

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**CINDY K REINIER**  
Claimant

**APPEAL NO. 09A-UI-00579-NT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**ENGINEERED PLASTIC COMPONENTS  
INC**  
Employer

**OC: 12/07/08 R: 03**  
**Claimant: Respondent (1)**

Section 96.6-2 – Timeliness of Protest

**STATEMENT OF THE CASE:**

Engineered Plastic Components, Inc. filed an appeal from a representative's decision dated January 12, 2009, reference 01, which held that the protest concerning Cindy Reinier's separation on October 23, 2007 was not timely filed. After due notice was issued, a hearing was held by telephone on January 29, 2009. Ms. Reinier participated personally. The employer participated by Dan Kargarzadeh, Human Resource Department.

**ISSUE:**

The issue in this matter is whether the employer filed a timely protest as required by law.

**FINDINGS OF FACT:**

The administrative law judge, having considered all of the evidence in the record, finds that the claimant's notice of claim was mailed to the employer's address of record on December 23, 2008 and was received by the employer within ten days. The notice of claim contains a warning that any protest must be postmarked or returned not later than ten days from the initial mailing date. The employer did not effect a protest until January 5, 2009 which is after the ten-day period had expired.

Engineered Plastic Components, Inc. closed its office facilities from December 21, 2008 through January 5, 2009. The employer made no arrangements to have official correspondence handled or forwarded. The employer faxed a protest of Ms. Reinier's claim for benefits immediately upon reopening their office facilities on January 5, 2009.

**REASONING AND CONCLUSIONS OF 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 administrative law judge concludes that the employer has failed to protest within the time period prescribed by the Iowa Employment Security Law. The delay was not due to any agency error or misinformation or delay or other action by the United States Postal Service pursuant to 871 IAC 4.35(2). The employer closed its administrative offices for an extended period without making arrangements to have official correspondence either handled or forwarded for the period of December 21, 2008 to January 5, 2009. The administrative law judge concludes that the employer has failed to establish good cause to timely protest pursuant to Iowa Code section 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. Iowa Department of Job Service, 276 N.W.2d 373 (Iowa 1979); Franklin v. Iowa Department of Job Service, 277 N.W.2d 877, 881 (Iowa 1979) and Pepsi-Cola Bottling Company of Cedar Rapids v. Employment Appeal Board, 465 N.W.2d 674 (Iowa App. 1990)

#### **DECISION:**

The January 12, 2009, reference 01, decision is affirmed. The employer has failed to file a timely protest and the decision of the representative remains in effect.

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Terence P. Nice  
Administrative Law Judge

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Decision Dated and Mailed

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