

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

ADAM D KALMES

Claimant

APPEAL NO. 15A-UI-01401-B2T

**ADMINISTRATIVE LAW JUDGE
DECISION**

STREITER MOTOR COMPANY

Employer

OC: 01/19/14

Claimant: Respondent (2R)

Iowa Code § 96.5-1 – Voluntary Quit
Iowa Code § 96.3-7 – Recovery of Overpayment of Benefits
871 IA Admin. Code 24(10) – Employer Participation in Fact Finding

STATEMENT OF THE CASE:

Employer filed an appeal from a decision of a representative dated January 26, 2015, reference 02, which held claimant eligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on February 26, 2015. Claimant participated personally. Employer participated by Jeff Helms and Nancy Brentice.

ISSUES:

Whether claimant quit for good cause attributable to employer?

Whether claimant was overpaid benefits?

If claimant was overpaid benefits, should claimant repay benefits or should employer be charged due to employer's participation or lack thereof in fact finding?

FINDINGS OF FACT:

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: Claimant last worked for employer on August 22, 2014. Claimant returned to full time schooling shortly after the August 22, 2014 date when he separated from employment with employer.

Claimant worked as a porter for employer and had various other duties in working for a car dealership. Claimant was originally hired in October of 2012, and then quit work in January of 2014 so that he could pursue his education. Claimant returned to work in June of 2014, and worked until he returned to school. Claimant had been working at a full-time position through his dates of employment.

Claimant notified employer that he would be returning to school and would only be able to work full time at the job during the summer. Claimant asked employer if he could continue working part-time, but employer declined stating that the position was a full time position. Employer needed someone who would continue to work full time in the position claimant occupied, and hired a new employee for claimant to train prior to claimant ending his employment.

Claimant stated that while he was at school, he was unable to work between the hours of 11 a.m. to 2:30 p.m. as he has classes, but is able to and available for work at other hours. Employer stated that the job which claimant filled has had steady hours of at or around 8 a.m. to 5 p.m.

Claimant stated that he had received unemployment payments in this matter, but was unable to state the amount of payments received.

REASONING AND CONCLUSIONS OF LAW:

Iowa Code § 96.5-1 provides:

An individual shall be disqualified for benefits:

1. Voluntary quitting. If the individual has left work voluntarily without good cause attributable to the individual's employer, if so found by the department.

Iowa Code § 96.3-7, as amended in 2008, provides:

7. Recovery of overpayment of benefits.

a. If an individual receives benefits for which the individual is subsequently determined to be ineligible, even though the individual acts in good faith and is not otherwise at fault, the benefits shall be recovered. The department in its discretion may recover the overpayment of benefits either by having a sum equal to the overpayment deducted from any future benefits payable to the individual or by having the individual pay to the department a sum equal to the overpayment.

b. (1) If the department determines that an overpayment has been made, the charge for the overpayment against the employer's account shall be removed and the account shall be credited with an amount equal to the overpayment from the unemployment compensation trust fund and this credit shall include both contributory and reimbursable employers, notwithstanding section 96.8, subsection 5. However, provided the benefits were not received as the result of fraud or willful misrepresentation by the individual, benefits shall not be recovered from an individual if the employer did not participate in the initial determination to award benefits pursuant to section 96.6, subsection 2, and an overpayment occurred because of a subsequent reversal on appeal regarding the issue of the individual's separation from employment. The employer shall not be charged with the benefits.

(2) An accounting firm, agent, unemployment insurance accounting firm, or other entity that represents an employer in unemployment claim matters and demonstrates a continuous pattern of failing to participate in the initial determinations to award benefits, as determined and defined by rule by the department, shall be denied permission by the

department to represent any employers in unemployment insurance matters. This subparagraph does not apply to attorneys or counselors admitted to practice in the courts of this state pursuant to section 602.10101.

Iowa Admin. Code r. 871-24.10 provides:

Employer and employer representative participation in fact-finding interviews.

