

**IN THE IOWA ADMINISTRATIVE HEARINGS DIVISION
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

JORDAN R DAVIS
Claimant

APPEAL 23A-UI-06966-LJ-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

DOHERTY STAFFING SOLUTIONS
Employer

**OC: 09/04/22
Claimant: Respondent (1)**

Iowa Code § 96.6(2) – Timeliness of Protest
Iowa Code § 96.7(2)a(6) – Appeal from the Statement of Charges

STATEMENT OF THE CASE:

On June 23, 2023, Doherty Staffing Solutions (employer) filed an appeal from the statement of charges dated May 9, 2023, reference 04, for the first quarter of 2023. A hearing was held at 9:00 a.m. on Tuesday, August 22, 2023, pursuant to due notice. Jordan R. Davis (claimant) did not appear and did not participate in the hearing. The employer did participate through Re’jeanae Jordan, Unemployment Claims Specialist for Unemployment Tracker, third-party administrator for Doherty Staffing Solutions. Employer’s Exhibit 1 and Department’s Exhibits D1 through D3 were admitted into the record.

ISSUES:

Was the employer’s protest timely?
Was the employer’s appeal from the statement of charges timely?

FINDINGS OF FACT:

Having reviewed all of the evidence in the record, the administrative law judge finds: The claimant separated from employment on or about October 31, 2021 and filed a claim for benefits effective September 7, 2022. The notice of claim was provided to the employer in the SIDES system with an e-mail alert to a Doherty Staffing Solutions email address on September 7, 2022. The notice of claim contains a warning that the employer protest response is due ten days from the initial notice date and gave a response deadline of September 19, 2022. The employer did not file a protest response to that notice of claim.

Unemployment Tracker and the employer completed the Power of Attorney/Authorized Representative (“POA”) form. (Exhibit 1) This form authorized Unemployment Tracker to communicate with IWD on behalf of Doherty Staffing Solutions related to all claims and benefit matters. (Exhibit 1) According to the form, Doherty Staffing Solutions did not designate Unemployment Tracker as its POA for tax matters with IWD. (Exhibit 1) This form was signed by Valerie Doherty on October 20, 2022. (Exhibit 1)

The next notice of the claimant's claim for benefits was the receipt of the statement of charges mailed May 9, 2023 for the first quarter of 2023. (Exhibit D3) The second page, or back, of the statement of charges states an employer "may appeal in writing within 30 days after the date of the mailing of this statement." (Exhibit D3) The deadline for filing an appeal of the May 9, 2023 statement of charges was June 8, 2023. Jordan does not know when Doherty Staffing Solutions received the May 9, 2023 statement of charges. Doherty Staffing Solutions provided a copy of the first quarter statement of charges to Unemployment Tracker on June 20, 2023. After reviewing the statement of charges, Unemployment Tracker conducted a full audit, determined it had not received any notices of claim for any individuals listed on the statement, and filed its first protest and appeal of the claimant's receipt of benefits on June 23, 2023.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes the employer did not file a timely appeal to the statement of charges.

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

Filing – determination – appeal.

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.

Iowa Code section 96.7(2)a(6) provides:

Employer contribution and reimbursements.

2. Contribution rates based on benefit experience.

a. (6) Within forty days after the close of each calendar quarter, the department shall notify each employer of the amount of benefits charged to the employer's account during that quarter. The notification shall show the name of each individual to whom benefits were paid, the individual's social security number, and the amount of benefits paid to the individual. An employer which has not been notified as provided in section 96.6, subsection 2, of the allowance of benefits to an individual, may within thirty days after the date of mailing of the notification appeal to the department for a hearing to determine the eligibility of the individual to receive benefits. The appeal shall be referred to an administrative law judge for hearing and the employer and the individual shall receive notice of the time and place of the hearing.

Iowa Admin. Code r. 871-26.4 provides, in relevant part:

2. An appeal from an initial decision concerning the allowance or denial of benefits shall be filed, by mail, facsimile, or e-mail, online, or in person, not later than ten calendar days, as determined by the postmark or the date stamp after the decision was mailed to the party at its last-known address and shall state the following:

a. The name, address and social security number of the claimant;

- b. A reference to the decision from which appeal is taken; and,
- c. The grounds upon which the appeal is based.

3. Notwithstanding the provisions of subrule 26.4(2), a contributory employer, which has not previously received a notice of the filing of a valid claim for benefits, may appeal an individual's eligibility to receive benefits within 30 days from the mailing date of the quarterly statement of benefit charges.

4. Also notwithstanding the provisions of subrule 26.4(2), a reimbursable employer, which has not previously received a notice of the filing of a valid claim for benefits, may appeal an individual's eligibility to receive benefits within 15 days of the mailing date of the quarterly billing of benefit charges.

