## **BEFORE THE**

EMPLOYMENT APPEAL BOARD Lucas State Office Building, 4<sup>TH</sup> Floor Des Moines, Iowa 50319 eab.iowa.gov

| HABTAMU T TADESSE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                   |
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| Claimant                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | :                                                                                                                                                                                                                                 |
| and                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | EMPLOYMENT APPEAL BOARD DECISION                                                                                                                                                                                                  |
| TYSON FRESH MEATS INC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | :                                                                                                                                                                                                                                 |
| Employer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | :<br>:                                                                                                                                                                                                                            |
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| THIS DECISION BECOMES FINAL unleadaged Board within 20 days of the date of the FILED WITHIN 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the date of the Board within 30 days of the | ess (1) a <b>request for a REHEARING</b> is filed with the Employment the Board's decision or, (2) a <b>PETITION TO DISTRICT COURT</b> IS pard's decision.                                                                        |
| A REHEARING REQUEST shall state the petition may be filed in DISTRICT COURT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | specific grounds and relief sought. If the rehearing request is denied, a within <b>30 days</b> of the date of the denial.                                                                                                        |
| <b>SECTION:</b> 17A.12-3, 26.14-7                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                   |
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| Board reviewed the entire record. The Appe                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | apployment Appeal Board. The members of the Employment Appeal eal Board finds the administrative law judge's decision is correct. The and Reasoning and Conclusions of Law are adopted by the Board as ision is <b>AFFIRMED</b> . |
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| to remain and matter. The remaind request i                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                   |

Myron R. Linn

Ashley R. Koopmans

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