(1) "Participate," as the term is used for employers in the context of the initial determination to award benefits pursuant to Iowa Code section 96.6, subsection 2, means submitting detailed factual information of the quantity and quality that if un rebutted would be sufficient to result in a decision favorable to the employer. The most effective means to participate is to provide live testimony at the interview from a witness with firsthand knowledge of the events leading to the separation. If no live testimony is provided, the employer must provide the name and telephone number of an employee with firsthand information who may be contacted, if necessary, for rebuttal. A party may also participate by providing detailed written statements or documents that provide detailed factual information of the events leading to separation. At a minimum, the information provided by the employer or the employer's representative must identify the dates and particular circumstances of the incident or incidents, including, in the case of discharge, the act or omissions of the claimant or, in the event of a voluntary separation, the stated reason for the quit. The specific rule or policy must be submitted if the claimant was discharged for violating such rule or policy. In the case of discharge for attendance violations, the information must include the circumstances of all incidents the employer or the employer's representative contends meet the definition of unexcused absences as set forth in 871—subrule 24.32(7). On the other hand, written or oral statements or general conclusions without supporting detailed factual information and information submitted after the fact-finding decision has been issued are not considered participation within the meaning of the statute.

(2) "A continuous pattern of nonparticipation in the initial determination to award benefits," pursuant to Iowa Code section 96.6, subsection 2, as the term is used for an entity representing employers, means on 25 or more occasions in a calendar quarter beginning with the first calendar quarter of 2009, the entity files appeals after failing to participate. Appeals filed but withdrawn before the day of the contested case hearing will not be considered in determining if a continuous pattern of nonparticipation exists. The division administrator shall notify the employer's representative in writing after each such appeal.

(3) If the division administrator finds that an entity representing employers as defined in Iowa Code section 96.6, subsection 2, has engaged in a continuous pattern of nonparticipation, the division administrator shall suspend said representative for a period of up to six months on the first occasion, up to one year on the second occasion and up to ten years on the third or subsequent occasion. Suspension by the division administrator constitutes final agency action and may be appealed pursuant to Iowa Code section 17A.19.

(4) "Fraud or willful misrepresentation by the individual," as the term is used for claimants in the context of the initial determination to award benefits pursuant to Iowa Code section 96.6, subsection 2, means providing knowingly false statements or knowingly false denials of material facts for the purpose of obtaining unemployment insurance benefits. Statements or denials may be either oral or written by the claimant.

Inadvertent misstatements or mistakes made in good faith are not considered fraud or willful misrepresentation.

This rule is intended to implement Iowa Code section 96.3(7)“b” as amended by 2008 Iowa Acts, Senate File 2160.

Claimant was rehired by employer with the understanding that claimant was working a summer job. Ongoing work would have been available to claimant if he had not decided to return to school. While gaining additional education is certainly a worthwhile endeavor, it, in and of itself, does not make a claimant eligible for unemployment benefits.

Claimant was not forced out of his position. Claimant voluntarily quit his job without good cause attributable to employer. Once the school year began again claimant was not able and available to work the same hours at the job he'd been working. The employee who succeeded claimant in the same job works the same hours as claimant. Claimant is unable to work those necessary hours as he is not able and available for work between the hours of 11 a.m. and 2:30 p.m. Employer has stated that it is necessary for an employee in the position of claimant to work during those hours. Thus claimant is not able and available to work the job he had previously been working. Therefore, irrespective of whether the court examines this case as a voluntary quit case, or if the case is looked at as an able and available for work matter, claimant has not satisfied legal requirements to be eligible for unemployment benefits.

The overpayment issue was addressed. Claimant has received unemployment payments in this matter which are overpayments as claimant's voluntary separation from his ongoing employment does not entitle claimant to unemployment benefits.

The issue of employer participation was addressed. Employer substantially participated in the fact finding such that employer's account should not be charged in this matter.

DECISION:

The decision of the representative dated January 26, 2015, reference 02, is reversed and remanded to the fact finder to determine the amount of overpayment. Unemployment insurance benefits shall be withheld until claimant has worked in and been paid wages for insured work equal to ten times claimant's weekly benefit amount, provided claimant is otherwise eligible.

Blair A. Bennett
Administrative Law Judge

Decision Dated and Mailed

bab/pjs