

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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**CASEY N SMITH**  
Claimant

**VENDTECH-SGI, LLC**  
Employer

**APPEAL NO. 14A-UI-03855-MT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 03/16/14  
Claimant: Appellant (1)**

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Iowa Code § 96.5-2-a – Discharge for Misconduct

**STATEMENT OF THE CASE:**

Claimant filed an appeal from a decision of a representative dated April 4, 2014, reference 01, which held claimant ineligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on April 30, 2014. Claimant participated personally. Employer participated by Keith Saunders, Employer Representative RUIC with witnesses Logan Jackson, Iowa Area Managers and Chris Ulmer, Trainer. Exhibits A and One were admitted into evidence.

**ISSUE:**

The issue in this matter is whether claimant was discharged for misconduct.

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: Claimant last worked for employer on March 17, 2014.

Employer discharged claimant on March 17, 2014 because claimant failed to pass a mandatory weapons firing course. Claimant is required to requalify with a .40 caliber pistol. Claimant must score 80 percent on targets up to 25 yards. Employer gave claimant four chances to re qualify. Employer told claimant the he must qualify or lose his job. After four attempts claimant failed and was then let go. Claimant had passed this same test many times in the past. Employer gave claimant sufficient remedial training as he was tried to requalify. Claimant was able to pass during training to an expert level but just could not make it during the test. Claimant believed his injured shoulders made him fail. Claimant had no medical information to prove the shoulders as a reason for failing the test. Claimant could have rested before testing if the shoulders were causing problems. The medical issue was within claimant's control yet he took no precaution before testing.

**REASONING AND CONCLUSIONS OF LAW:**

Iowa Code § 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.

871 IAC 24.32(8) provides:

(8) Past acts of misconduct. While past acts and warnings can be used to determine the magnitude of a current act of misconduct, a discharge for misconduct cannot be based on such past act or acts. The termination of employment must be based on a current act.

871 IAC 24.32(4) provides:

(4) Report required. The claimant's statement and the employer's statement must give detailed facts as to the specific reason for the claimant's discharge. Allegations of misconduct or dishonesty without additional evidence shall not be sufficient to result in disqualification. If the employer is unwilling to furnish available evidence to corroborate the allegation, misconduct cannot be established. In cases where a suspension or disciplinary layoff exists, the claimant is considered as discharged, and the issue of misconduct shall be resolved.

The gravity of the incident, number of policy violations and prior warnings are factors considered when analyzing misconduct. The lack of a current warning may detract from a finding of an intentional policy violation.

In this matter, the evidence establishes that claimant was discharged for an act of misconduct when claimant violated employer's policy concerning maintaining weapons qualification. Claimant was warned concerning this policy.

The last incident, which brought about the discharge, constitutes misconduct because claimant had the ability to pass the test but failed. The prior passing scores prove that claimant had the ability but failed to exercise diligence in following the fundamentals of weapons handling. Failure to perform work for which the claimant has the training and experience is misconduct. The administrative law judge holds that claimant was discharged for an act of misconduct and, as such, is disqualified for the receipt of unemployment insurance benefits.

**DECISION:**

The decision of the representative dated April 4, 2014, reference 01, is affirmed. Unemployment insurance benefits shall be withheld until claimant has worked in and been paid wages for insured work equal to ten times claimant's weekly benefit amount, provided claimant is otherwise eligible.

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Marlon Mormann  
Administrative Law Judge

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Decision Dated and Mailed

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