

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

JIM A BOSLEY
Claimant

APPEAL NO. 07A-UI-08204-JTT

**ADMINISTRATIVE LAW JUDGE
DECISION**

**CARGILL MEAT SOLUTIONS
CORPORATION**
Employer

**OC: 07/22/07 R: 03
Claimant: Respondent (1)**

Iowa Code Section 96.5(2)(a) – Discharge for Misconduct
871 IAC 24.32(7) – Excessive Unexcused Absences

STATEMENT OF THE CASE:

Cargill Meat Solutions Corporation filed a timely appeal from the August 14, 2007, reference 01, decision that allowed benefits. After due notice was issued, a hearing was held on September 12, 2007. Claimant Jim Bosley participated. Melissa Skinner, Assistant Human Resources Manager, represented the employer. The administrative law judge took official notice of the Agency's record of benefits paid to the claimant and received Exhibits One, Two, and Three into evidence.

ISSUE:

Whether the claimant was discharged for misconduct in connection with the employment, based on excessive unexcused absences, that disqualifies him for unemployment insurance benefits.

FINDINGS OF FACT:

Having reviewed all of the evidence in the record, the administrative law judge finds: Jim Bosley was employed by Cargill Meat Solutions Corporation as a full-time production worker from June 7, 2007 until July 20, 2007, when Assistant Human Resources Manager Melissa Skinner discharged him for attendance. The final absence that prompted the discharge occurred on July 19, 2007. On that date, Mr. Bosley was absent because the work boots the employer issued to him caused his feet to swell to the point where he could not walk. Mr. Bosley reported his absence to the employer one hour before the scheduled start of his shift. The employer's policy required Mr. Bosley to report the absence 24 hours prior to the start of the shift if Mr. Bosley wanted the absence to be excused. The employer's policy required Mr. Bosley to report the absence 30 minutes before the scheduled start of the shift if he wanted to minimize the number of attendance points that would be assigned to the absence.

On July 20, Mr. Bosley reported to the employer's nursing station to discuss the problems with the work boots. Both the nurse and the employer's in-house physician confirmed the boots were causing the swelling in Mr. Bosley's feet. Ms. Skinner then met with Mr. Bosley and notified him that he was being discharged for accruing two attendance points during a probation

employment period. Mr. Bosley had been absent on July 9, 2007, for the same reason that prompted the July 19 absence and notified the employer of the absence an hour before his shift.

REASONING AND CONCLUSIONS OF LAW:

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.

The employer has the burden of proof in this matter. See Iowa Code section 96.6(2). Misconduct must be substantial in order to justify a denial of unemployment benefits. Misconduct serious enough to warrant the discharge of an employee is not necessarily serious enough to warrant a denial of unemployment benefits. See Lee v. Employment Appeal Board, 616 N.W.2d 661 (Iowa 2000). The focus is on deliberate, intentional, or culpable acts by the employee. See Gimbel v. Employment Appeal Board, 489 N.W.2d 36, 39 (Iowa Ct. App. 1992).

While past acts and warnings can be used to determine the magnitude of the current act of misconduct, a discharge for misconduct cannot be based on such past act(s). The termination of employment must be based on a current act. See 871 IAC 24.32(8). In determining whether the conduct that prompted the discharge constituted a "current act," the administrative law judge considers the date on which the conduct came to the attention of the employer and the date on which the employer notified the claimant that the conduct subjected the claimant to possible discharge. See also Greene v. EAB, 426 N.W.2d 659, 662 (Iowa App. 1988).

Allegations of misconduct or dishonesty without additional evidence shall not be sufficient to result in disqualification. If the employer is unwilling to furnish available evidence to corroborate the allegation, misconduct cannot be established. See 871 IAC 24.32(4). When it is in a party's power to produce more direct and satisfactory evidence than is actually produced, it may fairly be inferred that the more direct evidence will expose deficiencies in that party's case. See Crosser v. Iowa Dept. of Public Safety, 240 N.W.2d 682 (Iowa 1976).

In order for a claimant's absences to constitute misconduct that would disqualify the claimant from receiving unemployment insurance benefits, the evidence must establish that the claimant's *unexcused* absences were excessive. See 871 IAC 24.32(7). The determination of whether absenteeism is excessive necessarily requires consideration of past acts and warnings. However, the evidence must first establish that the most recent absence that prompted the decision to discharge the employee was unexcused. See 871 IAC 24.32(8). Absences related to issues of personal responsibility such as transportation and oversleeping are considered unexcused. On the other hand, absences related to illness are considered excused, provided the employee has complied with the employer's policy regarding notifying the employer of the absence. Tardiness is a form of absence. See Higgins v. Iowa Department of Job Service, 350 N.W.2d 187 (Iowa 1984).

The weight of the evidence indicates that Mr. Bosley was absent on July 9 and July 19 due to illness and properly reported the absences to the employer. The evidence indicates that the boots the employer issued to Mr. Bosley were the cause of the condition that prompted the absence. Both absences were excused absences under the applicable law. The evidence establishes no misconduct on the part of Mr. Bosley.

Based on the evidence in the record and application of the appropriate law, the administrative law judge concludes that Mr. Bosley was discharged for no disqualifying reason. Accordingly, Mr. Bosley is eligible for benefits, provided he is otherwise eligible. The employer's account may be charged for benefits paid to Mr. Bosley.

DECISION:

The claims representative's August 14, 2007, reference 01, decision is affirmed. The claimant was discharged for no disqualifying reason. The claimant is eligible for benefits, provided he is otherwise eligible. The employer's account may be charged.

James E. Timberland
Administrative Law Judge

Decision Dated and Mailed

jet/kjw