

# Precedent Decision Manual - Preface

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### COMMONWEALTH OF VIRGINIA PRECEDENT DECISION MANUAL REVISED (1-97)

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#### **PREFACE:**

In making their determinations and decisions, unemployment compensation claims adjudicators at all levels are guided by (1) the Virginia Unemployment Compensation Act, (2) the Rules and Regulations Affecting Unemployment Compensation issued by the [Virginia Employment Commission](#) [3], and (3) the Field Operations Manual or special memoranda issued by the Commission.

Within the above guidelines, claims adjudicators exercise considerable discretion in deciding cases. The primary purpose of this Precedent Decision Manual is to provide a means to assist in the application of this discretion so that cases with similar facts will be similarly decided. The secondary purpose of the Manual is to serve as a training tool to improve our efficiency in the rapid resolution of recurring or similar cases.

Careful use of this Manual will ensure consistency in writing reasoned opinions. Consistency is a special virtue because (1) equality or uniformity of treatment is a major ingredient of justice and (2) the process of striving for consistency tends to prevent arbitrariness in our decisions. Along with consistency goes the system of building a body of precedents so that each decision is related to prior decisions.

To ensure that the selection of new precedent decisions is a continuing process and that unemployment insurance (UI) staff members may be involved in the selection, written recommendations for additions to and deletions from the Manual may be made to the Director, Administrative Law Division, Virginia Employment Commission, P. O. Box 1358, Richmond, Virginia 23211. Some guidelines in selecting precedent decisions are as follows:

1. Findings of Fact on which a decision is based must be stated in the precedent. (Appeals Examiner's Findings of Fact adopted by the Commission can be added to a precedent to make it a complete decision.)
2. Opinions and conclusions of law must be supported by stated facts.
3. Selected decisions must have in the opinion clearly and concisely stated reasoning as to why the facts support the conclusion.
4. Special consideration will be given to leading cases, cases involving unusual points of law, and all cases ruled upon by the Courts. Published decisions issued by the Virginia Court of Appeals will automatically become a part of the Precedent Decision Manual.

## Decisions will be selected by majority vote of a Technical Review Committee appointed by the Director, Administrative Law Division.

These precedent decisions will be accessible to and open for review by all parties affected by them, as well as, the general public. The Precedent Decision Manual is designed to be used as follows:

1. As a guide to be followed when rendering decisions.
2. To explain to an interested party prior decisions involving similar issues.
3. As a research tool for advocates.

The Manual is not to be used as a substitute for the Virginia Unemployment Compensation Act or for the Rules and Regulations of

the Commission. Through its use, uniformity of decisions should be accomplished.

The Manual is comprised of the following:

1. Table of Contents -- Outlines by code numbers of the seven (7) divisions of sections devoted to decisions.
2. Seven (7) divisions of sections (each preceded by an identifying tab divider; i.e., "Able and Available") as follows:

A. Able and Available (AA) ^

## B. Labor Dispute (LD)

- C. Miscellaneous (MS)
- D. Misconduct (MT)
- E. Procedure (PR)
- F. Suitable Work (SW)
- G. Total and Partial Unemployment (TP)
- H. Voluntary Leaving (VL)

3. Headnote Sheets -- Headnotes are brief summaries of the legal rules or significant facts in the cases. They are designed to be used as a research tool for the convenience of the reader. Each division (i.e., "Able and Available") is sub-divided into sections (i.e., 150 -- Distance to Work), and each section divided into types of cases (i.e., 150.2 -- Transportation and Travel). A code number is assigned to each section and a decimal point and number are added to indicate each type of case within the sections. Similar issues may be found in different divisions, and if so, the code numbers remain the same (i.e., 150.2 -- Transportation and Travel -- is also found under divisions Able and Available, Suitable Work and Voluntary Leaving. Code number cross references will be used to set forth different issues and principles, as required.

Each decision for insertion in the Manual will be coded according to the Table of Contents. When received, insert in the Manual under the proper division and code. Cross references should also be filed according to division and code numbers. Decisions must be retained in the Manual unless instructions are received authorizing removal. Decisions will consist of "precedent," "first time," and "leading cases" and are defined thus:

1. Precedent Decisions -- decisions of a court or the Commission which establishes a rule of law for a particular type case and should be thereafter referred to in deciding similar cases.
2. First-Time Decisions -- decisions of the Appeals Examiner on issues and principles on which there have been no precedent decisions.
3. Leading Cases -- cases frequently cited by the Commission and are looked upon as having settled or determined the law upon all points involved in such cases and as guides for subsequent decisions.

#### Example of Locating Decisions in the Manual

If "suitable work" is involved, turn to the Table of Contents and locate the division. Suitable Work.

If the issue is "refusal of work because of distance to work," you will find Section 150, Distance to Work.

