



Department of Inspections,
Appeals, & Licensing

Iowa Department of Inspections, Appeals, & Licensing
Administrative Hearings Division
6200 Park Avenue, Suite 100, East Entrance
Des Moines, IA 50321-1270

Appeal Decision

Claim Number:
[REDACTED]

Determination Number:
7392309

Appeal Filed By:
Luke Honsey

Appeal Filed Date:
09/09/2025

Appeals Bureau Docket:
2025146660-AT



APPEALS BUREAU DECISION OF ADMINISTRATIVE LAW JUDGE

Mail Date: December 1, 2025

Appellant

Claimant/Job Seeker: Luke Honsey

Claimant address: [REDACTED]

Social Security Number: [REDACTED]

Appellee

Employer: [REDACTED]

Venteur [REDACTED]

In regard to the appeal by Luke Honsey:

STATUTORY REFERENCE

Iowa Code § 96.5(3)a - Failure to Accept Work

ISSUES STATEMENT

Did the employer make a suitable offer of work to Mr. Honsey?
If so, did he decline the offer, and was it for a good cause reason?

CASE HISTORY

Luke R. Honsey appealed the Iowa Workforce Development (IWD) September 10, 2025 disqualifying determination. IWD denied Mr. Honsey REGULAR (state) unemployment insurance (UI) benefits as of July 20,2025 because IWD concluded he did not accept an offer of work. Mr. Honsey appealed on September 9, 2025. On September 26, 2025, the Iowa Department of Inspections, Appeals, and Licensing (DIAL), UI Appeals Bureau sent a notice of hearing to Mr. Honsey and employer Venteur for a telephone hearing scheduled for November 19, 2025.

On September 25, Mr. Honsey requested that the hearing be rescheduled. The administrative law judge granted Mr. Honsey's request the next day. On September 30, 2025, the DIAL, UI Appeals Bureau sent a notice of hearing to Mr. Honsey and employer Venteur for a telephone hearing scheduled for November 24, 2025.

Equal Opportunity:

Auxiliary aids and services are available upon request to individuals with disabilities. For deaf and hard of hearing, use Relay 711.



The administrative law judge held a telephone hearing on November 24, 2025. Mr. Honsey participated in the hearing personally. The employer did not participate in the hearing. The administrative law judge took official notice of the administrative record from IWD, and admitted Department's Exhibit 1 as evidence.

The administrative law judge concludes Mr. Honsey is eligible for REGULAR (state) UI benefits as of July 20, 2025, as long as no other decision denies him UI benefits.

FINDINGS OF FACT

Having reviewed the evidence in the record, the administrative law judge finds: Mr. Honsey applied for UI benefits effective July 20, 2025 because his job ended with employer Wellmark. IWD set his weekly UI benefit amount at \$622.00. Mr. Honsey's average weekly wage is \$3,428.75. Average weekly wage is the total wages in the quarter in which the claimant earned the most money divided by thirteen, the total number of weeks in a quarter. Iowa Code section 96.5(3)(a)(1).

Mr. Honsey had applied for a job with employer Prime Therapeutic in May 2025, and a job with employer Venteur in July 2025. On July 29, Mr. Honsey accepted a full-time salaried job with Prime Therapeutic with a September 8, 2025 start date. Mr. Honsey told IWD about his acceptance and IWD staff advised him to continue to applying for jobs and filing his weekly UI claims. Mr. Honsey did so.

On Monday, August 18, Venteur offered Mr. Honsey a full-time job at a salary of \$140,000 per year with a September 8, 2025 start date. On Friday, August 22, Mr. Honsey met with Andrea Weekley, an IWD reemployment case management (RCM) career planner for an already scheduled appointment. Mr. Honsey told Ms. Weekley about the Venteur job offer. Ms. Weekley advised Mr. Honsey to continue to applying for jobs and filing his weekly UI claims. Mr. Honsey did so.

Mr. Honsey considered to two offers and concluded the Prime Therapeutic job was a better fit for his skills and interests, and the total compensation package from Prime Therapeutic was better than the one from Venteur. So, Mr. Honsey declined the Venteur job, reported his declination to IWD in his weekly UI claim, and eventually started working for Prime Therapeutic on September 8.

CONCLUSION OF LAW

For the reasons that follow, the administrative law judge concludes Mr. Honsey is eligible for REGULAR (state) UI benefits as of July 20, 2025, as long as no other decision denies him UI benefits.

