

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

EMILY J ECKHEART
Claimant

APPEAL NO. 15A-UI-07683-S1-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

COUNTRY SIDE TURF & TIMBER INC
Employer

OC: 06/07/15
Claimant: Appellant (1)

Section 96.5-2-a – Discharge for Misconduct

STATEMENT OF THE CASE:

Emily Eckheart (claimant) appealed a representative's June 30, 2015, decision, (reference 01) that concluded she was not eligible to receive unemployment insurance benefits after her separation from employment with Country Side Turf & Timber (employer). After hearing notices were mailed to the parties' last-known addresses of record, a telephone hearing was scheduled for August 17, 2015. The claimant participated personally. The employer participated by Harold Crosser, Owner. The employer offered and Exhibit One was received into evidence.

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 December 4, 2007, as a full-time sales person. The claimant signed for receipt of the employer's handbook on May 28, 2009. The claimant was supposed to work from 8:00 a.m. to 5:00 p.m., Monday through Friday and some Saturdays. She was allowed a one hour lunch break.

From June 9, 2014, through June 9, 2015, the claimant was tardy for work in the mornings 109 times. She was usually late to work because she had to take her children to school. She took long lunch breaks 17 times. The claimant tried to fit counseling appointments in over her lunch time. She left work early with the employer's permission. On January 12 and May 22, 2015, the claimant signed for receipt of verbal warnings. The claimant knew that she could be terminated for further infractions. On June 9, 2015 the claimant overslept and was thirty minutes late for work. The employer terminated her on June 9, 2015.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow the administrative law judge concludes the claimant was discharged for misconduct.

Iowa Code § 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.

Iowa Admin. Code r. 871-24.32(7) provides:

(7) Excessive unexcused absenteeism. Excessive unexcused absenteeism is an intentional disregard of the duty owed by the claimant to the employer and shall be considered misconduct except for illness or other reasonable grounds for which the employee was absent and that were properly reported to the employer.

The determination of whether unexcused absenteeism is excessive necessarily requires consideration of past acts and warnings. The term "absenteeism" also encompasses conduct that is more accurately referred to as "tardiness." An absence is an extended tardiness, and an incident of tardiness is a limited absence. Absences related to issues of personal responsibility such as transportation, lack of childcare, and oversleeping are not considered excused. Higgins v. Iowa Department of Job Service, 350 N.W.2d 187 (Iowa 1984).

An employer is entitled to expect its employees to report to work as scheduled or to be notified when and why the employee is unable to report to work. The employer has established that the claimant was warned that further unexcused absences could result in termination of employment and the final absence was not excused. The final absence, in combination with the claimant's history of unexcused absenteeism, is considered excessive. Benefits are withheld.

DECISION:

The representative's June 30, 2015, decision, (reference 01) is affirmed. The claimant is not eligible to receive unemployment insurance benefits because the claimant was discharged from work for misconduct. Benefits are withheld until the claimant has worked in and has been paid wages for insured work equal to ten times the claimant's weekly benefit amount provided the claimant is otherwise eligible.

Beth A. Scheetz
Administrative Law Judge

Decision Dated and Mailed

bas/mak