Here, the employer has not established that they did not receive the May 9, 2023 statement of charges prior to the appeal deadline of June 8, 2023. Nothing in the record indicates the employer ever updated their address of record with the Tax Bureau to redirect statements of charges to the third-party administrator instead of to the employer itself. Further, Unemployment Tracker was not the third-party administrator of record for the employer at the time the notice of claim was generated and sent via SIDES. It seems to have received proper notice of that claim and failed to respond entirely. The employer did not file its appeal within 30 days of the first notification it had the claimant was receiving benefits following the change in employment status. The statement of charges for the first quarter stands.

DECISION:

The May 9, 2023, reference 04, statement of charges for the first quarter of 2023 is affirmed. The employer did not file a timely appeal to the first quarter statement of charges.



Elizabeth A. Johnson
Administrative Law Judge

08/23/23
Decision Dated and Mailed

EAJ/jkb

APPEAL RIGHTS. If you disagree with the decision, you or any interested party may:

1. Appeal to the Employment Appeal Board within fifteen (15) days of the date under the judge's signature by submitting a written appeal via mail, fax, or online to:

**Employment Appeal Board
4th Floor – Lucas Building
Des Moines, Iowa 50319
Fax: (515)281-7191
Online: eab.iowa.gov**

The appeal period will be extended to the next business day if the last day to appeal falls on a weekend or a legal holiday.

AN APPEAL TO THE BOARD SHALL STATE CLEARLY:

- 1) The name, address, and social security number of the claimant.
- 2) A reference to the decision from which the appeal is taken.
- 3) That an appeal from such decision is being made and such appeal is signed.
- 4) The grounds upon which such appeal is based.

An Employment Appeal Board decision is final agency action. If a party disagrees with the Employment Appeal Board decision, they may then file a petition for judicial review in district court.

2. If no one files an appeal of the judge's decision with the Employment Appeal Board within fifteen (15) days, the decision becomes final agency action, and you have the option to file a petition for judicial review in District Court within thirty (30) days after the decision becomes final. Additional information on how to file a petition can be found at Iowa Code §17A.19, which is online at <https://www.legis.iowa.gov/docs/code/17A.19.pdf> or by contacting the District Court Clerk of Court <https://www.iowacourts.gov/iowa-courts/court-directory/>.

Note to Parties: YOU MAY REPRESENT yourself in the appeal or obtain a lawyer or other interested party to do so provided there is no expense to Workforce Development. If you wish to be represented by a lawyer, you may obtain the services of either a private attorney or one whose services are paid for with public funds.

Note to Claimant: It is important that you file your weekly claim as directed, while this appeal is pending, to protect your continuing right to benefits.

SERVICE INFORMATION:

A true and correct copy of this decision was mailed to each of the parties listed.

DERECHOS DE APELACIÓN. Si no está de acuerdo con la decisión, usted o cualquier parte interesada puede:

1. Apelar a la Junta de Apelaciones de Empleo dentro de los quince (15) días de la fecha bajo la firma del juez presentando una apelación por escrito por correo, fax o en línea a:

**Employment Appeal Board
4th Floor – Lucas Building
Des Moines, Iowa 50319
Fax: (515)281-7191
En línea: eab.iowa.gov**

El período de apelación se extenderá hasta el siguiente día hábil si el último día para apelar cae en fin de semana o día feriado legal.

UNA APELACIÓN A LA JUNTA DEBE ESTABLECER CLARAMENTE:

- 1) El nombre, dirección y número de seguro social del reclamante.
- 2) Una referencia a la decisión de la que se toma la apelación.
- 3) Que se interponga recurso de apelación contra tal decisión y se firme dicho recurso.
- 4) Los fundamentos en que se funda dicho recurso.

Una decisión de la Junta de Apelaciones de Empleo es una acción final de la agencia. Si una de las partes no está de acuerdo con la decisión de la Junta de Apelación de Empleo, puede presentar una petición de revisión judicial en el tribunal de distrito.

2. Si nadie presenta una apelación de la decisión del juez ante la Junta de Apelaciones Laborales dentro de los quince (15) días, la decisión se convierte en acción final de la agencia y usted tiene la opción de presentar una petición de revisión judicial en el Tribunal de Distrito dentro de los treinta (30) días después de que la decisión adquiriera firmeza. Puede encontrar información adicional sobre cómo presentar una petición en el Código de Iowa §17A.19, que se encuentra en línea en <https://www.legis.iowa.gov/docs/code/17A.19.pdf> o comunicándose con el Tribunal de Distrito Secretario del tribunal <https://www.iowacourts.gov/iowa-courts/court-directory/>.

Nota para las partes: USTED PUEDE REPRESENTARSE en la apelación u obtener un abogado u otra parte interesada para que lo haga, siempre que no haya gastos para Workforce Development. Si desea ser representado por un abogado, puede obtener los servicios de un abogado privado o uno cuyos servicios se paguen con fondos públicos.

Nota para el reclamante: es importante que presente su reclamo semanal según las instrucciones, mientras esta apelación está pendiente, para proteger su derecho continuo a los beneficios.

SERVICIO DE INFORMACIÓN:

Se envió por correo una copia fiel y correcta de esta decisión a cada una de las partes enumeradas.