

EMPLOYMENT APPEALS BOARD DECISION
2026-EAB-0672

Affirmed
Disqualification

PROCEDURAL HISTORY: On June 24, 2026, the Oregon Employment Department (the Department) served notice of an administrative decision concluding that claimant voluntarily quit work without good cause and was therefore disqualified from receiving unemployment insurance benefits effective March 29, 2026 (decision # L0018162445). Claimant filed a timely request for hearing. On July 16, 2026, ALJ Murray conducted a hearing at which the employer failed to appear, and on July 21, 2026 issued Order No. 26-UI-335472, affirming decision # L0018162445. On July 24, 2026, claimant filed an application for review with the Employment Appeals Board (EAB).

WRITTEN ARGUMENT: EAB has considered additional evidence when reaching this decision under OAR 471-041-0090(1) (May 13, 2019). Claimant's argument contained information that was not part of the hearing record, but the information is relevant and material, and factors or circumstances beyond claimant's reasonable control prevented her from offering the information during the hearing. *See* ORS 657.275(2) and OAR 471-041-0090(1). Claimant submitted the information prior to the hearing, but for unknown reasons it was not received by the ALJ, and not admitted as an exhibit for that reason. This was a factor beyond claimant's reasonable control. The information has been marked and admitted as EAB Exhibit 1. Any party that objects to EAB admitting EAB Exhibit 1 must send their objection to EAB in writing, explaining why they object, within ten days of EAB mailing this decision. OAR 471-041-0090(2). Unless EAB receives and agrees with the objection, the exhibit will remain in the record.

FINDINGS OF FACT: (1) ReviveHealth employed claimant as an accounting and office manager from April 17, 2023 through April 3, 2026. ReviveHealth acquired their interest in the company in June 2025, and prior to that time it was known as Canopy.

(2) On September 9, 2025, the employer placed claimant on a 30-day probationary period, citing delayed completion of some tasks and failure to update her work calendar with accurate daily schedules. Claimant felt that the probation was undeserved because the employer had not previously complained about these issues. Claimant successfully completed the probationary period, but began seeking work

with other employers, and for the remainder of her employment disagreed with the employer's decision to discipline her.

(3) Following claimant's completion of the probationary period in October 2025, the employer gradually modified some of claimant's responsibilities, including removing some accounting duties and adding other types of tasks, some of which had previously been assigned to employees in other positions that had since become temporarily or permanently vacant. The employer remained satisfied with claimant's work throughout these changes.

(4) As the changes to claimant's work responsibilities occurred, claimant raised concerns that her job title, description, and compensation did not accurately reflect the scope of work she was being directed to perform. On April 1, 2026, claimant met with her supervisor to reiterate her concerns, but claimant was told that the employer did not intend to change her job title or increase her compensation, and would not rescind any added job responsibilities. Claimant felt that she did not have adequate training to perform some of the additional tasks assigned at this meeting.

(5) On April 4, 2026, claimant emailed the employer, stating that she was resigning with immediate effect. In the email, claimant explained that she was resigning because of the employer's refusal to adjust her job title and compensation while continuing to assign her additional work tasks, her displeasure with past incidents including having been placed on probation, and a conflict with a former co-worker. Claimant did not work for the employer after that day.

CONCLUSIONS AND REASONS: Claimant voluntarily quit 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 quit working for the employer because they modified her work responsibilities without a corresponding change to her job title or increase in compensation. Although claimant also cited in her notice of resignation having been placed on probation in September 2025 and a past conflict with a coworker, the record suggests that these issues were resolved long before claimant resigned, through claimant's successful completion of the probationary period in October 2025 and the coworker separating from employment. As such, these past events likely did not contribute to claimant's decision to quit work when she did.

It is generally within an employer's discretion to choose what job responsibilities to assign an employee, even if the responsibilities do not fully align with their job title or a written job description. Although claimant asserted that she lacked sufficient training for some marketing tasks assigned to her on April 1, 2026, the record does not suggest that the employer had any concerns about her performance over the previous five months, and the expansion of claimant's duties suggests that the employer had confidence in her ability to learn and adapt to new tasks. Claimant denied at hearing that she was experiencing any

health issues as a result of her work at the time she resigned, mentioning only heightened “stress levels” and concern for her “overall wellbeing” attributed to the change in her duties. Audio Record at 13:48, 16:10. Therefore, the record does not show that claimant faced a grave situation based on the effects of being assigned these responsibilities.

As to claimant’s concerns regarding compensation, it is understandable that an employee being assigned more complex tasks would desire a corresponding increase in pay. However, a reasonable and prudent person of normal sensitivity, exercising ordinary common sense, would not leave work due to the employer’s failure to increase pay in this situation, as reducing their earned income to nothing would leave them in a worse financial position than continuing to work for their usual wage. *See Oregon Public Utility Commission v. Employment Dep’t.*, 267 Or App 68, 340 P3d 136 (2014) (for a claimant to have good cause to voluntarily leave work, the claimant must derive some benefit for leaving work). Accordingly, claimant has not shown that she faced a situation of such gravity that she had no reasonable alternative but to leave work, and therefore quit without good cause.

For these reasons, claimant voluntarily quit work without good cause and is therefore disqualified from receiving unemployment insurance benefits effective March 29, 2026.

DECISION: Order No. 26-UI-335472 is affirmed.

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

DATE of Service: September 8, 2026

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

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