

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

---

**LISA A DARNELL**  
Claimant

**TRZ LLC**  
Employer

**APPEAL 19A-UI-02471-LJ-T**  
**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 12/30/18**  
**Claimant: Respondent (5)**

---

Iowa Code § 96.5(3)a – Failure to Accept Work

**STATEMENT OF THE CASE:**

The employer filed an appeal from the March 19, 2019 (reference 02) unemployment insurance decision that allowed benefits based upon a determination that claimant refused an offer of work because the offer was not suitable. The parties were properly notified of the hearing. A telephonic hearing was held on April 8, 2019. The claimant, Lisa A. Darnell, participated. The employer, TRZ, L.L.C., participated through David Welch, Broker. The administrative law judge took official notice of the administrative record.

**ISSUES:**

Was a suitable offer of work made to the claimant?

If so, did the claimant fail to accept and was the failure to do so for a good cause reason?

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: Claimant was previously employed by employer TRZ, Inc. Claimant separated from this employment in January 2019. This separation led claimant to file for unemployment insurance benefits.

On February 6, 2019, Employer TRZ, Inc., made an offer of work to claimant. This offer was for a front office manager or front office receptionist position. The employer offered an annual salary of \$45,000.00 for this position. This breaks down to a weekly wage of \$865.38. In the position, claimant's hours would have been Monday through Friday from 8:30 a.m. until 5:00 p.m. Claimant's average weekly wage is \$1,153.85. The offer was made in the sixth week of unemployment.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the offer of work extended to claimant was not suitable.

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. (1) 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:

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

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

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

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

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

In this case, claimant received the offer from the employer during her sixth week of unemployment. Based on the above law, if the wage offered to her is seventy-five percent of her average weekly wage, the offer is suitable. Seventy-five percent of claimant's average weekly wage is \$865.39, which is higher than the weekly wage the employer offered. Therefore, the offer of work was not suitable.

**DECISION:**

The March 19, 2019, (reference 02) unemployment insurance decision is modified with no change in effect. The offer of work extended by the employer was not suitable. Benefits are allowed, provided claimant is otherwise eligible.

---

Elizabeth A. Johnson  
Administrative Law Judge

---

Decision Dated and Mailed

lj/scn