If the specific issue is "transportation and travel," it will be indicated as 150.2. Turn to the division. Suitable Work, and Code 150.2, the precedent or first-time decision with reference to this issue will be found. The adjudicator should read the decision or decisions filed therein and be guided thereby in rendering his/her decision, if appropriate.

I sincerely hope this Manual will help to educate professional adjudicators, guide interested parties and their representatives, and inform students and the general public of case law in Virginia affecting claims for unemployment compensation.

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**Source URL:** <http://www.vec.virginia.gov/unemployed/appeals/precedent/preface>

#### Links:

- [1] <http://www.vec.virginia.gov/unemployed/appeals/precedent/alphabetical-listing-cases>
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5. General.

Includes cases containing (1) a general discussion of the meaning of the term .able and available. or (2) ability or availability points which do not fall within any specific line in the Able and Available division of the Code.

40. Attendance at school or training course.

Includes cases in which consideration is given to effect upon the claimant.s availability of his enrollment or attendance at school, college, or training courses.

70. Citizenship or residence requirements.

Cases involving citizenship or residence as a prerequisite for employment.

90. Conscientious objection.

Includes cases in which a claimant restricts the employment acceptable to him because of conscientious objection on ethical or religious grounds.

105. Contract obligation.

Includes cases in which a claimant is bound by contract which prevents him from accepting other employment.

150. Distance to work:



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**150.05 General.**

Includes cases containing (1) a general discussion of distance, (2) points not covered by any other subline under line 150, or (3) points covered by three or more sublines.

**150.1 In transit.**

Where a claimant travels to or from the locality of his work or residence and a distant locality or localities, remaining at any one point only a short time.

**150.15 Removal from locality.**

Involves permanent removal to another locality, temporary removal from the locality of work, and willingness to move to another locality to work.

**150.2 Transportation and travel.**

Involves transportation cost, convenience, facilities, and time.

**155. Domestic circumstances:****155.05 General.**

Includes cases containing (1) a general discussion of domestic circumstances, (2) points not covered by any other subline under line 155, or (3) points covered by three or more sublines.

**155.1 Children, care of.**

Where claimant places restrictions on acceptance of work because of his need to care for children. Cases involving illness of children are found under the subline .Illness or death of others,. below.

**155.15 Financial circumstances.**

Where the economic or financial circumstances of claimant.s family are considered in determining whether or not the claimant is available for work.

**155.2 Home or spouse in another locality.**

Where a claimant is unwilling to accept work in the vicinity because of his desire to accompany or to join his spouse in another locality, or because of his reluctance to leave his home or spouse.

**155.25 Household duties.**

Where a claimant is unwilling or unable to accept employment because such work would interfere with the performance of household duties.

**155.35 Illness or death of others.**

Involves restrictions on a claimant.s availability for work because of illness or death of others.

**155.45 Parent, care of.**

Involves restrictions on acceptance of work because of the need to care for a parent who is aged or in-capacitated. Cases involving illness of parents are placed under the subline .Illness or death of others,. above.

**160. Effort to secure employment or willingness to work:****160.05 General.**

Includes cases containing (1) a general discussion of efforts to secure employment or willingness to work as affecting a claimant.s availability for, or ability to, work, (2) points not covered by any other subline under line 160, or (3) points covered by three or more sublines.

**160.1 Application for work.**

Where claimant.s application, or failure to apply, for work is considered in determining his availability for work.

#### 160.15 Attitude or behavior.

Applies to cases where claimant.s attitude or behavior indicates willingness or unwillingness to work.

#### 160.2 Employment.

Where performance or acceptance of work is discussed as evidence of ability and availability for work; a where claimant obtained work subsequent to filing.

#### 160.25 Refusal of work.

Effect of refusal, or repeated refusals, of work upon the claimant.s availability for work.

#### 160.3 Registration and reporting.

Registration and reporting, failure to register and report, or failure to register or report in the proper locality, or in the proper form.

#### 160.35 Voluntary leaving or suspension of work.

Where the fact that the claimant left or suspended work voluntarily, or his reasons for doing so, are considered in determining his availability for work.

#### 165. Employer requirements:

##### 165.05 General.

Includes cases containing (1) a general discussion of employers. requirements, (2) points not covered by any other subline under line 165, or (3) points covered by three or more sublines.

##### 165.1 Bond.

Employer.s requirement that a claimant furnish a bond prior to becoming employed.

##### 165.15 Marital status.

Where company rules prohibit the hiring of, or retention in employment of, married women.

##### 165.2 Physical status.

Employer.s requirement that a claimant submit to a physical examination as a prerequisite to employment or reemployment, or a rule prohibiting the employment of persons over or under a certain age, height, or weight, or those suffering from certain diseases or disabilities.

#### 180. Equipment.

Includes cases which discuss claimant.s inability to furnish necessary tools, special clothing, or other equipment as affecting his availability.

#### 190. Evidence:

##### 190.05 General.

General discussion of evidence, or of specific points of evidence, not covered by either of the other sublines under line 190.

