

IOWA WORKFORCE DEVELOPMENT  
Unemployment Insurance Appeals Section  
1000 East Grand—Des Moines, Iowa 50319  
DECISION OF THE ADMINISTRATIVE LAW JUDGE  
68-0157 (7-97) – 3091078 - EI

HILDA C MEDINA  
557 KIMBERLITE ST  
TIFFIN IA 52340

CAMBRIDGE CAREERS INC  
610 – 32<sup>ND</sup> ST SW STE 1A  
CEDAR RAPIDS IA 52404-3910

Appeal Number: 04A-UI-11435-HT  
OC: 09/19/04 R: 03  
Claimant: Appellant (2)

**This Decision Shall Become Final**, unless within fifteen (15) days from the date below, you or any interested party appeal to the Employment Appeal Board by submitting either a signed letter or a signed written Notice of Appeal, directly to the **Employment Appeal Board, 4<sup>th</sup> Floor—Lucas Building, Des Moines, Iowa 50319**.

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.

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.

YOU MAY REPRESENT yourself in this appeal or you may 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. It is important that you file your claim as directed, while this appeal is pending, to protect your continuing right to benefits.

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(Administrative Law Judge)

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(Decision Dated & Mailed)

Section 96.5-3-a – Refusal of Work

STATEMENT OF THE CASE:

The claimant, Hilda Medina, filed an appeal from a decision dated October 12, 2004, reference 01. The decision disqualified her from receiving unemployment benefits. After due notice was issued a hearing was held by telephone conference call on November 16, 2004. The claimant participated on her own behalf and Rosemary Paramo-Ricoy acted as interpreter. The employer, Cambridge Careers, participated by Branch Manager Crystal Lansing.

## FINDINGS OF FACT:

Having heard the testimony of the witnesses and having examined all of the evidence in the record, the administrative law judge finds: Hilda Medina began employment with Cambridge Careers on August 23, 2004. She was assigned at the University of Iowa laundry earning \$8.00 per hour. That assignment ended September 20, 2004, and the claimant filed for benefits with an effective date of September 19, 2004. This established her average weekly wage during her base period as \$326.60.

On September 21, 2004, the claimant contacted Account Manager Ana Martinez about a new assignment. She was offered two assignments, one at Syngenta Seeds at \$7.75 per hour, and one at Plastic Products Company at \$7.50 per hour. Ms. Medina refused both assignments because of the distance she had to drive and because she felt the one at Plastic Products Company would have violated her lifting restrictions.

## REASONING AND CONCLUSIONS OF LAW:

The issue is whether the claimant is disqualified. The judge concludes she is not.

Iowa Code Section 96.5-3-a provides:

An individual shall be disqualified for benefits:

3. Failure to accept work. If the department finds that an individual has failed, without good cause, either to apply for available, suitable work when directed by the department or to accept suitable work when offered that individual. The department shall, if possible, furnish the individual with the names of employers which are seeking employees. The individual shall apply to and obtain the signatures of the employers designated by the department on forms provided by the department. However, the employers may refuse to sign the forms. The individual's failure to obtain the signatures of designated employers, which have not refused to sign the forms, shall disqualify the individual for benefits until requalified. To requalify for benefits after disqualification under this subsection, the individual shall work in and be paid wages for insured work equal to ten times the individual's weekly benefit amount, provided the individual is otherwise eligible.

a. In determining whether or not any work is suitable for an individual, the department shall consider the degree of risk involved to the individual's health, safety, and morals, the individual's physical fitness, prior training, length of unemployment, and prospects for securing local work in the individual's customary occupation, the distance of the available work from the individual's residence, and any other factor which the department finds bears a reasonable relation to the purposes of this paragraph. Work is suitable if the work meets all the other criteria of this paragraph and if the gross weekly wages for the work equal or exceed the following percentages of the individual's average weekly wage for insured work paid to the individual during that quarter of the individual's base period in which the individual's wages were highest:

(1) One hundred percent, if the work is offered during the first five weeks of unemployment.

(2) Seventy-five percent, if the work is offered during the sixth through the twelfth week of unemployment.

(3) Seventy percent, if the work is offered during the thirteenth through the eighteenth week of unemployment.

(4) Sixty-five percent, if the work is offered after the eighteenth week of unemployment.

However, the provisions of this paragraph shall not require an individual to accept employment below the federal minimum wage.

The claimant had an active claim for benefits at the time she was offered the assignments through Cambridge Careers. However, neither of these jobs would have paid at least 100 percent of her average weekly wage, as required by the above Code section. Syngenta Seeds would have paid \$310.00 per week and Plastic Products Company would have paid \$300.00 per week. This does not meet the minimum requirements and her refusal is not a disqualifying event.

DECISION:

The representative's decision of October 12, 2004, reference 01, is reversed. Hilda Medina is qualified for benefits provided she is otherwise eligible.

bgh/kjf