

**IOWA WORKFORCE DEVELOPMENT  
Unemployment Insurance Appeals Section  
1000 East Grand—Des Moines, Iowa 50319  
DECISION OF THE ADMINISTRATIVE LAW JUDGE  
68-0157 (7-97) – 3091078 - EI**

**SCOTT D TAGUE  
300 GEORGIA AVE  
COUNCIL BLUFFS IA 5 1503**

**JENNIE EDMUNDSON MEMORIAL  
HOSPITAL  
ATTN HUMAN RESOURCES DEPT  
933 E PIERCE ST  
COUNCIL BLUFFS IA 51503**

**Appeal Number: 06O-UI-02995-HT  
OC: 12/25/05 R: 01  
Claimant: Respondent (2)**

**This Decision Shall Become Final**, unless within fifteen (15) days from the date below, you or any interested party appeal to the Employment Appeal Board by submitting either a signed letter or a signed written Notice of Appeal, directly to the **Employment Appeal Board, 4<sup>th</sup> Floor—Lucas Building, Des Moines, Iowa 50319**.

The appeal period will be extended to the next business day if the last day to appeal falls on a weekend or a legal holiday.

STATE CLEARLY

1. The name, address and social security number of the claimant.
2. A reference to the decision from which the appeal is taken.
3. That an appeal from such decision is being made and such appeal is signed.
4. The grounds upon which such appeal is based.

YOU MAY REPRESENT yourself in this appeal or you may obtain a lawyer or other interested party to do so provided there is no expense to Workforce Development. If you wish to be represented by a lawyer, you may obtain the services of either a private attorney or one whose services are paid for with public funds. It is important that you file your claim as directed, while this appeal is pending, to protect your continuing right to benefits.

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(Administrative Law Judge)

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(Decision Dated & Mailed)

Section 96.5(1) – Quit  
Section 96.3(7) – Overpayment

STATEMENT OF THE CASE:

The employer, Jennie Edmundson Memorial Hospital (Edmundson), filed an appeal from a decision dated January 13, 2006, reference 01. The decision allowed benefits to the claimant, Scott Tague. After due notice was issued a hearing was held by telephone conference call on April 3, 2006. The claimant participated on his own behalf. The employer participated by Benefits Specialist Kathy Heuwinkel and Supervisor of Materials Management Jeff Spaulding.

#### FINDINGS OF FACT:

Having heard the testimony of the witnesses and having examined all of the evidence in the record, the administrative law judge finds: Scot Tague was employed by Edmundson from May 21, 2001 until December 22, 2005. He was a full-time store room clerk. On May 21, 2001, he received a copy of the employee handbook. One of the policies states any employee who is no-call/no-show to work for three days will be considered a voluntary quit.

Mr. Tague was no-call/no-show to work December 20, 21, and 22, 2005. He maintained he had been fired by Supervisor of Material Management Scott Spaulding on December 19, 2005. However, the claimant retained his identification badge and his keys after that date and turned them in himself a few days after December 19, 2005. The employer's policy requires any supervisor who discharges an employee to immediately take possession of their badge and keys.

Scott Tague has received unemployment benefits since filing a claim with an effective date of December 25, 2005.

#### REASONING AND CONCLUSIONS OF LAW:

The issue is whether the claimant is disqualified. The judge concludes he is.

Iowa Code section 96.5-1 provides:

An individual shall be disqualified for benefits:

1. Voluntary quitting. If the individual has left work voluntarily without good cause attributable to the individual's employer, if so found by the department.

871 IAC 24.25(4) provides:

Voluntary quit without good cause. In general, a voluntary quit means discontinuing the employment because the employee no longer desires to remain in the relationship of an employee with the employer from whom the employee has separated. The employer has the burden of proving that the claimant is disqualified for benefits pursuant to Iowa Code section 96.5. However, the claimant has the initial burden to produce evidence that the claimant is not disqualified for benefits in cases involving Iowa Code section 96.5, subsection (1), paragraphs "a" through "i," and subsection 10. The following reasons for a voluntary quit shall be presumed to be without good cause attributable to the employer:

- (4) The claimant was absent for three days without giving notice to employer in violation of company rule.

The record establishes the claimant was no-call/no-show to work for three days in violation of a known company rule. His contention he was discharged is not credible as, by his own admission, he retained his identification badge and keys after December 19, 2005, when these would have been taken immediately had he been fired by his supervisor.

Under the provisions of the above Administrative Code section, three days no-call/no-show is considered a voluntary quit without good cause attributable to the employer. The claimant is disqualified.

Iowa Code section 96.3-7 provides:

7. Recovery of overpayment of benefits. If an individual receives benefits for which the individual is subsequently determined to be ineligible, even though the individual acts in good faith and is not otherwise at fault, the benefits shall be recovered. The department in its discretion may recover the overpayment of benefits either by having a sum equal to the overpayment deducted from any future benefits payable to the individual or by having the individual pay to the department a sum equal to the overpayment.

If the department determines that an overpayment has been made, the charge for the overpayment against the employer's account shall be removed and the account shall be credited with an amount equal to the overpayment from the unemployment compensation trust fund and this credit shall include both contributory and reimbursable employers, notwithstanding section 96.8, subsection 5.

The claimant has received unemployment benefits to which he is not entitled. These must be recovered in accordance with the provisions of Iowa law.

**DECISION:**

The representative's decision of January 13, 2006, reference 01, is reversed. Scott Tague is disqualified and benefits are withheld until he has earned ten times his weekly benefit amount provided he is otherwise eligible. He is overpaid in the amount of \$1,080.00.

bgh/tjc