##### 190.1 Burden of proof and presumptions.

Applies to discussions as to which party has burden of proof when ability to work or availability for work is at issue, or as to legal adequacy of particular evidence to overcome presumptions concerning ability to work or availability for work.

#### 190. Evidence - Continued

##### 190.15 Weight and sufficiency.

Discussion of the weight and sufficiency of the evidence as to a claimant.s ability to work or his availability for work.

#### 195. Experience or training.

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Includes cases in which the extent or the lack of a claimant.s education, experience, or training is a factor in determining availability for work.

215. Government requirements:

215.05 General.

Includes cases containing (1) a general discussion of government requirements, as they affect a claimant.s availability, (2) points not covered by any other subline under line 215, or points covered by all the sublines.

215.1 License or permit.

Discussion of the effect of work or health permit or license requirements upon claimant.s availability for work.

215.15 Manpower regulation.

This line was used for the duration of the war only. Included cases involving War Manpower Commission policies and regulations concerning the placement of workers. These cases were published under code line 75 of the bound Series.

235. Health or physical condition:

235.05 General.

Includes cases containing (1) a general discussion of physical ability to work, (2) points concerning physical ability which are not covered by any other subline under line 235, or (3) points covered by three or more sublines.

235.1 Age.

Discussion of the availability of minors or persons of advanced age.

235.15 Contagious disease.

Effect of such diseases on coworkers as factor affecting availability.

235.2 Hearing, speech, or vision.

Where defective hearing, speech, or vision has bearing on claimant.s availability.

235.25 Illness or injury.

Types of illness or injury not covered by the specific sublines under line 235.

235.3 Loss of limb (or use of).

Where loss of limb, or loss of adequate use thereof has a bearing on availability.

235.4 Pregnancy.

Where a pregnant woman.s availability for work is an issue.

250. Incarceration or other legal detention.

Applies to cases involving imprisonment, or detention of a worker.

285. Leave of absence or vacation.

Includes cases which discuss availability of claimants who are on a leave of absence or vacation.

295. Length of unemployment.

Effect of length of claimant.s unemployment upon his availability for work.

305. Military service.

Includes cases considering the effect of military status. imminent discharge, furlough from military service, inactive or reserve military status, and military leave of absence upon a claimant.s availability.

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**315. New work.**

Only used in cases which discuss whether a given employment constitutes new work within the meaning of the term as used in section 1603 (a) (5) of the Internal Revenue Code, as amended.

**320. Notification of address.**

Includes cases in which the fact of notice, or the lack of such notice, by the claimant to the employment agency, or to an employer, is considered material to a determination of the claimant's availability.

**350. Period of ineligibility.**

Includes those cases where a claimant was ill for one or more days or absent from the area one or more days and where his eligibility for that particular week is in question.

**360. Personal affairs.**

Includes cases which discuss the availability of a claimant who is engaged in such matters as settling an estate, or attending to financial or casual affairs which cannot strictly be classified as domestic circumstances (line 155), health or physical condition (line 235), or self-employment or other work (line 415).

**365. Prospect of work.**

Includes cases which discuss a claimant's prospects for work of the type, and under the conditions, acceptable to him.

**370. Public Service:****370.05 General.**

Applies to cases containing a general discussion of .public service. and to cases discussing miscellaneous types of public service not included under .jury duty. or .public office,. where the claimant's availability for work might be affected.

**370.1 Jury Duty.**

Availability of a claimant while serving as a juror.

**370.15 Public office.**

Availability of officeholders or candidates for office.

**375. Receipt of other payments:****375.05 General.**

Includes cases containing (1) a general discussion of the effect of receipt of other payments on claimant's availability, (2) points not covered by any other subline under line 375, and (3) points covered by three or more sublines.

**375.1 Disability compensation.**

Where the receipt of such compensation is considered in determining whether or not claimant is able to work.

**375.25 Old-age and survivors insurance.**

Where the filing for, or receipt of, such benefits is considered in determining claimant's availability. (NOTE: Cases discussing the reduction or cancellation of unemployment insurance benefits because of race old-age or retirement payments are covered in Miscellaneous division of the Code.)

**375.3 Pension.**

Consideration of the receipt of such payments in determining claimant's availability for work.

**395. Relief work or public assistance.**

Cases including (1) Work on relief projects, receipt of public aid or relief; (2) Domicile: assistance in the form of a home for the aged, soldiers. home, or other institution, where non-acceptance of work may be

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a condition precedent to residence in such home.

415. Self-employment or other work:

415.05 General.

Includes cases containing (1) a general discussion of self-employment, (2) points not covered by any other subline under line 415, or (3) points covered by three or more sublines.

415.1 Agriculture.

Consideration of the availability of a claimant engaged in farming or living on a farm.

