant. The employer never informed claimant of a date they would discharge him. When claimant's new manager was assigned to supervise claimant and his peers in early December 2024, she was briefed on claimant's status and understood him to be under a performance improvement plan with no specific plan to discharge him. The employer did not consider the disciplinary write-up claimant received in November 2024 to be the final step prior to a potential discharge. To discharge claimant, the employer would first have begun rigorously tracking his work, and having multiple meetings with him with an employee from human resources (HR) present.

(7) In the days leading up to January 24, 2025, claimant continued to experience high stress and loss of sleep due to his fear that he would be discharged. Because he found his employment to be very stressful and unpleasant, claimant decided to resign. On January 24, 2025, claimant gave notice of his intent to resign effective February 7, 2025. Claimant wished to use accrued vacation time for the last few days of his notice period, but the employer informed him that they did not allow that. Claimant then changed his resignation date to February 4, 2025. On that day, claimant resigned as planned.

(8) Prior to his resignation, claimant did not ask the employer whether they intended to discharge him. Instead, claimant "extrapolate[ed]" based on the meeting with his former manager that the next step he faced was termination of his employment. Transcript at 28. Claimant did not have a permanent or long-term medical condition that caused or contributed to the high stress and lack of sleep that he experienced prior to leaving work.

**CONCLUSIONS AND REASONS:** Claimant voluntarily left work without good cause.

A claimant who leaves work voluntarily is disqualified from the receipt of benefits unless they prove, by a preponderance of the evidence, that they had good cause for leaving work when they did. ORS 657.176(2)(c); *Young v. Employment Dept.*, 170 Or App 752, 13 P3d 1027 (2000). "Good cause . . . is such that a reasonable and prudent person of normal sensitivity, exercising ordinary common sense, would leave work." OAR 471-030-0038(4) (September 22, 2020). "[T]he reason must be of such gravity that the individual has no reasonable alternative but to leave work." OAR 471-030-0038(4). The standard is objective. *McDowell v. Employment Dept.*, 348 Or 605, 612, 236 P3d 722 (2010).

Claimant did not meet his burden to prove that he quit work with good cause. Claimant resigned because he was experiencing high stress levels and lack of sleep due to fear that the employer would discharge him. A reasonable and prudent person of normal sensitivity, exercising ordinary common sense, would not leave work for this reason.

The employer was not planning to discharge claimant, and had never told claimant that he would be discharged. Prior to his resignation, claimant did not ask the employer whether they intended to discharge him. Instead, claimant "extrapolate[ed]" based on the meeting with his former manager that termination of his employment was imminent. Transcript at 28. While the disciplinary write-up and

claimant's former manager's behavior during the November 2024 meeting may have caught claimant by surprise, it was not reasonable to conclude, based on the write-up and manager's behavior, that claimant would be discharged. The former manager was transitioned to a new role soon after the November 2024 meeting. Claimant was then assigned a new manager who did not mention anything related to claimant potentially being discharged during their mid-January 2025 meeting. If the employer wished to discharge claimant, they would first have begun rigorously tracking claimant's work, and had multiple meetings with claimant with an HR employee present. As the source of claimant's high stress levels and lack of sleep was an unfounded concern that he faced an imminent discharge, claimant failed to show that he left work for a reason of such gravity that he had no reasonable alternative but to leave work when he did.

For these reasons, claimant voluntarily left work without good cause and is disqualified from receiving benefits effective February 2, 2025.

**DECISION:** Order No. 25-UI-302452 is affirmed.

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

**DATE of Service:** October 10, 2025

**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 stated above**. See ORS 657.282. For forms and information, visit <https://www.courts.oregon.gov/courts/appellate/forms/Pages/appeal.aspx> and choose the appropriate form under "File a Petition for Judicial Review." You may also contact the Court of Appeals by telephone at (503) 986-5555, by fax at (503) 986-5560, or by mail at 1163 State Street, Salem, Oregon 97301.

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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 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 دستورالعمل موجود در پایان آن، از دادگاه تجدید نظر اورگان درخواست تجدید نظر کنید.

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