

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

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**PAUL B MILLER**  
Claimant

**PMX INDUSTRIES INC**  
Employer

**APPEAL 24A-UI-01961-DZ-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 11/19/23  
Claimant: Respondent (1)**

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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:**

PMX Industries Inc, the employer/appellant,<sup>1</sup> appealed the Iowa Workforce Development (IWD) February 9, 2024 Statement of Charges for the Fourth Quarter of 2023 that listed charges of \$1,252.00 to the employer's account for UI benefits IWD paid to Mr. Miller. On February 23, 2024, the Iowa Department of Inspections, Appeals, and Licensing (DIAL), UI Appeals Bureau mailed a notice of hearing to the employer and Mr. Miller for a telephone hearing scheduled for March 13, 2024.

On February 26, 2024, the employer requested that the hearing be rescheduled. The administrative law judge granted the employer's request the same day. On February 28, 2024, the DIAL, UI Appeals Bureau mailed a notice of hearing to the employer and Mr. Miller for a telephone hearing scheduled for March 19, 2024.

The administrative law judge held a telephone hearing on March 19, 2024. The employer participated in the hearing through Brian Bedard, senior director of human resources. Mr. Miller participated in the hearing personally. The administrative law judge took official notice of the administrative record and admitted Department's Exhibits 1-2 as evidence.

**ISSUES:**

Did the employer protest Mr. Miller's UI claim on time?  
Did the employer appeal from the Statement of Charges on time?

**FINDINGS OF FACT:**

Having reviewed the evidence in the record, the undersigned finds: Mr. Miller applied for UI benefits effective November 19, 2023. IWD sent the employer a Notice of Mr. Miller's UI claim via the State Identification Date Exchange System (SIDES) on November 22, 2023. The Notice contains a warning that the employer's protest response is due ten days from the initial Notice date and gave a due date of Monday, December 4, 2023. IWD sent the Notice to the

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<sup>1</sup> Appellant is the person or employer who filed the appeal.

employer's email address listed on the employer's online account, which is the email address of former employee of the employer.

The employer received the Notice at the former employee's email address. The employer did not respond to the Notice because the employer did not see the Notice in the former employee's inbox.

At some point, Mr. Bedard learned that the former employee's email address was listed as the employer's point of contact for SIDES. On December 7, 2023, Mr. Bedard contacted IWD and asked about the situation. The IWD representative told Mr. Bedard that the former employee signed the employer up for SIDES. Mr. Bedard's impression was that the former employee signed the employer up for SIDES after their employment ended with the employer. Mr. Bedard asked IWD to turn off SIDES notification. Mr. Bedard believes IWD did so because he received a Notice of Claim via mail recently. As of the hearing date, the employer's online account shows the employer is still signed up for SIDES and the former employee is still listed as the employer's point of contact for SIDES.

IWD mailed the employer the February 9, 2024 Statement of Charges. The employer received the Statement. The employer appealed the Statement online on February 16, 2024.

The employer intended to protest Mr. Miller's UI claim because the employer terminated his employment on September 28, 2023.

#### **REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes: The employer appealed the Statement of Charges on time, but the employer did not protest Mr. Miller's UI claim on time.

Iowa Code section 96.6(2) provides, in relevant 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 issuance of the notice of the filing of the claim to protest payment of benefits to the claimant. All interested parties shall select a format as specified by the department to receive such notifications.

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

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.

Iowa Code section 96.7(2)a(6) provides that an employer who did not receive a Notice of Claim may file an appeal to determine the claimant's eligibility to receive UI benefits. But if the employer received Notice of the Claim and did not protest the claim, the employer cannot appeal the claimant's eligibility to receive UI benefits based on the employer receiving the Statement of Charges.

In this case, the employer received the Notice of Claim for Mr. Miller's UI claim but did not protest the claim. The employer has not established any good cause reason for not protesting the claim. IWD mailed the employer a Statement of Charges on February 9, 2024. The employer appealed the Statement on February 16, 2024. The employer appealed the Statement on time.

The employer is allowed to appeal to determine Mr. Miller's eligibility to receive UI benefits only if IWD did not previously notify the employer of his UI claim via the Notice of Claim. In this case, IWD emailed Mr. Miller's Notice of Claim to the employer at the employer's email address of record and gave the employer an opportunity to respond. The employer did not do so. The employer has not met the conditions for appealing the Statement of Charges under Iowa Code § 96.7(2)a(6).

**DECISION:**

The February 9, 2024 Statement of Charges for the Fourth Quarter of 2023 is AFFIRMED. The employer did not protest the Notice of Claim for Mr. Miller's UI claim on time. So, the employer has not met the conditions for appealing the Statement of Charges under Iowa Code § 96.7(2)a(6).



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Daniel Zeno  
Administrative Law Judge

March 20, 2024  
Decision Dated and Mailed

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**APPEAL RIGHTS.** If you disagree with this 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  
6200 Park Avenue Suite 100  
Des Moines, Iowa 50321  
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  
6200 Park Avenue Suite 100  
Des Moines, Iowa 50321  
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 adquiera 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.