415.15 Commercial enterprise.

Participation in a commercial enterprise as affecting claimant.s availability.

415.2 Family enterprise.

Effect of family enterprise on availability.

415.25 Professional work.

Availability of claimant engaged in professional work.

415.3 Salesman.

Availability of salesman.

450. Time:

450.05 General.

Includes cases containing (1) a general discussion of restrictions concerning time as affecting availability, (2) points not covered by any other subline under line 450, or (3) points covered by three or more sublines.

450.1 Days of week.

Where claimant will not work on certain days because of religious beliefs, domestic circumstances, or other reasons.

450.15 Hours:

450.151 General.

450.152 Irregular.

450.153 Long or short.

450.154 Night.

450.155 Prevailing standard, comparison with.

450.156 Statutory or regulatory standard, comparison with.

Claimant.s insistence upon, or objection to, one or more of the above specified hours of work.

450.2 Irregular employment.

Involves restrictions to, or unwillingness to accept, irregular work.

450.4 Part time or full time.

Where claimant.s availability is in issue because he either wants, or doesn.t want, part-time or full-time work.

450.45 Seasonal.

Claimant.s objection to, or insistence upon, seasonal work.

450.5 Shift.

Involves restrictions to, or unwillingness to accept, work on some particular shift.

450.55 Temporary.

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Claimant.s restriction to, or unwillingness to accept, temporary work.

475. Union relations:

475.05 General.

Includes cases containing (1) a general discussion of the effect of union requirements upon a claimant.s availability, (2) points not covered by any other subline under line 475, or (3) points covered by three or more sublines.

475. Union relations - Continued

475.5 Membership.

Claimant.s insistence upon retaining membership, or his refusal to institute or maintain union membership, as affecting his availability for work.

475.65 Remuneration.

Where claimant.s insistence upon wages meeting the approval of his union affects his availability for work.

475.85 Restriction as to type of work.

Where claimant restricts himself to union work.

475.97 Working permit.

Effect of lack of a union work permit, or a claimant.s failure to comply with the requirements for such a permit, on claimant.s availability for work.

500. Wages.

Includes cases in which a claimant.s insistence upon a wage, below which he will not work, affects his availability for work.

510. Work, nature of:

510.05 General.

Includes cases containing (1) a general discussion of the restrictions as to the nature of work with reference to claimant.s availability, (2) points not covered by any other subline under line 510, or (3) points covered by three or more sublines.

510.1 Customary.

Where a claimant.s insistence upon, or inability or unwillingness to accept, work in his usual occupation raises a question as to his availability for work.

510.15 Essential.

Used during the war and emergency period in cases where claimant.s willingness or ability to accept war work, or other work essential to reconversion, affected his availability for work. For cases published on this point see line 190 in bound Series.

510.25 Home work.

Where claimants. desire to accept only work which can be performed in their homes, or where their inability or unwillingness to obtain governmental permit for the performance of such work, affects their availability for work.

510.3 Inside or outside.

Claimant.s restriction to, or unwillingness to accept, inside or outside work.

510. Work, nature of - Continued

510.35 Light or heavy.

Where claimants, through preference or consideration of their physical well-being, restrict their acceptance of work to that requiring less physical exertion or to sedentary work.

**510.4 Preferred employer or employment.**

Effect upon availability of claimant.s willingness to work only for a particular employer, or in a particular employment.

**515. Working conditions:****515.05 General.**

Includes cases containing (1) a general discussion of working conditions or place, as affecting availability, (2) points not covered by any other subline under line 515, or (3) points covered by three or more sublines.

**515.4 Fellow employee.**

Where the claimant.s availability is an issue because of his restrictions to, or objections to, working with particular individuals or supervisors.

**515.5 Morals.**

Where a claimant restricts the work, or the environment thereof, for reasons of morality.

**515.55 Prevailing for similar work in locality.**

Comparison of claimant.s restrictions regarding working conditions with those existing for similar work in the locality. Includes cases in which consideration is given to the question of whether or not the .labor standards. provisions are applicable in such situations.

**515.65 Safety.**

Effort upon availability of a claimant.s unwillingness to accept a particular job, or type of work, because of some alleged risk to life or physical safety.

**515.75 Seniority.**

Availability of claimants who restrict themselves to a particular employer, in order to protect and enjoy some advantage resulting from seniority with that employer, and of claimants who reject employment in which they cannot obtain seniority benefits.

**515.85 Temperature or ventilation.**

Claimant.s objection to certain types of employment because of the temperature or ventilation involved.

**515.95 Weather or climate.**

Effect upon claimant.s availability because of his objection to working under certain weather or climatic conditions, or when the weather prevents him from performing his type of work.

