

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

MICHAEL A FREEMAN
Claimant

APPEAL NO: 13A-UI-02093-ST

**ADMINISTRATIVE LAW JUDGE
DECISION**

SUBURBAN CONSTRUCTION INC
Employer

OC: 01/13/13
Claimant: Respondent (2-R)

Section 96.5-1 – Voluntary Quit
871 IAC 24.25(4) – Absent Without Notice/Job Abandonment
Section 96.3-7 – Recovery of Overpayment

STATEMENT OF THE CASE:

The employer appealed a department decision dated February 13, 2013, reference 01, that held the claimant was not discharged for misconduct on August 28, 2012, and benefits are allowed. A telephone hearing was held on March 19, 2013. The claimant did not participate. Darin Wilson, V. P., and J. R. Girskis, Owner, participated for the employer. Employer Exhibits 1, 2 & 3 was received as evidence.

ISSUE:

Whether the claimant voluntarily quit without good cause attributable to the employer.

Whether claimant is overpaid UI benefits.

FINDINGS OF FACT:

The administrative law judge having heard the witness testimony and having considered the evidence in the record, finds: The claimant worked for the employer as a full-time crew man from April 23, 2012 to August 23. The claimant requested the day off to attend a race event for August 24 and he was granted permission. He failed to return for scheduled work on August 27, 28, 29 and 30. The employer policy is to call in or report for work each day.

On August 31 claimant came in to work to get his final paycheck. When questioned why he failed to report for work, he said he was unhappy about his recent job assignment and left.

Claimant failed to respond to the hearing notice. He has received UI benefits on his claim.

REASONING AND CONCLUSIONS OF LAW:

Iowa Code section 96.5-1 provides:

An individual shall be disqualified for benefits:

1. Voluntary quitting. If the individual has left work voluntarily without good cause attributable to the individual's employer, if so found by the department.

871 IAC 24.25(4) provides:

Voluntary quit without good cause. In general, a voluntary quit means discontinuing the employment because the employee no longer desires to remain in the relationship of an employee with the employer from whom the employee has separated. The employer has the burden of proving that the claimant is disqualified for benefits pursuant to Iowa Code section 96.5. However, the claimant has the initial burden to produce evidence that the claimant is not disqualified for benefits in cases involving Iowa Code section 96.5, subsection (1), paragraphs "a" through "i," and subsection 10. The following reasons for a voluntary quit shall be presumed to be without good cause attributable to the employer:

(4) The claimant was absent for three days without giving notice to employer in violation of company rule.

The administrative law judge concludes the claimant voluntarily quit without good cause attributable to his employer due to job abandonment effective August 30, 2012.

The claimant was a three-day no-call/no-show to work as of August 30 that constitutes job abandonment as a voluntary quit.

Iowa Code section 96.3-7, as amended in 2008, provides:

7. Recovery of overpayment of benefits.

a. If an individual receives benefits for which the individual is subsequently determined to be ineligible, even though the individual acts in good faith and is not otherwise at fault, the benefits shall be recovered. The department in its discretion may recover the overpayment of benefits either by having a sum equal to the overpayment deducted from any future benefits payable to the individual or by having the individual pay to the department a sum equal to the overpayment.

b. (1) If the department determines that an overpayment has been made, the charge for the overpayment against the employer's account shall be removed and the account shall be credited with an amount equal to the overpayment from the unemployment compensation trust fund and this credit shall include both contributory and reimbursable employers, notwithstanding section 96.8, subsection 5. However, provided the benefits were not received as the result of fraud or willful misrepresentation by the individual, benefits shall not be recovered from an individual if the employer did not participate in the initial determination to award benefits pursuant to section 96.6, subsection 2, and an overpayment occurred because of a subsequent reversal on appeal regarding the issue

of the individual's separation from employment. The employer shall not be charged with the benefits.

(2) An accounting firm, agent, unemployment insurance accounting firm, or other entity that represents an employer in unemployment claim matters and demonstrates a continuous pattern of failing to participate in the initial determinations to award benefits, as determined and defined by rule by the department, shall be denied permission by the department to represent any employers in unemployment insurance matters. This subparagraph does not apply to attorneys or counselors admitted to practice in the courts of this state pursuant to section 602.10101.

Since claimant has been disqualified in this matter after receiving UI benefits, the overpayment issue is remanded to claims for a decision.

DECISION:

The department decision dated February 13, 2013, reference 01, is reversed. The claimant voluntarily quit without good cause due to job abandonment on August 30, 2012. Benefits are denied until the claimant requalifies by working in and being paid wages for insured work equal to ten times his weekly benefit amount, provided the claimant is otherwise eligible. The overpayment issue is remanded.

Randy L. Stephenson
Administrative Law Judge

Decision Dated and Mailed

rls/pjs