

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

ALEX F PONCE
Claimant

SHORT STAFFED INC
Employer

APPEAL 18A-UI-10998-H2T

**ADMINISTRATIVE LAW JUDGE
DECISION**

OC: 10/07/18
Claimant: Respondent (1)

Iowa Code § 96.6(2) – Timeliness of Protest

STATEMENT OF THE CASE:

Employer filed a timely appeal from the November 1, 2018, (reference 03) decision that allowed benefits and found the protest untimely. After due notice was issued, a hearing was held by telephone conference call on November 28, 2018. The claimant did not participate. The employer participated through Ashley Ahrendsen, Payroll Manager. Official notice was taken of agency records.

ISSUE:

Did the employer file a timely notice of protest?

FINDINGS OF FACT:

Having reviewed the evidence in the record, the administrative law judge finds: The employer participates in the SIDES system. Claimant's notice of claim was e-mailed to employer's address of record on October 12, 2018. The notice of claim contains a warning that any protest must be postmarked, faxed or returned not later than ten days from the initial mailing date or in this case by October 25, 2018. The person who normally handles the e-mail notification from the Iowa Workforce Development Department was off work on maternity leave beginning on October 18, 2018. The person covering for her did not check the e-mails until October 29, by which time the date to provide a timely protest had already passed. Employer did not file a protest until October 30, 2018, which is after the ten-day period had expired.

REASONING AND CONCLUSIONS OF LAW:

The administrative law judge concludes that employer has failed to protest within the time period prescribed by the Iowa Employment Security 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 that court in that decision 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. The employer has not shown any good cause for not complying with the jurisdictional time limit. Therefore, the administrative law judge is without jurisdiction to entertain any appeal regarding the separation from employment.

The employer simply did not check their e-mail in time to file a timely notice of protest. Failure to check the e-mail address is not good cause for a late filing of a notice of protest. The delay was not due to any Agency error or misinformation or delay or other action of the United States Postal Service pursuant to 871 IAC 4.35(2). The administrative law judge further concludes that the employer has failed to timely protest pursuant to Iowa Code § 96.6(2), and the administrative law judge lacks jurisdiction to make a determination with respect to the nature of the claimant's termination of employment. See *Beardslee v. IDJS*, 276 N.W.2d 373 (Iowa 1979); *Franklin v. IDJS*, 277 N.W.2d 877 (Iowa 1979) and *Pepsi-Cola Bottling Company v. Employment Appeal Board*, 465 N.W.2d 674 (Iowa App. 1990).

DECISION:

The November 1, 2018, (reference 03) decision is affirmed. Employer has failed to file a timely protest, and the decision of the representative shall stand and remain in full force and effect. Benefits are allowed, provided the claimant is otherwise eligible.

Teresa K. Hillary
Administrative Law Judge

Decision Dated and Mailed

tkh/rvs