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# Precedent Decision Manual - Able and Available






## Precedent Decision Manual - Able and Available








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## Precedent Decision Manual - Labor Disputes

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## Precedent Decision Manual - Miscellaneous

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## Precedent Decision Manual - Misconduct



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





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## Precedent Decision Manual - Procedure

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## Precedent Decision Manual - Suitable Work

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## Precedent Decision Manual - Total and Partial Unemployment

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## Precedent Decision Manual - Voluntary Leaving

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
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
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
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
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
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
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
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
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
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
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





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




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

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## Precedent Decision Manual - Subject Index (All Sections)






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









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




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






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




















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

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
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









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







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
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[453] <http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section495/495-22411-C-Gannaway.pdf>  
[454] <http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section495/495-3650-C.pdf>  
[455] <http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section495/495-2177-92-3-W hitt.pdf>  
[456] <http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section500/500-13641-C-Decker.pdf>  
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[465] <http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section500/500-7863-C.pdf>  
[466] [WAI Level A Compliant](http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section500/500-UI-74-1569-</a></p></div><div data-bbox=)



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[479] <http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section515/515-30472-C-Bolden.pdf>  
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[484] <http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section515/515-UI-74-3319-Spencer.pdf>  
[485] <http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section515/515-CrossRefto42268-C.pdf>  
[486] <http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section515/515-CrossRefto24036-C.pdf>  
[487] <http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section515/515-22419-C-Caldwell.pdf>  
[488] <http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section515/515-UI-82-11512-Bush.pdf>  
[489] <http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section515/515-25091-C-Blevins.pdf>  
[490] <http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section515/515-13417-C-Mason.pdf>  
[491] <http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section515/515-8091-C-Meadows.pdf>  
[492] <http://www.vec.virginia.gov/vecportal/unins/precedent/pdf/Voluntary-Section515/515-CrossRefto31692-C.pdf>  
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# Precedent Decision Manual - Alphabetical Listing of Cases

## Precedent Decision Manual - Alphabetical Listing of Cases

### COMMONWEALTH OF VIRGINIA PRECEDENT DECISION MANUAL REVISED (1-97)

Alphabetical Listing of Cases / [Subject Index \(All Sections\)](#) [1]

#### **ALPHABETICAL LISTING OF CASES:**

[A](#), [B](#), [C](#), [D](#), [E](#), [F](#), [G](#), [H](#), [I](#), [J](#), [K](#), [L](#), [M](#), [N](#), [O](#), [P](#), [Q](#), [R](#), [S](#), [T](#), [U](#), [V](#), [W](#), [X](#), [Y](#), [Z](#)

In making their determinations and decisions, unemployment compensation claims adjudicators at all levels are guided by (1) the Virginia Unemployment Compensation Act, (2) the Rules and Regulations Affecting Unemployment Compensation issued by the Virginia Employment Commission, and (3) the Field Operations Manual or special memoranda issued by the Commission.

Within the above guidelines, claims adjudicators exercise considerable discretion in deciding cases. The primary purpose of this Precedent Decision Manual is to provide a means to assist in the application of this discretion so that cases with similar facts will be similarly decided. The secondary purpose of the Manual is to serve as a training tool to improve our efficiency in the rapid resolution of recurring or similar cases.

Careful use of this Manual will ensure consistency in writing reasoned opinions. Consistency is a special virtue because (1) equality or uniformity of treatment is a major ingredient of justice and (2) the process of striving for consistency tends to prevent arbitrariness in our decisions. Along with consistency goes the system of building a body of precedents so that each decision is related to prior decisions.

To ensure that the selection of new precedent decisions is a continuing process and that unemployment insurance (UI) staff members may be involved in the selection, written recommendations for additions to and deletions from the Manual may be made to the Director, Administrative Law Division, Virginia Employment Commission, P. O. Box 1358, Richmond, Virginia 23211. Some guidelines in selecting precedent decisions are as follows:

1. Findings of Fact on which a decision is based must be stated in the precedent. (Appeals Examiner's Findings of Fact adopted by the Commission can be added to a precedent to make it a complete decision.)
2. Opinions and conclusions of law must be supported by stated facts.
3. Selected decisions must have in the opinion clearly and concisely stated reasoning as to why the facts support the conclusion.
4. Special consideration will be given to leading cases, cases involving unusual points of law, and all cases ruled upon by the Courts. Published decisions issued by the Virginia Court of Appeals will automatically become a part of the Precedent Decision Manual.

Decisions will be selected by majority vote of a Technical Review Committee appointed by the Director, Administrative Law Division.

These precedent decisions will be accessible to and open for review by all parties affected by them, as well as, the general public. The Precedent Decision Manual is designed to be used as follows:

1. As a guide to be followed when rendering decisions.
2. To explain to an interested party prior decisions involving similar issues.
3. As a research tool for advocates.

The Manual is not to be used as a substitute for the Virginia Unemployment Compensation Act or for the Rules and Regulations of

the Commission. Through its use, uniformity of decisions should be accomplished.