Iowa Code section 96.5(3)a provides:

An individual shall be disqualified for benefits, regardless of the source of the individual's wage credits:

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. (1) 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:

- (a) One hundred percent, if the work is offered during the first week of unemployment.
- (b) Ninety percent, if the work is offered during the second through the third week of unemployment.
- (c) Eighty percent, if the work is offered during the fourth through the fifth week of unemployment.



(d) Seventy percent, if the work is offered during the sixth through the eighth week of unemployment.

(e) Sixty percent, if the work is offered after the eighth week of unemployment.

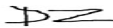
(2) However, the provisions of this paragraph shall not require an individual to accept employment below the federal minimum wage.

Cases of “refusal of suitable work without good cause are subject to a two-step analysis. First, the administrative law judge must decide whether the offer of work was suitable. Iowa Admin. Code r. 871-24.17. If the offer was suitable, the administrative law judge must decide whether claimant had good cause for refusal. Id. The employer has the burden of proving the offer was suitable. If the offer was suitable, the claimant has the burden to establish the offer was refused for good cause. “Good cause for refusing work must involve circumstances which are real, substantial, and reasonable, not arbitrary, immaterial, or capricious.” Norland v. IDJS, 412 N.W.2d 904, 914 (Iowa 1987).

In this case, Venteur offered Mr. Honsey a job in the fifth week of his unemployment at a gross weekly wage of \$2,692.31 ($\$140,000/52 = \$2,692.31$), or just over 78.5 percent of his average weekly wage. Venteur’s offer of work was not suitable. Still Mr. Honsey considered the offer. Mr. Honsey declined the Venteur offer because the Prime Therapeutic offer was a better fit for him, with the same start date as the Venteur offer. In addition to Venteur’s offer not being a suitable offer of work, Mr. Honsey’s declination of the Venteur offer was for good cause. Mr. Honsey is eligible for UI benefits as of July 20, 2025 based on the issue of work refusal, as long as no other decision denies him UI benefits.

DECISION/REMAND

The September 10, 2025 disqualifying determination is REVERSED. Venteur did not make a suitable offer of work to Mr. Honsey, and he had a good cause reason for declining the offer. Mr. Honsey is eligible for REGULAR (state) UI benefits as of July 20, 2025 based on the issue of work refusal, as long as no other decision denies him UI benefits.



Daniel ZENO

Administrative Law Judge

Iowa Department of Inspections, Appeals, & Licensing

Administrative Hearings Division

Unemployment Insurance Appeals Bureau

Please see the last page of this document for important information about reopening the appeal and further appeal rights.



INSTRUCTIONS FOR FILING AN APPEAL

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, IA 50321
Fax: (515)281-7191
Online: IowaWORKS account

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. A reference to the decision from which the appeal is taken.
2. That an appeal from such decision is being made and such appeal is signed.
3. 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 Iowa 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 the 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.



Babel Notice – Claim and Appeal Information

Aviso: Aviso: Documento De Beneficios Del Seguro De Desempleo
Y Información De Apelación

IMPORTANT!

This document contains important information about your unemployment compensation rights, responsibilities and/or benefits. It is critical that you understand the information in this document. **DEADLINE FOR APPEAL:** If you disagree with this determination or decision, you must file an appeal before the deadline noted in this document. **IMMEDIATELY:** If needed, call 866-239-0843 for assistance in the translation and understanding of the information in the document(s) you have received.

¡IMPORTANTE!

Este documento contiene información importante sobre sus derechos, obligaciones y/o beneficios de compensación por desempleo. Es muy importante que usted entienda la información contenida en este documento. **PLAZO LÍMITE PARA APELAR:** Si usted está en desacuerdo con esta determinación o decisión, debe presentar una apelación antes del plazo límite indicado en este documento. **INMEDIATAMENTE:** Si necesita asistencia para traducir y entender la información contenida en el documento(s) que recibió, llame al 866-239-0843.

重要提示！

这份文件包含有关失业补偿的权利、责任和/或利益的重要信息。您需要理解本文件中的信息，这一点至关重要。

上诉截止日期：如果您不同意本裁定或决定，您必须在本文件所载截止日期前提出上诉。**立即：**如果需要，请拨打866-239-0843，可获得帮助，以利您翻译和理解所收到的文件中的信息。

IMPORTANT!

Ce document contient des informations importantes sur vos droits d'allocation de chômage, vos responsabilités et/ou vos bénéfices. Il est indispensable que vous compreniez le contenu de ce document. **DATE LIMITE POUR FAIRE APPEL:** Si vous n'êtes pas d'accord avec cette détermination ou décision, vous devrez faire un appel avant la date limite signalée dans ce document. **IMMÉDIATEMENT:** Si nécessaire, téléphonez au 866-239-0843 pour avoir de l'assistance sur la traduction et/ou la compréhension de ce document.

