

BEFORE THE
EMPLOYMENT APPEAL BOARD
Lucas State Office Building
Fourth floor
Des Moines, Iowa 50319

NATHAN S DORSCHER

Claimant

and

DINERO INC

Employer

HEARING NUMBER: 19BUI-03088

EMPLOYMENT APPEAL BOARD
DECISION

NOTICE

THIS DECISION BECOMES FINAL unless (1) a **request for a REHEARING** is filed with the Employment Appeal Board within **20 days** of the date of the Board's decision or, (2) a **PETITION TO DISTRICT COURT IS FILED WITHIN 30 days** of the date of the Board's decision.

A REHEARING REQUEST shall state the specific grounds and relief sought. If the rehearing request is denied, a petition may be filed in **DISTRICT COURT** within **30 days** of the date of the denial.

SECTION: 96.5-2-A

DECISION

UNEMPLOYMENT BENEFITS ARE ALLOWED IF OTHERWISE ELIGIBLE

The Employer appealed this case to the Employment Appeal Board. The members of the Employment Appeal Board reviewed the entire record. The Appeal Board finds the administrative law judge's decision is correct. The administrative law judge's Findings of Fact and Reasoning and Conclusions of Law are adopted by the Board as its own. The administrative law judge's decision is **AFFIRMED**.

The Board notes that the difficulties in this case include that the Employer has supplied us with no final event that caused the discharge, few details on what the problems were, and the warnings described by the Employer are not specific enough to put the Claimant on notice that his job was in jeopardy.

We also note for the Employer's benefit that it is not a base period employer on the current claim. This means the Employer will not see a charge on the claim year that ends December 8, 2019. **If** the Claimant establishes a new claim for benefits in December 2019, and **if** he is otherwise eligible, and **if** he claims for enough weeks, then the Employer's account may, after December, be subject to a charge equal to no more than \$184. We refer the Employer to Iowa Code §96.7(2)(d) on how this may affect taxes. In particular, the benefit ratio used to assign a rank is "a number computed to six decimal places on July 1 of each year obtained by dividing the average of all benefits charged to an employer during the five periods of four consecutive calendar quarters

immediately preceding the computation date by the employer's average annual taxable payroll." This of course has nothing whatsoever to do with how we ruled in this case. We make the observation only for informational purposes.

Kim D. Schmett

Ashley R. Koopmans

James M. Strohman

RRA/fnv