The Manual is comprised of the following:

1. Table of Contents -- Outlines by code numbers of the seven (7) divisions of sections devoted to decisions.
2. Seven (7) divisions of sections (each preceded by an identifying tab divider; i.e., "Able and Available") as follows:
  - A. Able and Available (AA) ^
  - B. Labor Dispute (LD)
  - C. Miscellaneous (MS)
  - D. Misconduct (MT)

E. Procedure (PR)  
 F. Suitable Work (SW)  
 G. Total and Partial Unemployment (TP)  
 H. Voluntary Leaving (VL)















3. Headnote Sheets -- Headnotes are brief summaries of the legal rules or significant facts in the cases. They are designed to be used as a research tool for the convenience of the reader. Each division (i.e., "Able and Available") is sub-divided into sections (i.e., 150 -- Distance to Work), and each section divided into types of cases (i.e., 150.2 -- Transportation and Travel). A code number is assigned to each section and a decimal point and number are added to indicate each type of case within the sections. Similar issues may be found in different divisions, and if so, the code numbers remain the same (i.e., 150.2 -- Transportation and Travel -- is also found under divisions Able and Available, Suitable Work and Voluntary Leaving. Code number cross references will be used to set forth different issues and principles, as required.

(Revised 1/97) Alphabetical Listing of Cases

AA -- Able & Available


















- LD -- Labor Dispute
- MS -- Miscellaneous
- MT -- Misconduct
- PR -- Procedure
- SW -- Suitable Work
- TP -- Total & Partial Unemployment
- VL -- Voluntary Leaving

**A**

Name	Case No.	Location
Actuarial Benefits & Design Corp. v. VEC & Lipcsey	<a href="#">Rec. 0062-96-2</a> [2] 	<a href="#">MS 95.2</a> [3] <a href="#">MT 135.25</a> [4] <a href="#">VL 135.4</a> [5]
Adams, et al v. Heritage Hall	<a href="#">24380-C</a> [6] 	<a href="#">LD 465.3</a> [7]
Adeyinka v. Charles E. Smith	<a href="#">JCX-73-93</a> [8] 	<a href="#">SW 265.3</a> [9]
Alien v. Diversified Mailing	<a href="#">26810-C</a> [10] 	<a href="#">VL 515.4</a> [5]
Amos v. Celanese Fibers Company	<a href="#">5631-C</a> [11] 	<a href="#">SW 330.1</a> [9]
Amos v. Appalachian Senior Citizens	<a href="#">JI-83-5402</a> [12] 	<a href="#">MS 60.05</a> [3]
Anderson v. Glass Marine, Inc.	<a href="#">13211-C</a> [13] 	<a href="#">MT 255.1</a> [4]
Andrews v. Planter's Peanuts	<a href="#">5229-C</a> [14] 	<a href="#">VL 150.2</a> [5]
Angerman v. BHW Carpentry	<a href="#">20456-C</a> [15] 	<a href="#">SW 500.7</a> [9]
Aderonke A. Ariyo	<a href="#">43022-C</a> [16] 	<a href="#">MS 70</a> [3] <a href="#">MS 95.15</a> [3]
Armstrong v. Town of Blacksburg	<a href="#">32759-C</a> [17] 	<a href="#">MS 60.1</a> [3]
Arthur v. Rea Magnet Wire Company, Inc.	<a href="#">11147-C</a> [18] 	<a href="#">VL 235.45</a> [5]
Ashe V. VEPCO	<a href="#">16700-C</a> [19] 	<a href="#">MT 85</a> [4]
Ashton v. F & K Lumber Corporation	<a href="#">11655-C</a> [20] 	<a href="#">VL 365.1</a> [5]

