

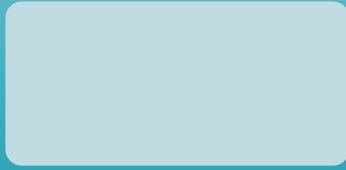
January 27, 2017

# Oregon Labor Law Conference: Navigating Unemployment

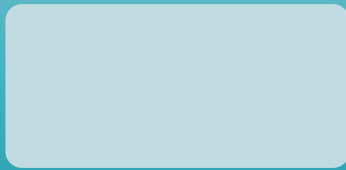


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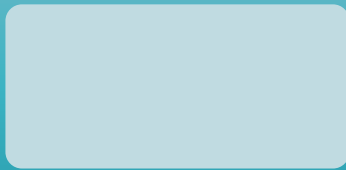
# About Me



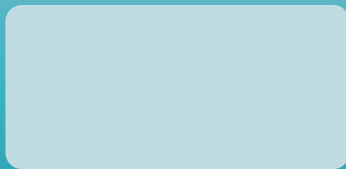
Managing Attorney at Stephenson Law, LLC



Prosecuting employment discrimination claims on behalf of individuals in Oregon and California since 2009



Provides employment advice and counseling to select Oregon employers



Oregon Legislative work



# What we'll cover today

- Structure of unemployment system
- How to make sure employees get unemployment
- Your questions



# Life of an unemployment claim

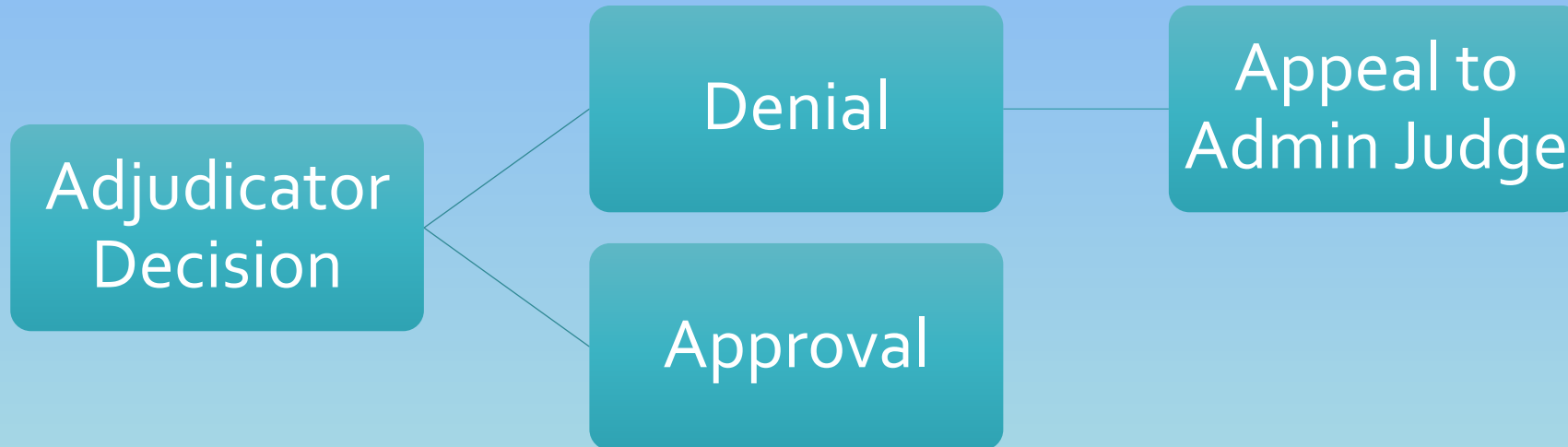
Claim Filed

EE talks to  
adjudicator

Adjudicator  
talks to ER



# Life of an unemployment claim (cont.)



# Life of an unemployment claim (cont.)



# Life of an unemployment claim (cont.)



# Eligibility

Generally

Disability and Injuries





# Eligibility

Hiring Hall Issues

Strikes


School Employee Issues



# Eligibility



Nature of work  
separation



How characterized by  
employee and employer



# Disqualifications: Misconduct

- What is Misconduct?
- How to challenge misconduct finding
- What evidence is persuasive?



# Disqualifications: Quitting

- “Voluntarily leaving” definition for unemployment
- How to challenge voluntary quit finding
- What evidence is persuasive?



# Beware

- Overpayment issues
- Misrepresentation penalties



# Questions?



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Thank You!

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