

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

JACOB GEARY
Claimant

ATLANTIC BOTTLING CO
Employer

APPEAL 22A-UI-00188-SN-T
**ADMINISTRATIVE LAW JUDGE
DECISION**

OC: 10/17/21
Claimant: Respondent (1)

Iowa Code § 96.6(2) - Timeliness of Protest

STATEMENT OF THE CASE:

The employer, GBP Hotels LLC, filed a timely appeal from the November 8, 2021, reference 02, decision that granted benefits and found the protest untimely. After due notice was issued, a hearing was held on January 21, 2022. The claimant did not participate. The employer participated through Human Resources Business Partner Anna Marie Johnson. Exhibits 1 and D-2 were received. Official notice was taken of the administrative records.

ISSUE:

The issue is whether the employer's protest was untimely.

FINDINGS OF FACT:

Having reviewed all of the evidence in the record, the administrative law judge finds:

The employer was notified of the claimant's notice of claim through the State Information Data Exchange System (SIDES) on October 17, 2021. The SIDES information indicated the employer's response was due by November 1, 2021.

Human Resources Business Partner Anna Marie Johnson gave a response first through SIDES and then through email on November 5, 2021. Ms. Johnson did not provide testimony indicating the employer was circumstances beyond its control that would have prevented it from becoming aware of the notice of claim on October 17, 2021, such as a loss of access to SIDES or some other technical error. (Exhibit D-2)

REASONING AND CONCLUSIONS OF LAW:

The administrative law judge concludes the employer's protest is not timely.

Iowa Code section 96.6(2) provides:

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 issuing the notice of the filing of the claim to protest payment of benefits to the claimant. All

interested parties shall select a format as specified by the department to receive such notifications. The representative shall promptly examine the claim and any protest, take the initiative to ascertain relevant information concerning the claim, and, on the basis of the facts found by the representative, shall determine whether or not the claim is valid, the week with respect to which benefits shall commence, the weekly benefit amount payable and its maximum duration, and whether any disqualification shall be imposed. The claimant has the burden of proving that the claimant meets the basic eligibility conditions of section 96.4. The employer has the burden of proving that the claimant is disqualified for benefits pursuant to section 96.5, except as provided by this subsection. The claimant has the initial burden to produce evidence showing that the claimant is not disqualified for benefits in cases involving section 96.5, subsections 10 and 11, and has the burden of proving that a voluntary quit pursuant to section 96.5, subsection 1, was for good cause attributable to the employer and that the claimant is not disqualified for benefits in cases involving section 96.5, subsection 1, paragraphs "a" through "h". Unless the claimant or other interested party, after notification or within ten calendar days after notification was issued, files an appeal from the decision, the decision is final and benefits shall be paid or denied in accordance with the decision. If an administrative law judge affirms a decision of the representative, or the appeal board affirms a decision of the administrative law judge allowing benefits, the benefits shall be paid regardless of any appeal which is thereafter taken, but if the decision is finally reversed, no employer's account shall be charged with benefits so paid and this relief from charges shall apply to both contributory and reimbursable employers, notwithstanding section 96.8, subsection 5.

Iowa Admin. Code r. 871-24.8(2) provides:

Notifying employing units of claims filed, requests for wage and separation information, and decisions made.

24.8(2) Responding by employing units to a notice of the filing of an initial claim or a request for wage and separation information and protesting the payment of benefits.

a. The employing unit which receives a Form 65-5317, Notice of Claim, or Form 68-0221, Request for Wage and Separation Information, must, within ten days of the date of the notice or request, submit to the department wage or separation information that affects the individual's rights to benefits, including any facts which disclose that the individual separated from employment voluntarily and without good cause attributable to the employer or was discharged for misconduct in connection with employment.

b. The employing unit may protest the payment of benefits if the protest is postmarked within ten days of the date of the notice of the filing of an initial claim. In the event that the tenth day falls on a Saturday, Sunday or holiday, the protest period is extended to the next working day of the department. If the employing unit has filed a timely report of facts that might adversely affect the individual's benefit rights, the report shall be considered as a protest to the payment of benefits.

c. If the employing unit protests that the individual was not an employee and it is subsequently determined that the individual's name was changed, the employing unit shall be deemed to have not been properly notified and the employing unit shall again be provided the opportunity to respond to the notice of the filing of the initial claim.

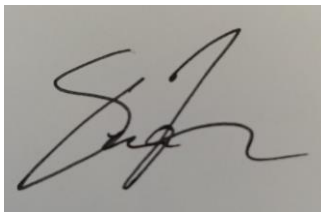
d. The employing unit has the option of notifying the department under conditions which, in the opinion of the employing unit, may disqualify an individual from receiving benefits. The notification may be submitted electronically.

- (1) The Notice of Separation, Form 60-0154, must be postmarked or received before or within ten days of the date that the Notice of Claim, Form 65-5317, was mailed to the employer. In the event that the tenth day falls on Saturday, Sunday or holiday, the protest period is extended to the next working day of the department. If a claim for unemployment insurance benefits has not been filed, the Notice of Separation may be accepted at any time.

The employer's protest was sent by SIDES and email after the due date as displayed on SIDES. Under certain circumstances, an employer may be excused from submitting a response to a notice of claim when due to forces beyond its control it did not become aware of the claim until a later date. The employer has not shown that such circumstances were present here. The employer's protest is untimely.

DECISION:

The November 8, 2021, reference 02, decision is affirmed. The employer's protest is untimely. The representative's decision granting benefits remains in effect.



Sean M. Nelson
Administrative Law Judge
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February 10, 2022
Decision Dated and Mailed

smn/mh