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**B**

Name	Case No.	Location
Baker v. Babcock & Wilcox Co.	<a href="#">11 Va App. 419</a> [22] 	<a href="#">MT 390.25</a> [4]
Baker v. Clinch Valley Lanes	<a href="#">7863-C</a> [23] 	<a href="#">VL 500.5</a> [5]
Bannister v. Quality Inn	<a href="#">24531-C</a> [24] 	<a href="#">TP 5</a> [25]
Barkley v. Peninsula Transportation Dist. Comm.	<a href="#">14 Va App. 317</a> [26] 	<a href="#">MT 485.45</a> [4]
Barnes v. Economy Stores, Inc.	<a href="#">3624-C</a> [27] 	<a href="#">PR 10.25</a> [28]
Barnes v. Prospect Enterprises and Uniroof Co.	<a href="#">36759-C</a> [29] 	<a href="#">VL 150.15</a> [5]
Baron v. Commonwealth of Virginia	<a href="#">39224-C</a> [30] 	<a href="#">AA 160.1</a> [31] <a href="#">AA 415.25</a> [31]
Batal Builders, Inc. v. Polonica	<a href="#">Law No. 95017</a> [32] 	<a href="#">MT 190</a> [4]
Beadles v. J.P. Stevens & Co., Inc.	<a href="#">27823-C</a> 	<a href="#">SW 170.1</a> [8] <a href="#">MT 190</a> [4]
Bell Atlantic Network Services v. VEC and Mathews	<a href="#">16 Va App. 741</a> [33] 	<a href="#">SW 40</a> [8]
Bellamy v. Giant Food, Inc.	<a href="#">23725-C</a> 	<a href="#">LD 125.15</a> [7]
Bernard v. M. W. Manufacturing Company	<a href="#">JI-73-1696</a> [34] 	<a href="#">MT 255.1</a> [4]
Bianco v. The Stambaugh-Thompson Company	<a href="#">46269-C</a> [35] 	<a href="#">LD 35.15</a> [7]
Biese v. National Airlines, Inc.	<a href="#">3184-C</a> [36] 	<a href="#">PR 20.2</a> [28]
Bishop v. Southside Regional Medical Center	<a href="#">33070-C</a> [37] 	<a href="#">MT 190.05</a> [4] <a href="#">MT 485.45</a> [4]
Blake v. Hercules, Inc.	<a href="#">4 Va App. 270</a> [38] 	<a href="#">VL 515.8</a> [5]
Blevins v. Musser Lumber Company	<a href="#">25091-C</a> [39] 	<a href="#">MT 190</a> [4]

Bolden v. City of Alexandria	19440-C (40)		MT 190.15 [4] MT 300.25 [4] VL 515.4 [5]
Borbas v. VEC, et al.	30472-C (41)		MT 300.05 [4] MT 485.8 [4]
Bottoms v. Pan American World Airlines	0508-93-2 (42)		LD 190.1 [7]
Bowers v. Thompson c/a McDonald's	JL-85-4344 (43)		VL 135.05 [5]
Bowles v. Cities Service Oil Company	34068-C (44)		VL 440 [5]
Bowman v. Budd Trailer Division	S-10599-10306 (45)		MT 390.2 [4]
Bowman v. Big Tract Coal Company	13232-C (46)		VL 155.1 [5]
Boyd v. Mouldings, Inc.	13493-C (47)		MT 135.05 [4] MT 135.25 [4] VL 135.25 [5]
Brady v. Human Resource Institute 231 Va. 28	23871-C (48)		MT 140.4 [4] MT 190.05 [4] MT 485.05 [4]
Brady v. U. S. Military District of Washington	JCFE-479 (49)		MT 85 [4]
Branch v. Old Dominion Transit Management	3069-C (50)		LD 130 [7]
Branch v. VEC & Virginia Chemical Company	219 Va. 609 (51)		MT 5 [4] MT 85 [4] MT 485.8 [4] MT 255.05 [4]
Britt v. Virginia Employment Commission	14 Va App. 982 (52)		VL 155 [5] VL 155.2 [5] VL 495 [5]
Brock V. USAFCEUR	JCFE-998 (53)		MS 7.5 [3]
Broome v. Select Temporary Service	32909-C (54)		MS 5 [3]
Brown v. Richmond Symphony	26044-C (55)		LD 125.05 [7] SW 475.05 [9]
Browning v. Wise Construction Company, Inc.	339-C (56)		LD 445.2 [7]
Bryan v. Dean Foods Company	JL-71-2347 (57)		LD 245 [7] LD 445.05 [7]
Bryan, et al v. Dean Foods Company	5399-C (58)		MT 390.2 [4]
Bryant v. United Parcel Service	18879-C (59)		VL 425 [5]
Buchanan v. The Dean Company	S-19729-19393 (60)		VL 425 [5]
Burke v. McDowell Industries, Inc.	12826-C (61)		MT 190.05 [4] PR 80.2 [28]
Burney v. County of Arlington	32155-C (62)		AA 150.2 [31]
Burton v. Dan River Mills, Inc.	S-15-97 (63)		VL 515.65 [5]
Bush v. Moses Coal Company	JL-82-11512 (64)		VL 515.05 [5]
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**C**

