

**Board of Review
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Member
Michael J. Albano
Member**

Issue ID: 0073 0441 62

Introduction and Procedural History of this Appeal

The claimant appeals a decision by a review examiner of the Department of Unemployment Assistance (DUA) to deny her benefits following her separation from employment on or around August 20, 2021. We review pursuant to our authority under G.L. c. 151A, § 41, and we affirm in part and reverse in part.

On October 22, 2021, the agency initially determined that the claimant was not entitled to unemployment benefits. The claimant appealed, and both parties attended the hearing. In a decision rendered on December 24, 2021, the review examiner affirmed the agency determination, concluding that the claimant voluntarily left employment without good cause attributable to the employer or urgent, compelling, and necessitous reasons and, thus, was disqualified under G.L. c. 151A, § 25(e)(1).

Ruling of the Board

After considering the recorded testimony and the evidence from the hearing, the review examiner's decision, and the claimant's appeal, we conclude that the review examiner's decision is based on substantial evidence and is free from any error of law affecting substantive rights. However, we disagree with the review examiner's decision to subject the claimant to a full disqualification from the receipt of benefits. We take administrative notice of the information in the DUA's electronic record keeping system, UI Online, which shows that the claimant filed a claim for unemployment benefits effective September 20, 2020. Because the claimant began working for the instant part-time employer on or around April 1, 2021, this employment constitutes benefit year employment.

When a claimant separates from a part-time benefit year employer during her benefit year for disqualifying reasons under G.L. c. 151A, § 25(e), she is not rendered ineligible for her entire weekly benefit amount. Rather, she is merely subject to a constructive deduction from her weekly benefit rate. *See* 430 CMR 4.76(1)(a)(2) and 430 CMR 4.78(1)(c).

We, therefore, affirm the part of the review examiner's decision which concluded that the claimant's separation from the instant employer during the week beginning August 15, 2021, was disqualifying under G.L. c. 151A, § 25(e)(1).¹ However, we reverse the portion of the decision which subjected the claimant to a full disqualification from the receipt of benefits. The claimant is only subject to a constructive deduction from her weekly benefit amount.



Paul T. Fitzgerald, Esq.
Chairman

BOSTON, MASSACHUSETTS
DATE OF DECISION - March 18, 2022



Michael J. Albano
Member

Member Charlene A. Stawicki, Esq. did not participate in this decision.

**ANY FURTHER APPEAL WOULD BE TO A MASSACHUSETTS
STATE DISTRICT COURT
(See Section 42, Chapter 151A, General Laws, Enclosed)**

The last day to appeal this decision to a Massachusetts District Court is thirty days from the mail date on the first page of this decision. If that thirtieth day falls on a Saturday, Sunday, or legal holiday, the last day to appeal this decision is the business day next following the thirtieth day.

To locate the nearest Massachusetts District Court, see:
www.mass.gov/courts/court-info/courthouses

Please be advised that fees for services rendered by an attorney or agent to a claimant in connection with an appeal to the Board of Review are not payable unless submitted to the Board of Review for approval, under G.L. c. 151A, § 37.

JMO/rh

¹ In the hearing decision, the review examiner cited August 18, 2021, as the week beginning date. As this date falls on a Wednesday, we believe that this is a mere typographical error and have modified the decision accordingly.