

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

GENE E MOSBY
Claimant

APPEAL NO. 07A-UI-05141-SWT

**ADMINISTRATIVE LAW JUDGE
DECISION**

CRST INC
Employer

**OC: 05/11/07 R: 12
Claimant: Respondent (1)**

Section 96.5-2-a - Discharge

STATEMENT OF THE CASE:

The employer appealed an unemployment insurance decision dated May 11, 2007, reference 01, that concluded the claimant's discharge was not for work-connected misconduct. A telephone hearing was held on June 5, 2007. The parties were properly notified about the hearing. The claimant participated in the hearing. Sandy Matt participated in the hearing on behalf of the employer.

ISSUE:

Was the claimant discharged for work-connected misconduct?

FINDINGS OF FACT:

The claimant worked full time as an over-the-road truck driver for the employer from August 2, 2006, to March 30, 2007. The claimant was informed and understood that under the employer's work rules, he could be discharged if he became involved in a preventable collision during his first year of employment.

On March 30, 2007, the claimant rear-ended the vehicle in front of him after the driver of the vehicle slammed on his brakes due to traffic stopping in front of him. The claimant was traveling in Wyoming on Interstate 80. He was driving approximately 55 miles per hour and the speed limit was 70 miles per hour. He was about 40 yards behind the vehicle and applied his brakes as soon as he saw the other vehicle braking. The road conditions were icy, which contributed to the claimant's truck colliding with the vehicle. The claimant received a ticket for following too closely.

The employer discharged the claimant on April 9, 2007, for having a preventable accident during his first year of employment.

REASONING AND CONCLUSIONS OF LAW:

The issue in this case is whether the claimant was discharged for work-connected misconduct as defined by the unemployment insurance 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 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 substantial and 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).

While the employer may have been justified in discharging the claimant, work-connected misconduct as defined by the unemployment insurance law has not been established. No willful misconduct has been proven in this case. While the claimant may have been negligent in misjudging the proper following distance considering the road condition, the unemployment insurance law in Iowa provides that a single act of negligence does not meet the definition of disqualifying misconduct. Henry v. Iowa Department of Job Service, 391 N.W.2d 731 (Iowa App. 1986)

DECISION:

The unemployment insurance decision dated May 11, 2007, reference 01, is affirmed. The claimant is qualified to receive unemployment insurance benefits, if he is otherwise eligible.

Steven A. Wise
Administrative Law Judge

Decision Dated and Mailed

saw/pjs