

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

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**ANDREA J BRUNS**

Claimant

and

**FAMILIES FIRST COUNSELING SVCS**

Employer

:  
: **APPEAL NUMBER:** 23B-UI-07619  
: **ALJ HEARING NUMBER:** 23A-UI-07619  
:  
: **EMPLOYMENT APPEAL BOARD**  
: **DECISION**  
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**NOTICE**

**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 96.5-1

**DECISION**

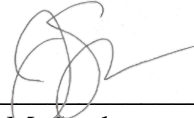
**UNEMPLOYMENT BENEFITS ARE DENIED**

The Claimant 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. With the following modification, 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** with the following **MODIFICATION**:

The Board strikes the last sentence of paragraph one of page 4 of the Administrative Law Judge's decision and inserts in place of that sentence the following:

The Employer has proven by a preponderance of the evidence that the claimant deliberately violated these rightful expectations in this case. The evidence establishes that more likely than not

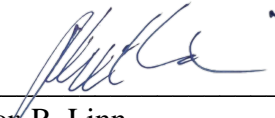
that the Claimant had the capacity to meet these expectations, but she simply chose not to do so despite repeated instruction.



James M. Strohman



Ashley R. Koopmans



Myron R. Linn

RRA/fnv

**DATED AND MAILED: OCT 31 2023**

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