Name	Case No.	Location	
Caldwell v. Fountain Bay Mining Company	22419-C (66)		VL 515.65 [5]
Campbell v. Shenandoah Sand & Gravel, Inc.	13080-C (67)		VL 150.2 [5]
Cantrell v. Koch Raven Coal Company	14754-C (68)		MT 485.1 [4]
Caprino v. Jerry's Ford Sales, Inc.	5534-C (69)		VL 515.5 [5]
Carithers v. Weldon Mills, Inc.	S-2390-2347 (70)		VL 365.25 [5]
Carr v. Huyck Felt Corporation	26685-C (71)		PR 10.25 [28] PR 60.35 [28]
Carter v. G. S. Foods, Inc.	12 Va App. 158 (72)		PR 10.05 [28]
Carter, et al v. T. M. Coal Company	10493-C (73)		LD 470.2 [7]
Carter v. Virginia Lancers, Inc.	36151-C (74)		MS 60.05 [3]
Sary v. Anheuser-Busch, Inc.	39246-C (75)		MT 485.45 [4]
Casey v. VEC & Gives Steel Company	C-86-168 (76)		MT 15.1 [4] MT 190.15 [4]
Caudill v. Blackwood Fuel Company	920-C (77)		LD 125.1 [7] LD 125.201 [7]
Caudron v. Thalimer Brothers, Inc.	38301-C (78)		AA 40 [31]
Chaplin v. A. S. R. Products, Inc.	3371-C (79)		SW 330.15 [9]
Chappelle v. Groome Transportation, Inc.	23868-C (80)		MT 300.1 [4]
Charity v. Newport News Shipbuilding	JL-78-8247 (81)		MT 255.15 [4]
Christian v. Commonwealth of Virginia	44994-C (82)		AA 250 [31] MS 95.05 [3]
Clark v. American Viscose Corporation	380-C (83)		SW 5 [9]
Clayton	43840-C (84)		MS 60.05 [3] TP 415.1 [25]
Close v. Guardian Care of Great Bridge	11278-C (85)		VL 135.2 [5]
Coan v. Consolidated Cigar Corporation	29542-C (86)		MT 85 [4]
Cobbs v. Luv-N Oven	12784-C (87)		VL 500.35 [5]
Coles v. Migrant & Seasonal Farmworkers Asso.	24988-C (88)		SW 170.05 [9]
Collins v. City of Norfolk Treasurer's Office	22536-C (89)		MT 190.05 [4] PR 80.05 [28]

Cotton v. Greyhound Airport Service	<a href="#">JI-74-603</a> [90]	<a href="#">PR 80.1</a> [28] <a href="#">MT 46.15</a> [4]
Compton v. Colox Clean Corporation	<a href="#">18749-C</a> [91]	<a href="#">VL 440</a> [5]
Cooper v. Kennedy's Piggly Wiggly	<a href="#">14 Va App. 701</a> [92]	<a href="#">MT 255.4</a> [4]
Cooper v. Newport News Shipbuilding	<a href="#">19538-C</a> [93]	<a href="#">MT 390.2</a> [4]
Cottee v. Stonewall Jackson Hospital	<a href="#">8630-C</a> [94]	<a href="#">MT 190.1</a> [4]
Copeland v. Master Movers, Inc.	<a href="#">82742-C</a> [95]	<a href="#">PR 30.3</a> [28]
Cottone v. Food Fair Store	<a href="#">6251-C</a> [96]	<a href="#">PR 10.05</a> [28]
Courtney v. Pollard Delivery Service, Inc.	<a href="#">4728-C</a> [97]	<a href="#">MT 310.1</a> [4]
Cox v. White Park Coal Company	<a href="#">S-10272-0029</a>	<a href="#">S15.05</a>
Cox v. Dunhan & Bush, Inc.	<a href="#">7248-C</a> [98]	<a href="#">MT 270</a> [4]
Craft v. Virginia Employment Commission	<a href="#">8 Va App. 607</a> [99]	<a href="#">MT 310.1</a> [4] <a href="#">MT 300.25</a> [4]
Craig v. Colley Avenue Office Supplies	<a href="#">23759-C</a> [100]	<a href="#">MT 300.05</a> [4]
Creasy v. Comdial	<a href="#">25357-C</a> [101]	<a href="#">SW 150.2</a> [9]
Crier v. Commonwealth Christian School	<a href="#">JI-73-3047</a> [102]	<a href="#">MT 485.65</a> [4]
Cronin v. Prison Fellowship	<a href="#">24636-C</a> [103]	<a href="#">AA 155</a> [31] <a href="#">AA 160.05</a> [31] <a href="#">AA 510.05</a> [31]
Crowson v. Johns Brothers, Inc.	<a href="#">11623-C</a> [104]	<a href="#">PR 60.5</a> [28]
Cutchin v. City of Hampton	<a href="#">27645-C</a> [105]	<a href="#">MT 385</a> [4]

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**D**

Name	Case No.	Location
Dan River v. Unemployment Compensation	<a href="#">195 Va. 997</a> [106]	<a href="#">AA 5</a> [31] <a href="#">AA 160.05</a> [31]
Daniels v. Department of Labor	<a href="#">JCPE-1057</a> [107]	<a href="#">PR 20.15</a> [28]
Davis v. Smith's Transfer Corporation	<a href="#">25826-C</a> [108]	<a href="#">PR 70.1</a> [28]
Davis v. Washington Naval District	<a href="#">JCPE-219</a> [109]	<a href="#">AA 235.4</a> [31]
Day v. WENZ Drum Communications	<a href="#">12892-C</a> [110]	<a href="#">VL 365.05</a> [5]
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Deel v. Yogi Mining Company	<a href="#">28498</a> [112]	<a href="#">VL 5</a> [5]
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










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