

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

CLAYTON S BIRD
Claimant

APPEAL NO. 13A-UI-13943-S2

**ADMINISTRATIVE LAW JUDGE
DECISION**

DEE ZEE INC
Employer

**OC: 11/10/13
Claimant: Appellant (2/R)**

Section 96.5-2-a – Discharge for Misconduct

STATEMENT OF THE CASE:

Clayton Bird (claimant) appealed a representative's December 5, 2013, decision (reference 01) that concluded he was not eligible to receive unemployment insurance benefits because he voluntarily quit work with Dee Zee (employer). After hearing notices were mailed to the parties' last-known addresses of record, a hearing was scheduled for January 23, 2014, in Des Moines, Iowa. The claimant participated personally. The employer participated by Lacey Leichliter, Human Resources Assistant, and Sarah Tew, Human Resources Specialist.

ISSUE:

The issue is whether the claimant was separated from employment for any disqualifying reason.

FINDINGS OF FACT:

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds that: The claimant was hired on July 22, 2013, as a full-time fork lift driver. He worked Monday through Friday. The claimant signed for receipt of the employer's handbook on July 16, 2013. The employer did not issue the claimant any attendance warnings during his employment. The claimant worked his last day on November 1, 2013. On November 4, 2013, the claimant became ill with kidney stones. His doctor said he could not work. He properly reported his absences on November 4, 5, 6, 7, and 8, 2013. The employer terminated his employment on November 11, 2013, due to absenteeism.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow the administrative law judge concludes the claimant is eligible to receive unemployment insurance benefits.

Iowa Code section 96.5-2-a provides:

An individual shall be disqualified for benefits:

2. Discharge for misconduct. If the department finds that the individual has been discharged for misconduct in connection with the individual's employment:

a. The individual shall be disqualified for benefits until the individual has worked in and has been paid wages for insured work equal to ten times the individual's weekly benefit amount, provided the individual is otherwise eligible.

871 IAC 24.32(1)a provides:

Discharge for misconduct.

(1) Definition.

a. "Misconduct" is defined as a deliberate act or omission by a worker which constitutes a material breach of the duties and obligations arising out of such worker's contract of employment. Misconduct as the term is used in the disqualification provision as being limited to conduct evincing such willful or wanton disregard of an employer's interest as is found in deliberate violation or disregard of standards of behavior which the employer has the right to expect of employees, or in carelessness or negligence of such degree of recurrence as to manifest equal culpability, wrongful intent or evil design, or to show an intentional and substantial disregard of the employer's interests or of the employee's duties and obligations to the employer. On the other hand mere inefficiency, unsatisfactory conduct, failure in good performance as the result of inability or incapacity, inadvertencies or ordinary negligence in isolated instances, or good faith errors in judgment or discretion are not to be deemed misconduct within the meaning of the statute.

871 IAC 24.32(8) provides:

(8) Past acts of misconduct. While past acts and warnings can be used to determine the magnitude of a current act of misconduct, a discharge for misconduct cannot be based on such past act or acts. The termination of employment must be based on a current act.

The employer has the burden of proof in establishing disqualifying job misconduct. Excessive absences are not misconduct unless unexcused. Absences due to properly reported illness can never constitute job misconduct since they are not volitional. Cosper v. Iowa Department of Job Service, 321 N.W.2d 6 (Iowa 1982). The employer must establish not only misconduct but that there was a final incident of misconduct which precipitated the discharge. The last incident of absence was a properly reported illness which occurred on November 8, 2013. The claimant's absence does not amount to job misconduct because it was properly reported. The employer has failed to provide any evidence of willful and deliberate misconduct which would be a final incident leading to the discharge. The claimant was discharged but there was no misconduct.

The issue of whether the claimant is able and available for work is remanded for determination.

DECISION:

The representative's December 5, 2013, decision (reference 01) is reversed. The employer has not met its proof to establish job-related misconduct. Benefits are allowed. The issue of whether the claimant is able and available for work is remanded for determination.

Beth A. Scheetz
Administrative Law Judge

Decision Dated and Mailed

bas/css