

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

CHAD A HENNIGAR
Claimant

APPEAL NO: 12A-UI-13352-DWT

**ADMINISTRATIVE LAW JUDGE
DECISION**

LIFE CARE SERVICES LLC
Employer

OC: 10/14/12
Claimant: Appellant (2)

Iowa Code § 96.5(2) - Discharge

PROCEDURAL STATEMENT OF THE CASE:

The claimant appealed a representative's November 5, 2012 determination (reference 01) that disqualified him from receiving benefits and held the employer's account exempt from charge because he had been discharged for disqualifying reasons. The claimant participated in the hearing. The employer did not respond to the hearing notice or participate in the hearing. Based on the evidence, the claimant's arguments, and the law, the administrative law judge finds the claimant qualified to receive benefits.

ISSUE:

Did the employer discharge the claimant for reasons constituting work-connected misconduct?

FINDINGS OF FACT:

The claimant started working for the employer in December 2011. He worked full time as an accountant. Prior to his discharge, the claimant understood the employer was satisfied with his work and there were no problems.

In mid-October 2012, the employer discharged the claimant because he did not report on his employment applications that he had worked for a company. The claimant did not report this business because he only worked a few months part time as a consultant. When the claimant applied for work, he reported his full time employers, not businesses where he had worked part time or as a consultant. The employer discharged him for failing to accurately report all the businesses he had previously worked for.

REASONING AND CONCLUSIONS OF LAW:

A claimant is not qualified to receive unemployment insurance benefits if an employer discharges him for reasons constituting work-connected misconduct. Iowa Code § 96.5(2)a. The employer has the burden to prove the claimant was discharged for work-connected misconduct as defined by the unemployment insurance law. *Cosper v. Iowa Department of Job Service*, 321 N.W.2d 6 (Iowa 1982). The propriety of a discharge is not at issue in an unemployment insurance case. An employer may be justified in discharging an employee, but

the employee's conduct may not amount to misconduct precluding the payment of unemployment compensation. The law limits disqualifying misconduct to willful wrongdoing or repeated carelessness or negligence that equals willful misconduct in culpability. *Lee v. Employment Appeal Board*, 616 N.W.2d 661, 665 (Iowa 2000).

The law defines misconduct as:

1. A deliberate act and a material breach of the duties and obligations arising out of a worker's contract of employment.
2. A deliberate violation or disregard of the standard of behavior the employer has a right to expect from employees. Or
3. An intentional and substantial disregard of the employer's interests or of the employee's duties and obligations to the employer.

Inefficiency, unsatisfactory conduct, unsatisfactory performance due to inability or incapacity, inadvertence or ordinary negligence in isolated incidents, or good faith errors in judgment or discretion do not amount to work-connected misconduct. 871 IAC 24.32(1)(a).

The employer may have discharged the claimant for business reasons. Since the employer did not participate at the hearing, the evidence does not establish that the claimant committed work-connected misconduct. As of October 14, 2012, the claimant is qualified to receive benefits.

DECISION:

The representative's November 5, 2012 determination (reference 01) is reversed. The employer discharged the claimant. The evidence does not establish that the claimant committed work-connected misconduct. As of October 14, 2012, the claimant is qualified to receive benefits, provided he meets all other eligibility requirements. The employer's account is subject to charge.

Debra L. Wise
Administrative Law Judge

Decision Dated and Mailed

dlw/pjs