WICHTIG!

Diese Dokument enthält wichtige Hinweise zu ihren Rechten, Pflichten bzw. Leistungen im Rahmen der Arbeitslosenunterstützung. Es ist entscheidend, dass Sie die Informationen in diesem Dokument verstehen. **FRIST ZUR BESCHWERDEEINLEGUNG:** Wenn Sie mit der Feststellung oder Entscheidung nicht einverstanden sind, müssen Sie vor Ablauf der in diesem Dokument aufgeführten Frist eine Beschwerde einlegen. **SOFORT:** Sofern erforderlich, rufen Sie die Telefonnummer 866-239-0843 an und erkundigen sich nach Hilfsdiensten bei der Übersetzung und zum Verständnis der Informationen in dem (den) von Ihnen erhaltenen Dokument(en).

IMPORTANTE!

Ang mga dokumentong ito ay naglalaman ng mahalagang impormasyon tungkol sa iyong mga karapatan na makatanggap ng kabayaran, mga responsibilidad at /o benepisyo dahil sa pagkawala ng trabaho. Napakahalagang maunawaan mo ang mga impormasyong nilalaman sa dokumentong ito. **HULING ARAW PARA UMAPILA:** Kung hindi ka sumasang-ayon sa pagpapasiya o desisyon, dapat kang maghabol o magharap ng apila bago dumating ang huling araw na nabanggit sa dokumentong ito. **KAAGAD:** Kung kinakailangan ang tulong, tumawag sa 866-239-0843 para sa pagsasalin ng wika at pag-unawa ng impormasyon sa mga dokumentong natanggap mo.

IMPORTANTE:

Questo documento contiene informazioni importanti sui Suoi diritti di indennizzo di disoccupazione, sulle sue responsabilità e i suoi benefit. E' cruciale che Lei comprenda appieno le informazioni contenute in questo documento. **SCADENZA PER IL RICORSO:** Se non si trova in accordo con questa determinazione o decisione, dovrà presentare ricorso prima della scadenza riportata nel presente documento. **INMEDIATAMENTE:** In caso di necessità chiami il 866-239-0843 per assistenza alla traduzione e comprensione delle informazioni contenute nei documenti ricevuti.

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Tài liệu này chứa đựng tin tức quan trọng về quyền hạn, trách nhiệm và/hoặc những lợi ích được đền bù trong khi thất nghiệp. Đó là điều tối cần thiết mà quý vị phải hiểu rõ những tin tức trong tài liệu này. **HẠN CHÓT KHIẾU NẠI:** Nếu quý vị không đồng ý với quyết định này, quý vị phải nộp đơn khiếu nại trước hạn chót ghi rõ trong tài liệu này. **MỘT CÁCH NHANH CHÓNG:** Nếu cần xin hãy gọi số 866-239-0843 để được giúp đỡ trong việc phiên dịch và hiểu rõ những tin tức trong tài liệu quý vị đã nhận.

중요!

이 문서는 실업보상 권리, 책임 및/또는 혜택에 대한 중요한 정보가 포함되어 있습니다. 이 문서에 있는 정보를 이해 하는 것은 매우 중요합니다. **항소 마감:** 이 결정에 이견이 있으시면 항소인은 문서에 언급된 마감일 전에 항소를 제기하셔야 합니다. **즉시:** 받으신 문서의 번역 및 이해를 위해서 도움이 필요하시면 866-239-0843 로연락을 하시기 바랍니다.

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Dokumenty mogą zawierać ważne informacje o Pana(-i) prawach do zasiłków dla bezrobotnych, obowiązków i/lub świadczeń. Zrozumienie informacji zawartych w niniejszym dokumencie jest bardzo ważne. **DATA WYGAŚNIĘCIA TERMINU SKŁADANIA ODWOŁAŃ:** Jeśli nie zgadza się Pan(-i) z decyzją zawartą w niniejszym dokumencie, odwołanie należy złożyć przed datą wygaśnięcia terminu wyszczególnionego w treści niniejszego dokumentu. **NATYCHMIAST:** W razie potrzeby, należy dzwonić pod 866-239-0843 w celu uzyskania pomocy w tłumaczeniu i zrozumieniu informacji w dokumentach, które Pan(i) otrzymał(-a).

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VAŽNO!

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ໝາງເຫລາະສາ

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هام!

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