

Employer notification

In accordance with Section 2-503 of the Oklahoma Employment Security Act, the last employer for whom the claimant worked at least 15 working days is notified when the claimant begins receiving unemployment benefits. An OES-617, Notice of Application for Unemployment Compensation is mailed to the separation employer. One important factor to protect an employer is for the employer to respond to all notices in a timely manner with complete information. Appeal rights are based on written responses.

Protesting the payment of an unemployment claim

Many employers may not be aware of the requirements of responding to notices of unemployment claims. This section addresses specifically Section 2-503(E) of the Oklahoma Employment Security Act, which states as follows:

- E. Within ten (10) days after the date on the notice or the date of the postmark on the envelope in which the notice was sent, whichever is later, an employer may file with the Commission at the address prescribed in the notice written objections to the claim setting forth specific facts which
1. make the claimant ineligible for benefits under Section 2-201 through 2-209 of this title;
 2. disqualify the claimant from benefits under Section 2-401 through 2-418 of this title; or
 3. relieve such employer from being charged for the benefits wages of such claimant.

If an employer protests with inadequate information, they will receive a decision in the mail stating that their protest has been received, but there is inadequate information surrounding the separation to make the employer an interested party. As a result, the employer will not receive a copy of the separation determination and will not have appeal rights if they believe the claim is allowed in error.

After receiving an OES-617, Notice of Application for Unemployment Compensation, an employer can file a protest if any reason exists showing the claimant should be denied benefits. A written reply must be postmarked within 10 days of the date the OES-617, Notice of Application for Unemployment Compensation was mailed. If an employer does not reply within 10 days, they may be contacted for information on job separation and other subjects. Being contacted does not mean an employer is considered an interested party.

If the claimant voluntarily left work or was discharged by the employer, the employer's protest should include full and complete facts. In case of a voluntary quit, the reason the individual gave for leaving should be included as well as an explanation as to why the employer does not think the reason was justified. In case of a discharge for misconduct, an employer should explain the nature of the misconduct in detail.