

**BEFORE THE
EMPLOYMENT APPEAL BOARD
Lucas State Office Building
Fourth floor
Des Moines, Iowa 50319**

SILEENA R HENDLEY

Claimant,

and

CARE INITIATIVES

Employer.

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HEARING NUMBER: 11B-UI-03593

**EMPLOYMENT APPEAL BOARD
DECISION**

N O T I C E

THIS DECISION BECOMES FINAL unless (1) a **request for a REHEARING** is filed with the Employment Appeal Board within **20 days** of the date of the Board's decision or, (2) a **PETITION TO DISTRICT COURT** IS FILED WITHIN **30 days** of the date of the Board's decision.

A **REHEARING REQUEST** shall state the specific grounds and relief sought. If the rehearing request is denied, a petition may be filed in **DISTRICT COURT** within **30 days** of the date of the denial.

SECTION: 96.5-2A

D E C I S I O N

UNEMPLOYMENT BENEFITS ARE DENIED

The Claimant appealed this case to the Employment Appeal Board. The members of the Employment Appeal Board, one member dissenting, reviewed the entire record. The Appeal Board finds the administrative law judge's decision is correct. The administrative law judge's Findings of Fact and Reasoning and Conclusions of Law are adopted by the Board as its own. The administrative law judge's decision is **AFFIRMED**.

Monique F. Kuester

Elizabeth L. Seiser

DISSENTING OPINION OF JOHN A. PENO:

I respectfully dissent from the majority decision of the Employment Appeal Board; I would reverse the decision of the administrative law judge. The Claimant was a long-term employee (15 years) who, during a quality meeting, was upset about patient/resident care and 'went off' in a meeting while complaining that the administration should act as an administrator and a DON (Director of Nursing) should act as a DON. The Claimant went on to express that the facility was 'going downhill' and that she wouldn't bring a f-cking dog to the facility. The employer fired the Claimant for profanity and disrupting the meeting. While I don't condone such behavior in the workplace, under the circumstances, I would find the Claimant's behavior to be an isolated instance of poor judgment that didn't rise to the legal definition of misconduct. I would allow benefits provided the Claimant is otherwise eligible.

John A. Peno

AMG/fnv