

The claimant's reasons for separating from this employer had no bearing on her eligibility for benefits because she had at least eight weeks of work with another employer prior to filing her claim. The instant employer was not an interested party under G.L. c. 151A, § 38(b), and the claimant may not be denied benefits pursuant to G.L. c. 151A, § 25(e)(1), based on her separation from this employer.

**Board of Review
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Issue ID: 334-FHJT-N7JP

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 unemployment benefits. We review, pursuant to our authority under G.L. c. 151A, § 41, and reverse.

The claimant filed a claim for unemployment benefits with the DUA, effective February 16, 2025, which was denied in a determination issued on April 8, 2025. The claimant appealed the determination to the DUA hearings department. Following a hearing on the merits attended only by the claimant, the review examiner affirmed the agency's initial determination and denied benefits in a decision rendered on June 27, 2025. We accepted the claimant's application for review.

Benefits were denied after the review examiner determined 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). Our decision is based upon our review of the entire record, including the recorded testimony and evidence from the hearing, the review examiner's decision, and the claimant's appeal.

The issue before the Board is whether the review examiner's decision, which concluded that the claimant was not entitled to benefits because she decided to reduce the overall number of hours she worked after she started receiving Social Security retirement benefits, is supported by substantial and credible evidence and is free from error of law.

Findings of Fact

The review examiner's findings of fact are set forth below in their entirety:

1. The claimant started working 40 hours per week for the instant employer on 3/18/18.
2. The claimant started working 20 to 30 hours per week for another employer, "B", on 4/23/18.

3. The claimant resigned from her employment with the instant employer effective on or about 1/30/24.
4. The claimant resigned because she started to receive Social Security retirement benefits and worked 20 to 30 hours per week for employer “B” and she wanted to cut down on the total hours she worked each week.
5. The claimant continued to work 20 to 30 hours per week for employer “B” from 1/31/24 to 2/16/25 when she was laid off.
6. The claimant filed an unemployment insurance claim on 2/28/25. She obtained an effective date of her claim of 2/16/25.
7. The base period of the above claim is from 1/1/24 to 12/31/24. The weekly benefit rate for the above claim is \$380.
8. The claimant earned \$7,224 working for “B” from 1/1/24 to 3/31/24. She earned \$7,504 working for “B” from 4/1/24 to 6/30/24.

Ruling of the Board

In accordance with our statutory obligation, we review the record and the decision made by the review examiner to determine: (1) whether the findings are supported by substantial and credible evidence; and (2) whether the review examiner’s conclusion is free from error of law. Upon such review, the Board adopts the review examiner’s findings of fact and deems them to be supported by substantial and credible evidence. However, as discussed more fully below, we reject the review examiner’s legal conclusion that the claimant is ineligible to receive benefits on this claim.

Under G.L. c. 151A, § 38(b), the DUA must give notice of a claim to the claimant’s most recent employing unit and to such other employers as the DUA shall prescribe. The DUA has prescribed that interested party employers include those employers from whom a claimant became separated during the last eight weeks of employment prior to the effective date of her benefit year claim. Pursuant to this policy, a claimant’s eligibility under G.L. c. 151A, § 25(e), will only be based upon her separation from interested party employers.

This policy is consistent with the eight-week disqualification period, which the Legislature embedded into G.L. c. 151A, § 25, which states:

[No waiting period shall be allowed and no benefits shall be paid to an individual under this chapter] . . . (e) *For the period of unemployment next ensuing and until the individual has had at least eight weeks of work . . . after the individual has left work* (1) voluntarily unless the employee establishes by substantial and credible evidence that he had good cause for leaving attributable to the employing unit or its agent, (2) by discharge shown to the satisfaction of the commissioner by substantial and credible evidence to be attributable to . . . a knowing violation of a

reasonable and uniformly enforced rule or policy of the employer, provided that such violation is not shown to be as a result of the employee's incompetence. . . .

(Emphasis added.)

Thus, an individual who separates from a prior employer and immediately files an unemployment claim may be disqualified under G.L. c. 151A, § 25(e)(1) or (2), depending upon the circumstances of that separation. However, what transpired with this former employer cannot be disqualifying if that individual subsequently performs eight weeks of work for another employer and then files a claim. The DUA has no interest in the former employer's separation, because it has no bearing on whether the claimant is entitled to benefits under G.L. c. 151A, § 25.

In this case, the claimant separated from the instant employer on January 30, 2024. Finding of Fact # 3. She continued to work for another employer until February 16, 2025. Finding of Fact # 5. Because the claimant worked for the other firm until she was laid off on February 16, 2025, she did not work for the instant employer during the last eight weeks of employment prior to filing her claim. *See* Finding of Fact # 8. Thus, the instant employer is not an interested party employer.

We, therefore, conclude as a matter of law that the claimant may not be disqualified under G.L. c. 151A, § 25(e), based upon her separation from this employer, because it was not an interested-party employer pursuant to G.L. c. 151A, § 38(b).

The review examiner's decision is reversed. The claimant is entitled to receive benefits for the week of February 26, 2025, and for subsequent weeks if otherwise eligible.

N.B.: The record indicates that the claimant has limited her availability for work since filing her 2025-01 claim. For this reason, we are asking the agency to investigate the claimant's eligibility for benefits under the provisions of G.L. c. 151A, § 24(b).

BOSTON, MASSACHUSETTS
DATE OF DECISION - August 20, 2025



Paul T. Fitzgerald, Esq.
Chairman



Charlene A. Stawicki, Esq.
Member

Member Michael J. Albano 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.

LSW/rh