

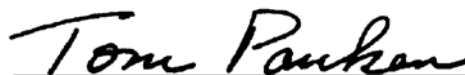
## FOREWORD

The Texas Workforce Commission Appeals Policy and Precedent Manual has been adopted for use by Agency staff as reference to precedent-establishing decisions of the Commission and the courts. The precedents it contains represent the interpretations of the Commission that, until specifically revised by the Commission or the courts, should be applied by Agency staff in similar cases. The Commission is confident that careful and exhaustive use of the manual will result in better and more uniform decisions at all levels of the Texas Workforce Commission administrative claim and appeal process.

It should be noted that many of the precedent cases were decided over the dissent of a Commissioner, and therefore not every precedent represents the unanimous view of the Commission. By voting for the adoption of this Precedent Manual, no Commissioner waives a previously expressed opinion or objection, as reflected by the decision in any given case.



Andres Alcantar  
Commissioner Representing the Public



Tom Pauken  
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