

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

LASHAY HOLLOWAY
Claimant

CARING HANDS & MORE LLC
Employer

APPEAL NO. 22A-UI-04828-JT-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

**OC: 06/27/21
Claimant: Respondent (1)**

Iowa Code Section 96.6-2 - Timeliness of Protest

STATEMENT OF THE CASE:

On February 17, 2022, the employer filed a timely appeal from the February 10, 2022, (reference 06) decision that allowed benefits to the claimant, provided she was otherwise eligible, that held the employer's account could be charged for benefits, and that held the employer's protest could not be considered because it was untimely. After due notice was issued, a hearing was held by telephone conference call on March 30, 2022. Claimant Lashay Holloway did not respond to the hearing notice instructions to register a telephone number for the hearing and did not participate. Rodney Anderson, Director, represented the employer and presented additional testimony through Jenny Spinler, Human Resources Specialist. Exhibit 1 (the appeal letter), Exhibit 4 (the notice of claim/protest regarding the April 26, 2020 original claim), and Exhibit 5 (the fax transmission record regarding the April 26, 2020 original claim) were received into evidence. Exhibit 2 (handbook acknowledgment) and Exhibit 3 (attendance policy) were not relevant and were not receive into evidence. The administrative law judge took official notice of the notice of claim/protest received and processed by Iowa Workforce Development in connection with the June 27, 2021 original claim.

ISSUE:

Whether the employer's protest of the June 27, 2021 original claim for benefits was timely.
Whether there is good cause to deem the employer's late protest as timely.

FINDINGS OF FACT:

Having reviewed the evidence in the record, the administrative law judge finds: The claimant established a new benefit year and new original claim that was effective June 27, 2021. Caring Hands & More, L.L.C. is a base period employer in connection with the new benefit year. On July 2, 2021, Iowa Workforce Development mailed a notice of claim concerning the above claimant to the employer's Iowa City address of record. The notice of claim contained a warning that any protest must be postmarked, faxed or returned by the due date set forth on the notice, which was July 12, 2021. The notice of claim was received at the employer's address of record in a timely manner, prior to the deadline for protest. On July 9, 2021, Bruce Teague, Executive Director, added the employer's protest information to the notice of claim form. The weight of the evidence indicates the employer faxed the protest to Iowa Workforce Development. There is

nothing to suggest the employer mailed the notice of claim/protest to IWD. In May 2020, the employer had used fax as the method of submitting an earlier protest in connection with an April 26, 2020 original claim. Iowa Workforce Development Customer Service date-stamped the most protest, pertaining to the June 27, 2021 benefit year, as received on July 13, 2021.

REASONING AND CONCLUSIONS OF LAW:

Iowa Code section 96.6(2) provides, in pertinent part:

2. Initial determination. A representative designated by the director shall promptly notify all interested parties to the claim of its filing, and the parties have ten days from the date of mailing the notice of the filing of the claim by ordinary mail to the last known address to protest payment of benefits to the claimant.

Another portion of this same Code section dealing with timeliness of an appeal from a representative's decision states that such an appeal must be filed within ten days after notification of that decision was mailed. In addressing an issue of timeliness of an appeal under that portion of this Code section, the Iowa Supreme Court held that this statute prescribing the time for notice of appeal clearly limits the time to do so, and that compliance with the appeal notice provision is mandatory and jurisdictional. *Beardslee v. IDJS*, 276 N.W.2d 373 (Iowa 1979). The administrative law judge considers the reasoning and holding of the court to be controlling on this portion of that same Iowa Code section which deals with a time limit in which to file a protest after notification of the filing of the claim has been mailed.

Iowa Administrative Code Rule 871-24.8(2)(a) and (b) provide as follows:

- (2) Responding by employing units to a notice of the filing of an initial claim or a request for wage and separation information and protesting the payment of benefits.
 - a. The employing unit which receives a Form 65-5317, Notice of Claim, or a Form 68-0221, Request for Wage and Separation Information, must, within ten days of the date of the notice or request, submit to the department wage or separation information that affects the individual's rights to benefits, including any facts which disclose that the individual separated from employment voluntarily and without good cause attributable to the employer or was discharged for misconduct in connection with employment.
 - b. The employing unit may protest the payment of benefits if the protest is postmarked within ten days of the date of the notice of the filing of an initial claim. In the event that the tenth day falls on a Saturday, Sunday or holiday, the protest period is extended to the next working day of the department. If the employing unit has filed a timely report of facts that might adversely affect the individual's benefit rights, the report shall be considered as a protest to the payment of benefits.

Iowa Administrative Code Rule 871-24.35(1) provides:

Date of submission and extension of time for payments and notices.

- (1) Except as otherwise provided by statute or by division rule, any payment, appeal, application, request, notice, objection, petition, report or other information or document submitted to the division shall be considered received by and filed with the division:

- a. If transmitted via the United States Postal Service on the date it is mailed as shown by the postmark, or in the absence of a postmark the postage meter mark of the envelope in which it is received; or if not postmarked or postage meter marked or if the mark is illegible, on the date entered on the document as the date of completion.
- b. If transmitted via the State Identification Data Exchange System (SIDES), maintained by the United States Department of Labor, on the date it was submitted to SIDES.
- c. If transmitted by any means other than those outlined in paragraphs 24.35(1)"a" and "b", on the date it is received by the division.

Iowa Administrative Code Rule 871-24.35(2) provides:

Date of submission and extension of time for payments and notices.

(2) The submission of any payment, appeal, application, request, notice, objection, petition, report or other information or document not within the specified statutory or regulatory period shall be considered timely if it is established to the satisfaction of the division that the delay in submission was due to division error or misinformation or to delay or other action of the United States postal service.

- a. For submission that is not within the statutory or regulatory period to be considered timely, the interested party must submit a written explanation setting forth the circumstances of the delay.
- b. The division shall designate personnel who are to decide whether an extension of time shall be granted.
- c. No submission shall be considered timely if the delay in filing was unreasonable, as determined by the department after considering the circumstances in the case.
- d. If submission is not considered timely, although the interested party contends that the delay was due to division error or misinformation or delay or other action of the United States postal service, the division shall issue an appealable decision to the interested party.

The employer's protest was untimely. The employer received the notice of claim in a timely manner, had a reasonable opportunity to file a timely protest by the July 12, 2021 protest deadline, but filed the protest on July 13, 2021, the date IWD received the faxed protest. The late protest was not attributable to Workforce Development error or misinformation or delay or other action of the United States Postal Service. Accordingly, there is not good cause to treat the late protest as a timely protest. Because the protest was untimely, the administrative law judge lacks jurisdiction to disturb the Agency's initial determination regarding the nature of the claimant's separation from the employment, the claimant's eligibility for benefits, or the employer's liability for benefits. The Agency's initial determination of the claimant's eligibility for benefits and the employer's liability for benefits shall remain in effect.

DECISION:

The February 10, 2022, (reference 06) decision is affirmed. The employer's protest was untimely. The claimant is eligible for benefits in connection with the June 27, 2021 original claim, provided the claimant is otherwise eligible. The employer's account may be charged for benefits in connection with the June 27, 2021 original claim.

A handwritten signature in cursive script that reads "James E. Timberland". The signature is written in dark ink on a light-colored, slightly textured background.

James E. Timberland
Administrative Law Judge

April 5, 2022
Decision Dated and Mailed

jet/jh