

**IN THE IOWA ADMINISTRATIVE HEARINGS DIVISION
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

WYATT J JACKSON
Claimant

DINGUS TRANSPORT SERVICES INC
Employer

APPEAL 24A-UI-01535-SN-T
**ADMINISTRATIVE LAW JUDGE
DECISION**

OC: 01/07/24
Claimant: Respondent (2-R)

Iowa Code § 96.6(2) - Timeliness of Protest

STATEMENT OF THE CASE:

The employer, Dingus Transport Services Inc., filed a timely appeal from the January 29, 2024, reference 01, decision that granted benefits and found the protest untimely. After due notice was issued, a hearing was held on February 29, 2024, at 1:00 p.m. The claimant did not participate. The employer participated through Owner Jason Samples and Ashley Grinnell, a human resources generalist. Exhibit 1, 2, 3, 4, D-1 was received into the record. Official notice was taken of the agency records.

ISSUE:

The issue is whether employer's protest is untimely.

FINDINGS OF FACT:

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

The claimant's notice of claim was mailed to the employer's address of record on January 11, 2024. The employer received the notice of claim on January 19, 2024. The notice of claim read in pertinent part, "Protest forms submitted to Iowa Workforce Development must be postmarked or faxed by the due date shown above." The due date written on the notice of claim was January 22, 2024. (Exhibit D-1)

The employer sent its notice of claim response by email on January 22, 2024, at 5:06 p.m. The employer provided the email showing it was sent at that time. (Exhibit 4) The Benefits Bureau stamped the notice of claim as received on January 23, 2024.

On the notice of claim, the employer reported that the claimant quit to take other employment on October 16, 2022.

REASONING AND CONCLUSIONS OF LAW:

The administrative law judge concludes the employer filed a timely protest.

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 655317, Notice of Claim, or Form 680221, 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 600154, **must be postmarked or received before or within ten days** of the date that the Notice of Claim, Form 655317, 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. [Emphasis added]

As Iowa Admin. Code r. 871-24.8(2)(d)(1) states there are two operable dates for the filing of a protest depending on the form. If the employer mails the protest, then the postmarked date counts as the date of filing. If the protest is sent electronically, then the date it is submitted is the date it is "received." The circumstances of this case fall within the ambiguity of what constitutes "received" under Iowa Admin. Code r. 871-24.8(2)(d)(1). The word "received" could mean the date in which the electronic correspondence was sent to the representative's email, or it could mean when that representative acknowledged receipt and began processing the email.

The administrative law judge has considered both readings and concludes that the former reading of "received" is the one contemplated by Iowa Admin. Code r. 871-24.8(2)(d)(1) for several reasons. The administrative law judge finds turning the determination of whether a protest was timely filed on the response by the agency to be disconnected with the purpose for the rule. The purpose of the rule is to encourage employers to alert Iowa Workforce Development of its response to the notice of claim as soon as possible. Whether the representative saw a facsimile transmission on the same day or ten days later has little bearing upon whether the employer is actively asserting its viewpoint regarding a notice of claim rather than sitting on its laurels. Indeed, the latter reading of "received" could encourage perverse incentives for Iowa Workforce Development staff to process emails after the protest period has run, to minimize their work.¹ Furthermore, the former reading is more consistent with the common sense meaning of the word received. Finally, Iowa Workforce Development's notice of claim forms state that it must be faxed by the due date. Employers should be able to rely on the information displayed on the notice of claim.

The employer sent its protest on the due date of January 22, 2024.

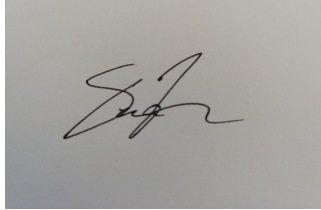
¹ The administrative law judge does want to make clear he has no information indicating this occurred with this specific case. He is also not speculating that this is what occurred.

DECISION:

The January 29, 2024, reference 01, decision is REVERSED. The employer filed a timely protest in this case.

REMAND:

The administrative law judge is remanding to the Benefits Bureau the issue regarding the claimant's separation from the employer on October 16, 2022, as outlined in the findings of facts.

A rectangular box containing a handwritten signature in black ink. The signature appears to be "Sean M. Nelson" written in a cursive style.

