

**BEFORE THE
EMPLOYMENT APPEAL BOARD
Lucas State Office Building, 4TH Floor
Des Moines, Iowa 50319
eab.iowa.gov**

JAMIE K ROOB

Claimant

and

FEDEX GROUND PACKAGE SYSTEM INC

Employer

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HEARING NUMBER: 22B-UI-04079

**EMPLOYMENT APPEAL BOARD
DECISION**

SECTION: 10A.601 Employment Appeal Board Review

D E C I S I O N

FINDINGS OF FACT:

The notice of hearing in this matter was mailed March 3, 2022. The notice set a hearing for March 16, 2022. The Employer did not appear for or participate in the hearing. The reason the Employer did not appear is because he was unable to complete the call using the pin provided. After repeated attempts, Employer was disconnected and unable to gain access to the administrative law judge due to no fault of his own.

REASONING AND CONCLUSIONS OF LAW:

Iowa Code section 10A.601(4) (2019) provides:

4. Appeal board review. The appeal board may on its own motion affirm, modify, or set aside any decision of an administrative law judge on the basis of the evidence previously submitted in such case, or direct the taking of additional evidence, or may permit any of the parties to such decision to initiate further appeals before it. The appeal board shall permit such further appeal by any of the parties interested in a decision of an administrative law judge and by the representative whose decision has been overruled or modified by the administrative law judge. The appeal board shall review the case pursuant to rules adopted by the appeal board. The appeal board shall promptly notify the interested parties of its findings and decision.

Here the Employer did not participate in the hearing because he was unable to access the administrative law judge using the pin provided on the Notice of Hearing. He tried to comply with the notice instructions, but was unable due to no fault of his own. Based on this circumstance, we find the Employer has provided good cause for his nonparticipation. For this reason, the matter will be remanded for another hearing before an administrative law judge so that the Employer may avail himself of his due process right.

We caution the Employer that, barring exceptional circumstances, we will not again excuse a failure to participate in the hearing as scheduled.

DECISION:

The decision of the administrative law judge dated March 29, 2022 is not vacated and remains in force unless and until the Department makes a differing determination pursuant to this remand. This matter is remanded to an administrative law judge in the Workforce Development Center, Appeals Section. The administrative law judge shall conduct a hearing following due notice. After the hearing, the administrative law judge shall issue a decision which provides the parties appeal rights.

James M. Strohman

Ashley R. Koopmans

Myron R. Linn

AMG/fnv