

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

**FREDRICK DAVID**  
Claimant

**RAINING ROSE INC**  
Employer

**APPEAL NO. 20A-UI-11142-JTT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 05/31/20**  
**Claimant: Respondent (2R)**

Iowa Code Section 96.6-2 - Timeliness of Protest

**STATEMENT OF THE CASE:**

The employer filed a timely appeal from the September 1, 2020, reference 02, decision that allowed benefits to the claimant provided he was otherwise eligible, that held the employer's account could be charged for benefits, and that held the employer's protest could not be considered because it was untimely. After due notice was issued, a hearing was held by telephone conference call on November 2, 2020. Claimant Fredrick David did not respond to the hearing notice instructions to register a telephone number for the hearing and did not participate. Nikki Voss represented the employer. Exhibits 1 through 9 were received into evidence.

**ISSUES:**

Whether the employer's protest of the claim for benefits was timely.  
Whether there is good cause to deem the employer's late protest as timely.

**FINDINGS OF FACT:**

Having reviewed the evidence in the record, the administrative law judge finds: On June 2, 2020, Iowa Workforce Development mailed a notice of claim concerning the above claimant to the employer's address of record. The notice of claim contained a warning that any protest must be postmarked, faxed or returned by the due date set forth on the notice, which was June 12, 2020. The notice of claim was received at the employer's address of record in a timely manner, prior to the deadline for protest. The notice of claim included instructions for faxing or mailing the protest to the Benefits Bureau. The notice of claim did not reference email as an option for transmitting a protest and did not include an email address. On June 8, 2020, Nikki Voss, Human Resources Manager, wrote the employer's protest information on the notice of claim form and signed to certify the accuracy of the information. On June 8, 2020, Ms. Voss emailed the notice of claim form and other attachments to the [uicclaimshelp@iwd.iowa.gov](mailto:uicclaimshelp@iwd.iowa.gov) email address. April 9-13, 2020, email correspondence between Ms. Voss and the IWD-UI Claims Help personnel included a discussion regarding the appropriate method by which to submit employer protests and ended with a April 13, 2020 IWD email that stated "Email if fine too." The employer's June 8, 2020 emailed protest did not trigger a fact-finding interview. In August 2020,

the employer received a quarterly statement of charges that prompted the employer to follow up with the Benefits Bureau regarding the June 8, 2020 protest.

### **REASONING AND CONCLUSIONS OF LAW:**

Iowa Code section 96.6(2) provides, in pertinent part:

2. Initial determination. A representative designated by the director shall promptly notify all interested parties to the claim of its filing, and the parties have ten days from the date of mailing the notice of the filing of the claim by ordinary mail to the last known address to protest payment of benefits to the claimant.

Another portion of this same Code section dealing with timeliness of an appeal from a representative's decision states that such an appeal must be filed within ten days after notification of that decision was mailed. In addressing an issue of timeliness of an appeal under that portion of this Code section, the Iowa Supreme Court held that this statute prescribing the time for notice of appeal clearly limits the time to do so, and that compliance with the appeal notice provision is mandatory and jurisdictional. *Beardslee v. IDJS*, 276 N.W.2d 373 (Iowa 1979). The administrative law judge considers the reasoning and holding of the court to be controlling on this portion of that same Iowa Code section which deals with a time limit in which to file a protest after notification of the filing of the claim has been mailed.

Iowa Administrative Code Rule 871-24.8(2)(a) and (b) provide as follows:

- (2) Responding by employing units to a notice of the filing of an initial claim or a request for wage and separation information and protesting the payment of benefits.
  - a. The employing unit which receives a Form 65-5317, Notice of Claim, or a Form 68-0221, Request for Wage and Separation Information, must, within ten days of the date of the notice or request, submit to the department wage or separation information that affects the individual's rights to benefits, including any facts which disclose that the individual separated from employment voluntarily and without good cause attributable to the employer or was discharged for misconduct in connection with employment.
  - b. The employing unit may protest the payment of benefits if the protest is postmarked within ten days of the date of the notice of the filing of an initial claim. In the event that the tenth day falls on a Saturday, Sunday or holiday, the protest period is extended to the next working day of the department. If the employing unit has filed a timely report of facts that might adversely affect the individual's benefit rights, the report shall be considered as a protest to the payment of benefits.

Iowa Administrative Code Rule 871-24.35(1) provides:

Date of submission and extension of time for payments and notices.

- (1) Except as otherwise provided by statute or by division rule, any payment, appeal, application, request, notice, objection, petition, report or other information or document submitted to the division shall be considered received by and filed with the division:
  - a. If transmitted via the United States Postal Service on the date it is mailed as shown by the postmark, or in the absence of a postmark the postage meter mark of the

envelope in which it is received; or if not postmarked or postage meter marked or if the mark is illegible, on the date entered on the document as the date of completion.

b. If transmitted via the State Identification Data Exchange System (SIDES), maintained by the United States Department of Labor, on the date it was submitted to SIDES.

c. If transmitted by any means other than those outlined in paragraphs 24.35(1)"a" and "b", on the date it is received by the division.

Iowa Administrative Code Rule 871-24.35(2) provides:

Date of submission and extension of time for payments and notices.

(2) The submission of any payment, appeal, application, request, notice, objection, petition, report or other information or document not within the specified statutory or regulatory period shall be considered timely if it is established to the satisfaction of the division that the delay in submission was due to division error or misinformation or to delay or other action of the United States postal service.

a. For submission that is not within the statutory or regulatory period to be considered timely, the interested party must submit a written explanation setting forth the circumstances of the delay.

b. The division shall designate personnel who are to decide whether an extension of time shall be granted.

c. No submission shall be considered timely if the delay in filing was unreasonable, as determined by the department after considering the circumstances in the case.

d. If submission is not considered timely, although the interested party contends that the delay was due to division error or misinformation or delay or other action of the United States postal service, the division shall issue an appealable decision to the interested party.

The evidence establishes a timely protest. The employer transmitted a protest by email on June 8, 2020. The evidence in the record is sufficient to establish that Iowa Workforce Development received the emailed protest. Though the protest was not transmitted by fax or mail as the notice of claim instructions directed, an IWD representative had previously advised the employer it was acceptable to email the protest. The employer reasonably relied on that information in emailing the timely protest. This matter will be remanded to the Benefits Bureau so that a fact-finding interview concerning the claimant's June 1, 2020 separation may proceed. The portion of the September 1, 2020, reference 02, that allowed benefits, provided the claimant was otherwise eligible, and that held the employer's account could be charged for benefits is vacated pending entry of a decision on the merits to follow the fact-finding interview.

**DECISION:**

The September 1, 2020, reference 02, decision is reversed. The employer's protest was timely. This matter is remanded to the Benefits Bureau so that a fact-finding interview concerning the claimant's June 1, 2020 separation may proceed. The portion of the September 1, 2020, reference 02, that allowed benefits, provided the claimant was otherwise eligible, and that held the employer's account could be charged for benefits is vacated pending entry of a decision on the merits to follow the fact-finding interview.

A handwritten signature in cursive script that reads "James E. Timberland". The signature is written in dark ink on a light-colored background.

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James E. Timberland  
Administrative Law Judge

November 4, 2020  
Decision Dated and Mailed

jet/scn