

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

68-0157 (9-06) - 3091078 - EI

**TIFFANY J CARSON**  
Claimant

**APPEAL NO. 14R-UI-00259-MT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**ROUSE MOTOR CO INC**  
Employer

**OC: 10/07/12**  
**Claimant: Respondent (1)**

Section 96.5-3-a – Work Refusal

**STATEMENT OF THE CASE:**

Employer filed an appeal from a decision of a representative dated October 26, 2012, reference 01, which held claimant eligible for unemployment insurance benefits due to a refusal to accept work. After due notice, a telephone conference hearing was scheduled for and held on February 11, 2014. The hearing is held pursuant to a remand order from the Grundy County District Court dated December 23, 2013. Claimant participated personally and was represented by Thomas Verhulst, Attorney at Law. Employer participated by Marty Rouse, Owner, Manager. Exhibits and transcript from the prior proceedings are incorporated by this reference.

**ISSUE:**

The issue in this matter is whether claimant refused to accept a suitable offer of work based on employer's failure to pay claimant and employer's failure to provide check stubs.

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: Employer made an offer of work to the claimant. That offer was ignored by claimant. The employer had failed to pay claimant timely about eight times. Claimant reminded Barb many times of the need to process her paycheck. Employer never did provide claimant with a pay stub. Claimant did the payroll cards for a period of time. Claimant then stopped working the paystubs for an unknown reason. The employer had to go back and recreate the payroll cards. Claimant had full access to all information on the payroll cards. Claimant created the problem with the pay stubs by her dereliction of duty in forgetting to fill out the payroll cards.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes claimant did not refuse a suitable offer of work. Employer had failed to pay claimant her weekly pay on time at least eight occasions. This is a breach in the duty owed claimant by employer. Claimant refused the job in part due to the late receipt of pay. Claimant need only provide one reason that is good cause to refuse a job. Failure to pay on time is good cause to refuse a job. The job was not suitable because employer did not pay claimant on time.

As to the failure to provide pay stubs, claimant did not complain to employer about this deficiency. The lack of concern during her employment detracts from claimant's credibility on the issue. The pay stub issue was not a good cause reason for refusing the job.

Iowa Code section 96.5-3-a provides:

An individual shall be disqualified for benefits:

3. Failure to accept work. If the department finds that an individual has failed, without good cause, either to apply for available, suitable work when directed by the department or to accept suitable work when offered that individual. The department shall, if possible, furnish the individual with the names of employers which are seeking employees. The individual shall apply to and obtain the signatures of the employers designated by the department on forms provided by the department. However, the employers may refuse to sign the forms. The individual's failure to obtain the signatures of designated employers, which have not refused to sign the forms, shall disqualify the individual for benefits until requalified. To requalify for benefits after disqualification under this subsection, the individual shall work in and be paid wages for insured work equal to ten times the individual's weekly benefit amount, provided the individual is otherwise eligible.

a. In determining whether or not any work is suitable for an individual, the department shall consider the degree of risk involved to the individual's health, safety, and morals, the individual's physical fitness, prior training, length of unemployment, and prospects for securing local work in the individual's customary occupation, the distance of the available work from the individual's residence, and any other factor which the department finds bears a reasonable relation to the purposes of this paragraph. Work is suitable if the work meets all the other criteria of this paragraph and if the gross weekly wages for the work equal or exceed the following percentages of the individual's average weekly wage for insured work paid to the individual during that quarter of the individual's base period in which the individual's wages were highest:

(1) One hundred percent, if the work is offered during the first five weeks of unemployment.

(2) Seventy-five percent, if the work is offered during the sixth through the twelfth week of unemployment.

(3) Seventy percent, if the work is offered during the thirteenth through the eighteenth week of unemployment.

(4) Sixty-five percent, if the work is offered after the eighteenth week of unemployment.

However, the provisions of this paragraph shall not require an individual to accept employment below the federal minimum wage.

871 IAC 24.24(1)a provides:

(1) Bona fide offer of work.

a. In deciding whether or not a claimant failed to accept suitable work, or failed to apply for suitable work, it must first be established that a bona fide offer of work was made to

the individual by personal contact or that a referral was offered to the claimant by personal contact to an actual job opening and a definite refusal was made by the individual. For purposes of a recall to work, a registered letter shall be deemed to be sufficient as a personal contact.

871 IAC 24.24(4) provides:

(4) Work refused when the claimant fails to meet the benefit eligibility conditions of Iowa Code section 96.4(3). Before a disqualification for failure to accept work may be imposed, an individual must first satisfy the benefit eligibility conditions of being able to work and available for work and not unemployed for failing to bump a fellow employee with less seniority. If the facts indicate that the claimant was or is not available for work, and this resulted in the failure to accept work or apply for work, such claimant shall not be disqualified for refusal since the claimant is not available for work. In such a case it is the availability of the claimant that is to be tested. Lack of transportation, illness or health conditions, illness in family, and child care problems are generally considered to be good cause for refusing work or refusing to apply for work. However, the claimant's availability would be the issue to be determined in these types of cases.

871 IAC 24.24(8) provides:

(8) Refusal disqualification jurisdiction. Both the offer of work or the order to apply for work and the claimant's accompanying refusal must occur within the individual's benefit year, as defined in subrule 24.1(21), before the Iowa code subsection 96.5(3) disqualification can be imposed. It is not necessary that the offer, the order, or the refusal occur in a week in which the claimant filed a weekly claim for benefits before the disqualification can be imposed.

**DECISION:**

The decision of the representative dated October 26, 2012, reference 01, is affirmed. Claimant is eligible to receive unemployment insurance benefits, provided claimant meets all other eligibility requirements. The offer of work was not suitable.

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Marlon Mormann  
Administrative Law Judge

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Decision Dated and Mailed

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