

**LEWISTON, THURSDAY, APRIL 20, 2023, AT 10:00 A.M.**

**IN THE SUPREME COURT OF THE STATE OF IDAHO**

<b>DEBBIE L. WEBB,</b>	)	
	)	<b>Docket No. 49727</b>
<b>Claimant-Appellant,</b>	)	
	)	
<b>v.</b>	)	
	)	
<b>VALLEY VISTA CARE CORPORATION</b>	)	
<b>dba VALLEY VISTA CARE, Employer; and</b>	)	
<b>IDAHO DEPARTMENT OF LABOR,</b>	)	
	)	
<b>Defendants-Respondents.</b>	)	

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Appeal from the Industrial Commission of the State of Idaho.

Debbie Webb, appellant *pro se*.

Castleton Law PLLC, Boise, for respondent, Valley Vista Care Corporation.

Idaho Department of Labor, Boise, for respondent Idaho Department of Labor.

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This appeal concerns the denial of unemployment benefits by the Idaho Industrial Commission. Debbie Webb was employed by Valley Vista Care Corporation (“Valley Vista”) in St. Maries, Idaho, for approximately one year during the COVID-19 pandemic. During that time, Valley Vista instituted a vaccination requirement for all staff members, with the option for staff to seek accommodations for medical reasons or religious beliefs. Valley Vista required all unvaccinated employees to wear an N-95 mask and a face shield while in common areas and around other people. Additionally, if COVID-19 positivity rates reached a threshold determined by the Center for Disease Control (CDC), Valley Vista required additional weekly testing for unvaccinated employees, at their own expense. Webb requested and was granted an exemption from the vaccine requirement due to her sincerely held religious belief. Webb agreed to wear an N-95 mask but refused to wear a face shield, as required by Valley Vista. Webb’s failure to comply with the accommodations for unvaccinated employees led to her discharge. After her employment was terminated by Valley Vista, Webb filed for unemployment benefits.

The Department of Labor denied her application for unemployment benefits, finding that her decision not to accept Valley Vista’s accommodations constituted employee misconduct. Webb appealed the denial to the Idaho Department of Labor Appeals Bureau, where an Appeals Examiner determined she had not committed misconduct. Subsequently, Valley Vista appealed to the Industrial Commission, which found that Webb’s employment had been terminated for misconduct and that she was ineligible for unemployment benefits. Webb timely appealed.