

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

BYRON GRIFFIN

Claimant

APPEAL 15A-UI-04726-H2-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

PEOPLEWORKS STAFFING LLC

Employer

OC: 03/15/15

Claimant: Appellant (1)

Iowa Code §96.5(3)a – Work Refusal

STATEMENT OF THE CASE:

The claimant filed an appeal from the April 9, 2015 (reference 03) unemployment insurance decision that denied benefits. The parties were properly notified about the hearing. A telephone hearing was held on May 28, 2015. Claimant participated. Employer participated through Craig Bell, Staffing Specialist.

ISSUES:

Did the claimant refuse a suitable offer of work?

FINDINGS OF FACT:

Having reviewed all of the evidence in the record, the administrative law judge finds: Claimant has no means of transportation and relies on taking the bus to get to and from work. The claimant was assigned to work in Urbandale, Iowa at ColorFX in the fall of 2014. He got to and from that assignment by taking the bus.

On March 24, 2015, the claimant was again offered full-time work at ColorFX in Urbandale, Iowa. He would have been working the same shift for the same hourly pay as he had been working in the fall of 2014. The claimant turned down the assignment because he did not have any bus tokens to get to the job site. Transportation to and from the job site is the claimant's responsibility. Claimant's average weekly wage is \$159; the offer of work was for well over that amount of money per week.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes claimant did refuse a suitable offer of work.

Iowa Code § 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.

The offer was suitable, as it did meet the minimum wage requirements set out above. The offer was for work the claimant had performed suitable as it was work he had done before at the same hourly rate of pay and for the same shift. The claimant's inability to get to the job site because he did not have a bus token, is not have a good cause reason for the refusal. Benefits are denied.

DECISION:

The April 9, 2015 (reference 03) decision is affirmed. Claimant did refuse a suitable offer of work. Benefits are withheld until such time as the claimant works in and has been paid wages equal to ten times his weekly benefit amount, provided he is otherwise eligible.

Teresa K. Hillary
Administrative Law Judge

Decision Dated and Mailed

tkh/can