

Update: April 2009

Tax Intelligence

Minimizing Your Unemployment Costs: Representation during Unemployment Hearings

Situation

During these difficult economic times, fiscally responsible employers are doing everything possible to lower business expenses. Cutting their unemployment cost is no exception.

To keep costs under control, it is imperative that employers ensure unemployment benefits are not paid to former employees who should not be eligible. One way to accomplish this is to make sure the state has all information necessary to determine whether or not a claimant should be disqualified from unemployment benefits.

If a claimant is allowed benefits after a claim is filed, the employer has the right to file an appeal and request a hearing. Many employers are not certain who should testify during a hearing, or what documentation they should provide at the hearing to prove that the claimant should be disqualified from receiving unemployment benefits.

Solution

Hearing Representation

Employers have the right to be represented during an unemployment hearing. A hearing representative will:

- ✓ Explain the hearing process
- ✓ Help determine the proper witnesses
- ✓ Help determine what documentation is necessary to prove your case
- ✓ Prepare the witnesses to testify
- ✓ Offer the exhibits into the hearing record
- ✓ Cross-examine the claimant
- ✓ Offer rebuttal evidence as necessary
- ✓ Present a closing argument for disqualification

Value

Representation can increase an employer's success in unemployment hearings. Employers who use representation and properly prepare their case currently win about **fifty percent more** of their unemployment hearings.

For more information on hearing representation and proper presentation please contact Pete Krieshok at (314) 214-7325 or by e-mail at pkrieshok@talx.com.