

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

68-0157 (9-06) - 3091078 - EI

CHRISTOPHER A LONG

Claimant

DIAMOND CRYSTAL BRANDS INC

Employer

APPEAL NO: 09A-UI-08487-ST

**ADMINISTRATIVE LAW JUDGE
DECISION**

OC: 04/26/09

Claimant: Appellant (1)

Section 96.5-2-a – Discharge
871 IAC 24.32(1) – Definition of Misconduct

STATEMENT OF THE CASE:

The claimant appealed a department decision dated June 2, 2009, reference 01, that held he was discharged for misconduct on April 26, 2009, and benefits are denied. A telephone hearing was held on June 30, 2009. The claimant did not participate. Doug Enabnit, HR Manager, participated for the employer.

ISSUE:

Whether the claimant was discharged for misconduct in connection with employment.

FINDINGS OF FACT:

The administrative law judge having heard the testimony of the witness, and having considered the evidence in the record, finds: The claimant began employment as a full-time mixer on January 31, 2000, and last worked for the employer on April 28, 2009. The claimant received an employee handbook that contained the policies of the employer. The claimant knew that he was not to leave the workplace without authorization.

The employer suspended the claimant for one day on June 2, 2008 for leaving work without authorization. On April 28, 2009 the claimant was instructed to clock-in and report to distribution. The claimant responded to the instruction by clocking-out and going home. HR Manager called the claimant and sent him a certified letter stating he was discharged for violation of company policy for leaving work without authorization.

REASONING AND CONCLUSIONS OF LAW:

Iowa Code section 96.5-2-a provides:

An individual shall be disqualified for benefits:

2. Discharge for misconduct. If the department finds that the individual has been discharged for misconduct in connection with the individual's employment:

a. The individual shall be disqualified for benefits until the individual has worked in and has been paid wages for insured work equal to ten times the individual's weekly benefit amount, provided the individual is otherwise eligible.

871 IAC 24.32(1)a provides:

Discharge for misconduct.

(1) Definition.

a. "Misconduct" is defined as a deliberate act or omission by a worker which constitutes a material breach of the duties and obligations arising out of such worker's contract of employment. Misconduct as the term is used in the disqualification provision as being limited to conduct evincing such willful or wanton disregard of an employer's interest as is found in deliberate violation or disregard of standards of behavior which the employer has the right to expect of employees, or in carelessness or negligence of such degree of recurrence as to manifest equal culpability, wrongful intent or evil design, or to show an intentional and substantial disregard of the employer's interests or of the employee's duties and obligations to the employer. On the other hand mere inefficiency, unsatisfactory conduct, failure in good performance as the result of inability or incapacity, inadvertencies or ordinary negligence in isolated instances, or good faith errors in judgment or discretion are not to be deemed misconduct within the meaning of the statute.

The administrative law judge concludes the employer has established that the claimant was discharged for misconduct in connection with employment on April 28, 2009, for a repeated violation of company policy by leaving work without authorization.

The claimant knew the employer policy due to a prior warning and suspension, and his repeated violation for the same offense constitutes job disqualifying misconduct.

DECISION:

The department decision dated June 2, 2009, reference 01, is affirmed. The claimant was discharged for misconduct on April 28, 2009. Benefits are denied until the claimant requalifies by working in and being paid wages for insured work equal to ten times his weekly benefit amount, provided the claimant is otherwise eligible.

Randy L. Stephenson
Administrative Law Judge

Decision Dated and Mailed

rls/pjs