

**For Immediate Release****Date:** April 22, 2009**Contact:** Carol Morgan
Telephone: (712) 242-2131**Southwest Iowa ECI: "Unemployment Insurance—What Every Employer Needs to Know"**

COUNCIL BLUFFS, IOWA – Employers: are you losing your unemployment appeal hearings? Is your unemployment insurance tax rate going up due to multiple unemployment claims going against your favor? Here's your opportunity to learn how to prepare your case to win!

The Southwest Iowa Employers' Council (ECI) and Iowa Workforce Development will be hosting training sessions on "Unemployment Insurance—What Every Employer Needs to Know" on Wednesday May 13, 2009 at two locations in Southwest Iowa. Featured speaker will be Dan Anderson, Chief Administrative Law Judge with Iowa Workforce Development. Training sessions will be held on Wednesday, May 13, 2009:

- 8:30 to 11:30 am at Atlantic Chamber of Commerce, 1501 E 10 St, Atlantic, IA
- 1:00 to 4:00 pm at Shenandoah Historical Museum, 800 W Sheridan Ave, Shenandoah, IA

All business owners, human resource professionals, personnel staff, attorneys, paralegals and payroll/accounting staff are invited to attend. There is no fee to attend but pre-registration is requested for planning purposes by Friday May 8 to Carol Morgan at 712-242-2131 or carol.morgan@iwd.iowa.gov. This program has been approved for 3.0 (General) recertification credit hours towards PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).

Program topics include:

- Definitions of misconduct, discharges and quits
- Iowa Codes and Iowa Employment Security Laws
- Law changes on unemployment overpayments and the importance of participating in the first level telephone fact-finding interviews
- Separation issues such as discharges for attendance, insubordination, fighting on the job, off duty conduct, gross misconduct, carelessness & negligence; quitting for good cause attributable to the employer, quits to avoid violence and domestic abuse, quits to accept other employment, quitting without good cause; temporary employees of employment firms, refusals of work or recall; suitable offers of work; issues involving part time employees
- Health related separation issues, work related & non work related ; choice of medical doctor; quit as a part of a work compensation settlement
- Drug testing as it relates to unemployment benefits
- Procedural issues; timeliness of the appeal procedure, other misc topics dealing with appeal hearings

Dan Anderson has been an administrative law judge with Iowa Workforce Development since June of 1984, becoming chief ALJ in 1996. He was engaged in private law practice in his hometown, Atlantic, Iowa, prior to joining the agency. In 1968 he received his baccalaureate degree from Macalester College. After military service, he attended the University of Iowa College of Law, graduating in 1975. He has prepared training materials and participated in training seminars sponsored by the United States Department of Labor, The National Judicial College, the Iowa Association of Administrative Law Judges and the Iowa State Bar Association. He is a member of the National Association of Administrative Law Judiciary and the Iowa Association of Administrative Law Judges. He has issued over 22,000 decisions during his career as an administrative law judge.

The Southwest IA Employers' Council is a local employer group supported by Iowa Workforce Development Region 13 including Harrison, Shelby, Pottawattamie, Mills, Cass, Fremont and Page counties, and is part of the statewide Employers' Council of Iowa system. All businesses, including Iowa, Nebraska and Missouri employers are welcome to attend ECI events. This employers' group addresses workforce issues, and provides both educational and networking opportunities for employers and human resource professionals. Contact Carol Morgan for more information about the Southwest Iowa ECI group.

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