Sean M. Nelson
Administrative Law Judge II

March 6, 2024
Decision Dated and Mailed

SMN/jkb

NOTE TO EMPLOYER: To become a SIDES E-Response participant, you may send an email to iwd-sidesinfo@iwd.iowa.gov. To learn more about SIDES, visit, <http://info.uisides.org> .

APPEAL RIGHTS. If you disagree with the decision, you or any interested party may:

1. Appeal to the Employment Appeal Board within fifteen (15) days of the date under the judge's signature by submitting a written appeal via mail, fax, or online to:

**Employment Appeal Board
6200 Park Avenue Suite 100
Des Moines, Iowa 50321
Fax: (515)281-7191
Online: eab.iowa.gov**

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.

AN APPEAL TO THE BOARD SHALL 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.

An Employment Appeal Board decision is final agency action. If a party disagrees with the Employment Appeal Board decision, they may then file a petition for judicial review in district court.

2. If no one files an appeal of the judge's decision with the Employment Appeal Board within fifteen (15) days, the decision becomes final agency action, and you have the option to file a petition for judicial review in District Court within thirty (30) days after the decision becomes final. Additional information on how to file a petition can be found at Iowa Code §17A.19, which is online at <https://www.legis.iowa.gov/docs/code/17A.19.pdf> or by contacting the District Court Clerk of Court <https://www.iowacourts.gov/iowa-courts/court-directory/>.

Note to Parties: YOU MAY REPRESENT yourself in the appeal or 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.

Note to Claimant: It is important that you file your weekly claim as directed, while this appeal is pending, to protect your continuing right to benefits.

SERVICE INFORMATION:

A true and correct copy of this decision was mailed to each of the parties listed.

DERECHOS DE APELACIÓN. Si no está de acuerdo con la decisión, usted o cualquier parte interesada puede:

1. Apelar a la Junta de Apelaciones de Empleo dentro de los quince (15) días de la fecha bajo la firma del juez presentando una apelación por escrito por correo, fax o en línea a:

**Employment Appeal Board
6200 Park Avenue Suite 100
Des Moines, Iowa 50321
Fax: (515)281-7191
Online: eab.iowa.gov**

El período de apelación se extenderá hasta el siguiente día hábil si el último día para apelar cae en fin de semana o día feriado legal.

UNA APELACIÓN A LA JUNTA DEBE ESTABLECER CLARAMENTE:

- 1) El nombre, dirección y número de seguro social del reclamante.
- 2) Una referencia a la decisión de la que se toma la apelación.
- 3) Que se interponga recurso de apelación contra tal decisión y se firme dicho recurso.
- 4) Los fundamentos en que se funda dicho recurso.

Una decisión de la Junta de Apelaciones de Empleo es una acción final de la agencia. Si una de las partes no está de acuerdo con la decisión de la Junta de Apelación de Empleo, puede presentar una petición de revisión judicial en el tribunal de distrito.

2. Si nadie presenta una apelación de la decisión del juez ante la Junta de Apelaciones Laborales dentro de los quince (15) días, la decisión se convierte en acción final de la agencia y usted tiene la opción de presentar una petición de revisión judicial en el Tribunal de Distrito dentro de los treinta (30) días después de que la decisión adquiriera firmeza. Puede encontrar información adicional sobre cómo presentar una petición en el Código de Iowa §17A.19, que se encuentra en línea en <https://www.legis.iowa.gov/docs/code/17A.19.pdf> o comunicándose con el Tribunal de Distrito Secretario del tribunal <https://www.iowacourts.gov/iowa-courts/court-directory/>.

Nota para las partes: USTED PUEDE REPRESENTARSE en la apelación u obtener un abogado u otra parte interesada para que lo haga, siempre que no haya gastos para Workforce Development. Si desea ser representado por un abogado, puede obtener los servicios de un abogado privado o uno cuyos servicios se paguen con fondos públicos.

Nota para el reclamante: es importante que presente su reclamo semanal según las instrucciones, mientras esta apelación está pendiente, para proteger su derecho continuo a los beneficios.

SERVICIO DE INFORMACIÓN:

Se envió por correo una copia fiel y correcta de esta decisión a cada una de las partes enumeradas.