

**BEFORE THE  
EMPLOYMENT APPEAL BOARD  
6200 Park Avenue, Suite 100  
Des Moines, Iowa 50321  
Website: eab.iowa.gov**

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**ALISHA BIGGAR**

Claimant

and

**WALMART INC**

Employer

: **APPEAL NUMBER:** 24B-UI-10291

: **ALJ HEARING NUMBER:** 23A-UI-10291

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: **EMPLOYMENT APPEAL BOARD  
DECISION**

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**SECTION:** 96.4-3 24.24-15

**D E C I S I O N**

The Employer appealed this matter to the Employment Appeal Board. The Employment Appeal Board took the appeal in error. The Employment Appeal Board only accepts appeals from parties who are aggrieved by the decision of the administrative law judge. 486 IAC 3.1(2). Therefore, the Employer's appeal is **DISMISSED**.

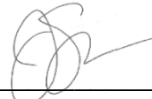
As is entirely uncontested in this case the Appellant, Wal-Mart, never offered the Claimant a job, and Claimant has never worked for Walmart. According to Workforce records the Claimant did not work for Wal-Mart during the base period, or for any period for all of 2020, 2021, 2022, and the first three quarters of 2023. The Claimant has never work for Walmart.

This means Walmart will not be, and cannot be, charged for benefits on this claim. The only reason Walmart was listed as a party was so that it could provide information about the alleged offer of employment. **Listing Walmart as a party, and awarding benefits, does not mean that Walmart will be charge for benefits paid to this claimant.** The only way Walmart could end up being charged for benefits paid to this Claimant would be either (1) the Claimant has worked for Walmart in a state other than Iowa and she files a claim after August of 2024 that includes those wages or (2) Walmart hires the Claimant at some time in the future, and the Claimant is then separated from that yet-to-exist employment relationship. Both such situations are entirely contingent on events which are yet to occur, and which likely never will occur. As it stands Walmart cannot be charged on this claim, and so Walmart is not aggrieved by the decision of the Administrative Law Judge.

For this reason, Walmart's appeal must be and is dismissed.

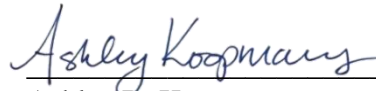
**DECISION:**

The appeal of the Iowa Workforce is **DISMISSED**. The decision of the administrative law judge remains in full force and effect.



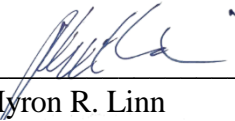
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James M. Strohman



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Ashley R. Koopmans



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Myron R. Linn

RRA/fnv

**DATED AND MAILED: JAN 10 2024**