

SUMMARY STATEMENT

Allen v. Partners in Healthcare, Inc.

Docket No. 48722

Patricia M. Allen appeals from the Idaho Industrial Commission's (the "Commission") decision denying her unemployment benefits. The Commission determined that Allen was ineligible for benefits because she voluntarily quit her job without good cause. On appeal, Allen argued the Commission's decision was not supported by substantial and competent evidence because a performance improvement plan ("PIP") given to her before she quit her employment with Partners in Health, Inc. was merely a pretext to fire her. Allen also argued that her due process rights were violated because her hearing before an Idaho Department of Labor appeals examiner was insufficient and the Commission erred in denying Allen a rehearing. Finally, she argued that the Commission's decision violated Idaho public policy.

The Idaho Supreme Court vacated the Commission's decision and remanded the matter for further proceedings. The Court held that the Commission erred in failing to analyze whether the PIP given to Allen was a viable alternative to quitting. Consequently, the Court remanded the matter for the Commission to conduct that analysis. Additionally, the Court held that the Commission did not abuse its discretion in denying Allen's request for a rehearing because the proceedings before the appeals examiner satisfied Allen's rights to procedural due process.

This summary constitutes no part of the opinion of the Court, but has been prepared by court staff for the convenience of the public.