

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

KEATON W GAY
Claimant

O'REILLY AUTOMOTIVE INC
Claimant

APPEAL 22A-UI-03495-DZ-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

**OC: 12/26/21
Claimant: Respondent (1)**

Iowa Code §96.6(2) – Timely Appeal
Iowa Code § 96.6(2) – Timeliness of Protest

STATEMENT OF THE CASE:

O'Reilly Automotive Inc, the employer/appellant, filed an appeal from the January 12, 2022, (reference 01) unemployment insurance (UI) decision that allowed benefits because the employer's protest was not filed on time. The parties were properly notified about the hearing. A telephone hearing was held on March 7, 2022. The employer participated through Justin Overton, district manager. Mr. Gay did not participate in the hearing. The administrative law judge took official notice of the administrative record.

ISSUES:

Is the employer's appeal filed on time?
Is the employer's protest filed on time?

FINDINGS OF FACT:

Having reviewed the evidence in the record, the administrative law judge finds: The Unemployment Insurance Decision was mailed to the employer at the correct address on January 12, 2022. The decision states that it becomes final unless an appeal is postmarked or received by Iowa Workforce Development (IWD) Appeals Section by January 22, 2022. If the date falls on a Saturday, Sunday, or legal holiday, the appeal period is extended to the next working day. January 22, 2022 was a Saturday; therefore, the deadline was extended to Monday, January 24, 2022.

The employer received the decision in the mail at its corporate office. The employer's human resources office's workload increased due to the COVID-19 pandemic and the increase in UI claims of which the employer party. The employer filed an appeal via fax on January 26, 2022. The appeal was received by Iowa Workforce Development on January 26, 2022.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes the employer's appeal was not filed on time.

Iowa Code § 96.6(2) provides, in pertinent part: “[u]nless the claimant or other interested party, after notification or within ten calendar days after notification was mailed to the claimant's last known address, files an appeal from the decision, the decision is final and benefits shall be paid or denied in accordance with the decision.”

Iowa Admin. Code r. 871-24.35(1) provides:

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 [United States Postal Service or the State Identification Data Exchange System (SIDES)], on the date it is received by the division.

Iowa Admin. Code r. 871-24.35(2) provides:

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.

The Iowa Supreme Court has declared that there is a mandatory duty to file appeals from representatives' decisions within the time allotted by statute, and that the administrative law judge has no authority to change the decision of a representative if a timely appeal is not filed. *Franklin v. IDJS*, 277 N.W.2d 877, 881 (Iowa 1979). Compliance with appeal notice provisions is jurisdictional unless the facts of a case show that the notice was invalid. *Beardslee v. IDJS*, 276 N.W.2d 373, 377 (Iowa 1979); see also *In re Appeal of Elliott* 319 N.W.2d 244, 247 (Iowa 1982).

The employer received the decision before the deadline and, therefore, could have filed an appeal prior to the appeal deadline. The notice provision of the decision was valid. The employer's delay in filing its appeal was not due to an error or misinformation from the Department or due to delay or other action of the United States Postal Service. No other good cause reason has been established for the delay in filing her appeal before the deadline. The employer's appeal of the reference 01 decision was not filed on time and the administrative law judge lacks jurisdiction (authority) to decide the other issue in this matter.

DECISION:

The employer's appeal was not filed on time. The January 12, 2022, (reference 01) decision is affirmed.



Daniel Zeno
Administrative Law Judge
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March 22, 2022
Decision Dated and Mailed

dz/mh