

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

CARLA A CROSS

Claimant

APPEAL NO. 07A-UI-05126-S2T

**ADMINISTRATIVE LAW JUDGE
DECISION**

MANPOWER INTERNATIONAL INC

Employer

**OC: 04/01/07 R: 01
Claimant: Respondent (1)**

Section 96.5-3-a – Refusal to Accept Suitable Work

STATEMENT OF THE CASE:

Manpower International (employer) appealed a representative's May 7, 2007 decision (reference 02) that concluded Carla Cross (claimant) eligible to receive unemployment insurance benefits. After hearing notices were mailed to the parties' last-known addresses of record, a telephone hearing was held on June 7, 2007. The claimant participated personally. The employer participated by Todd Ashenfelter, Staffing Specialist. The employer offered one exhibit, which was marked for identification as Exhibit One. Exhibit One was received into evidence.

ISSUE:

The issue is whether the claimant refused suitable work.

FINDINGS OF FACT:

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds that: The claimant worked for the employer at two different assignments between April 1, 2002, and April 8, 2007, as a temporary worker. On April 7, 2007, the claimant asked the employer if there were any assignments available. The employer said there was work at NSK. The claimant told the employer she was not interested in the assignment at NSK because it paid \$9.00 to \$9.39 per hour and she had health concerns about working there. The claimant had been earning \$11.50 per hour and working 40 or more hours per week. She suffered from asthma and knew that the chemicals at NSK would aggravate her condition.

The claimant filed a new claim for unemployment insurance benefits with an effective date of April 1, 2007. The claimant's average weekly wage during her highest quarter of wages was \$606.85.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow the administrative law judge concludes the work offered the claimant was not suitable work.

Iowa Code section 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 work was offered within two weeks of the claimant's unemployment and was required to provide the claimant wages 100 percent of those paid to the claimant during the highest quarter of her base period. The evidence fails to establish that the claimant would have received at least 100 percent of her average weekly wages during her highest quarter of earnings. Based on the factors found in Iowa Code section 96.5-3-a, the work offered to the claimant was not suitable work. The claimant is not disqualified from receiving unemployment insurance benefits.

DECISION:

The representative's May 7, 2007 decision (reference 02) is affirmed. The claimant is qualified to receive unemployment insurance benefits, if she is otherwise eligible.

Beth A. Scheetz
Administrative Law Judge

Decision Dated and Mailed

bas/pjs