

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

KRISTINE M SKVOR
Claimant

APPEAL NO. 07A-UI-10912-LT

**ADMINISTRATIVE LAW JUDGE
DECISION**

L L PELLING COMPANY INC
Employer

OC: 07/01/07 R: 03
Claimant: Appellant (2)

Iowa Code § 96.5(3)a – Work Refusal

STATEMENT OF THE CASE:

The claimant filed a timely appeal from the November 14, 2007, reference 03, decision that denied benefits. After due notice was issued, a telephone conference hearing was held on December 11, 2007. Claimant participated. Employer participated through David Beachy.

ISSUE:

The issue is whether claimant refused a suitable offer of work, and if so, whether the refusal was for a good cause reason.

FINDINGS OF FACT:

Having heard the testimony and having reviewed the evidence in the record, the administrative law judge finds: Employer made an offer of work to claimant on October 6, 2007. That offer included the following terms: full-time contracts administrator for the Iowa City area (20.5 miles one way), and a salary of \$30,000.00. Claimant's average weekly wage is \$693.19. The offer was made in the 14th week of unemployment. Her previous commute was 2.5 miles one way.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes claimant did refuse a suitable offer of work but had a good-cause reason for having done so.

Iowa Code § 96.5-3-a provides:

An individual shall be disqualified for benefits:

3. Failure to accept work. If the department finds that an individual has failed, without good cause, either to apply for available, suitable work when directed by the department or to accept suitable work when offered that individual. The department shall, if possible, furnish the individual with the names of employers which are seeking employees. The individual shall apply to and obtain the signatures of the employers designated by the department on forms provided by the department. However, the employers may refuse to sign the forms. The individual's failure to obtain the signatures of designated employers, which have not refused to sign the forms, shall disqualify the individual for benefits until requalified. To

requalify for benefits after disqualification under this subsection, the individual shall work in and be paid wages for insured work equal to ten times the individual's weekly benefit amount, provided the individual is otherwise eligible.

a. In determining whether or not any work is suitable for an individual, the department shall consider the degree of risk involved to the individual's health, safety, and morals, the individual's physical fitness, prior training, length of unemployment, and prospects for securing local work in the individual's customary occupation, the distance of the available work from the individual's residence, and any other factor which the department finds bears a reasonable relation to the purposes of this paragraph. Work is suitable if the work meets all the other criteria of this paragraph and if the gross weekly wages for the work equal or exceed the following percentages of the individual's average weekly wage for insured work paid to the individual during that quarter of the individual's base period in which the individual's wages were highest:

- (1) One hundred percent, if the work is offered during the first five weeks of unemployment.
- (2) Seventy-five percent, if the work is offered during the sixth through the twelfth week of unemployment.
- (3) Seventy percent, if the work is offered during the thirteenth through the eighteenth week of unemployment.
- (4) Sixty-five percent, if the work is offered after the eighteenth week of unemployment.

However, the provisions of this paragraph shall not require an individual to accept employment below the federal minimum wage.

The offer was suitable, as it met the wage requirements, but claimant did have a good cause reason for the refusal, since the commuting distance was nearly ten times that of the employment in her base period. Benefits are allowed.

DECISION:

The November 14, 2007, reference 03, decision is reversed. Claimant did refuse a suitable offer of work for a good cause reason. Benefits are allowed, provided claimant is otherwise eligible. The account of L L Pelling Company Inc. (account number 036748) shall not be charged, since it never employed claimant.

Dévon M. Lewis
Administrative Law Judge

Decision Dated and Mailed

dml/kjw