

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

WENDY R KEELEY-MOTE
Claimant

APPEAL NO. 08A-UI-10508-SWT

**ADMINISTRATIVE LAW JUDGE
DECISION**

**THARALDSON EMPLOYEE MANAGEMENT
CO**
Employer

OC: 08/24/08 R: 04
Claimant: Respondent (1)

Section 96.5-2-a – Discharge
Section 17A.12-3 – Non-appearance of a Party
871 IAC 26.8(5) – Decision on the Record

STATEMENT OF THE CASE:

An appeal was filed from an unemployment insurance decision dated October 27, 2008, reference 02, that concluded the claimant's discharge was not for work-connected misconduct. A telephone hearing was scheduled for November 25, 2008. The employer called the Appeals Bureau and provided the telephone number for Bobbi Head to participate in the hearing. Additionally, Samantha Hughes with ADP had faxed in a postponement request just before the hearing requesting a postponement on the basis that the employer's witness had just returned from vacation and Hughes did not have a chance to prepare her. The request for a postponement was denied as good cause for postponing the hearing had not been shown. Neither Head nor Hughes was available when called for the hearings. The employer therefore did not participate in the hearing. Based on the employer's failure to participate in the hearing, the administrative file, and the law, the following findings of fact, reasoning and conclusions of law and decision are entered.

FINDINGS OF FACT:

The parties were properly notified of the scheduled hearing on this appeal. Neither the employer's witness or representative was available for the hearing.

A careful review of the information in the administrative file has been conducted to determine whether the unemployment insurance decision should be affirmed.

REASONING AND CONCLUSIONS OF LAW:

The Iowa Administrative Procedures Act section 17A.12-3 provides in pertinent part:

If a party fails to appear or participate in a contested case proceeding after proper service of notice, the presiding officer may, if no adjournment is granted, enter a default decision or proceed with the hearing and make a decision in the absence of the party. ... If a decision is rendered against a party who failed to appear for the hearing and the presiding officer is timely requested by that party to vacate the decision for good cause, the time for

initiating a further appeal is stayed pending a determination by the presiding officer to grant or deny the request. If adequate reasons are provided showing good cause for the party's failure to appear, the presiding officer shall vacate the decision and, after proper service of notice, conduct another evidentiary hearing. If adequate reasons are not provided showing good cause for the party's failure to appear, the presiding officer shall deny the motion to vacate.

871 IAC 26.8(3), (4) and (5) provide:

Withdrawals and postponements.

(3) If, due to emergency or other good cause, a party, having received due notice, is unable to attend a hearing or request postponement within the prescribed time, the presiding officer may, if no decision has been issued, reopen the record and, with notice to all parties, schedule another hearing. If a decision has been issued, the decision may be vacated upon the presiding officer's own motion or at the request of a party within 15 days after the mailing date of the decision and in the absence of an appeal to the employment appeal board of the department of inspections and appeals. If a decision is vacated, notice shall be given to all parties of a new hearing to be held and decided by another presiding officer. Once a decision has become final as provided by statute, the presiding officer has no jurisdiction to reopen the record or vacate the decision.

(4) A request to reopen a record or vacate a decision may be heard ex parte by the presiding officer. The granting or denial of such a request may be used as a grounds for appeal to the employment appeal board of the department of inspections and appeals upon the issuance of the presiding officer's final decision in the case.

(5) If good cause for postponement or reopening has not been shown, the presiding officer shall make a decision based upon whatever evidence is properly in the record.

The administrative law judge has carefully reviewed the information in the administrative file in the record and concludes that the unemployment insurance decision previously entered in this case is correct and should be affirmed.

Pursuant to the statute and the rule, the employer must make a written request to the administrative law judge that the hearing be reopened within 15 days after the mailing date of this decision. The written request should be mailed to the administrative law judge at the address listed at the beginning of this decision and must explain the emergency or other good cause that prevented the employer from participating in the hearing at its scheduled time.

DECISION:

The unemployment insurance decision dated October 27, 2008, reference 02, is affirmed. The decision holding the claimant qualified for benefits remains in effect. This decision will become

final unless a written request establishing good cause to reopen the record is made to the administrative law judge within 15 days of the date of this decision.

Steven A. Wise
Administrative Law Judge

Decision Dated and Mailed

saw/pjs