

**BEFORE THE  
EMPLOYMENT APPEAL BOARD  
Lucas State Office Building  
Fourth floor  
Des Moines, Iowa 50319**

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**CARMEN J WOODS**

Claimant

and

**KRAFT HEINZ FOODS COMPANY**

Employer

**HEARING NUMBER: 17BUI-12571**

**EMPLOYMENT APPEAL BOARD  
DECISION**

**N O T I C E**

**THIS DECISION BECOMES FINAL** unless (1) a **request for a REHEARING** is filed with the Employment Appeal Board within **20 days** of the date of the Board's decision or, (2) a **PETITION TO DISTRICT COURT** IS FILED WITHIN **30 days** of the date of the Board's decision.

**A REHEARING REQUEST** shall state the specific grounds and relief sought. If the rehearing request is denied, a petition may be filed in **DISTRICT COURT** within **30 days** of the date of the denial.

**SECTION: 96.5-2-A, 96.3-7**

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

**UNEMPLOYMENT BENEFITS ARE ALLOWED IF OTHERWISE ELIGIBLE**

The Employer appealed this case to the Employment Appeal Board. The members of the Employment Appeal Board reviewed the entire record. The Appeal Board finds the administrative law judge's decision is correct. The administrative law judge's Findings of Fact and Reasoning and Conclusions of Law are adopted by the Board as its own. The administrative law judge's decision is **AFFIRMED**.

The Board notes several factors in favor of the Claimant. First, her relationships with the deceased individuals was so close that it was no more than an error of judgment – if that – for her to describe them in familial terms. Second, because of how the Claimant described the relationships, she was not granted paid leave, but rather *unpaid* leave. Given the infrequency of the requests for leave, the impact on the Employer is slight. Finally, the Claimant was not trying to hide anything, and it was her

question over a point assessment that brought on the whole issue. We detect nothing more than a *good faith* belief by her that she could take *unpaid* funeral leave and concur with the Administrative Law Judge that this does not rise to the level of misconduct.

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Kim D. Schmett

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Ashley R. Koopmans

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James M. Strohman

RRA/fnv