

# Membership Matters

Quarterly News from The 501 Alliance

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**September 2016**

## **Time is Running Out to Register on our Web Site**

As we announced in March of this year, this will be the last quarter that a paper copy of the quarterly contribution report is sent to members. Starting in the fourth quarter, we will only send an e-mail reminder to members who have registered on our web site to complete their quarterly contribution report electronically. Currently, about 95% of our members have registered on our web site and we would like to thank those who have already completed this process.

If you haven't had the time to register yet, please do so now before the changeover occurs next quarter. If you have lost or misplaced the registration information that was previously mailed to all members, please contact Mike Pennanen at 800-968-9675, ext. 2950 and he can provide you with your PIN.

It only takes a few minutes to register and you can also provide your PIN to your payroll provider if they will be completing your report. Once you have your PIN, follow the instructions below to register on our web site:

1. Go to [501alliance.org](http://501alliance.org)
2. On the right-hand side, scroll down and click on "Don't have an account?"
3. On the registration page, create a username, enter your e-mail address and enter your UIA number and PIN.
4. Click on the "Sign-up" button and you will receive an e-mail with two links.
5. Click on the first link and you can either use the password that is displayed or you can delete it and create your own. We suggest creating a password that will be easier to remember. Next, click on the "Reset Password" button.
6. The next screen will indicate that your password has been reset and click on the "Log-in" link. On this screen, enter your username and password that you just created.
7. Click on "Log-in" and you will be directed to the home page of our web site.

Once logged-in, a menu should now be displayed on the right-hand side of the home page with all of the available features listed. Once you're ready to complete your report, click on the "Quarterly Contribution Report" link. Once completed, you do not need to provide a copy with your payment but please note your UIA employer number on the front of your check.

If you have any questions about the functionality of the web site or how to use any of the features, please contact Mike Pennanen.

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### How Would You Rule?

#### **Background:**

The claimant quit her position after a schedule change request was denied. The claimant was disqualified from benefits upon a finding that she quit her job without good cause connected to her work. The claimant appealed the decision and a hearing was scheduled before an Administrative Law Judge (ALJ).

#### **At the Hearing:**

*Claimant's Evidence:* The claimant, who worked in a call center, testified that she left her job after she was denied a schedule change. The claimant testified that her son and daughter-in-law needed help with babysitting, so the claimant requested a schedule change that would allow her to babysit her grandchild. The claimant was granted a temporary schedule change but not a permanent one. The claimant's grandchild is bilingual and the child's parents wished to find a babysitter who spoke the child's second language but were unable to find one. The claimant and the child's parents therefore felt it was necessary for her to leave her employment to babysit the child.

*Employer's Evidence:* The claimant approached the employer about a permanent schedule change, requesting to work nights so she could babysit. A permanent night schedule was not available but the employer allowed the claimant to work a swing shift until the parents of the child could find a different babysitter. The claimant notified the employer that it was necessary for her to have a permanent schedule change so she could babysit. The employer could not accommodate that request, so the claimant quit her job.

#### **The Hearing Decision:**

The ALJ found that the claimant quit without good cause and the original decision denying benefits remained in effect. The ALJ found that the claimant's reason for leaving did not rise to the level of good cause because it was entirely personal and it was not proven that there were no other viable options available to the claimant. The claimant, along with her son and daughter-in-law made the decision not to consider any options other than having the claimant quit her job to care of the child. The claimant disagreed and appealed, arguing that the child's parents' schedules were not flexible and there were no other options available to take care of the child. In addition, she felt that she deserved the benefits because of her many years of paying into the unemployment system.

#### **The Board of Review Decision:**

The Board of Review agreed with the ALJ. The Board found that the ALJ's decision was supported by the record of evidence and the law and added that the claimant did not pay into the unemployment system. The claimant remained disqualified.

#### **Takeaway:**

In this case, it was found that the claimant's personal reason for leaving was not a reason which would compel a reasonable worker in the same circumstances to quit. Therefore, if an employee does leave for personal reasons, be prepared to prove or argue that the claimant had other options available to him/her or argue that the claimant's circumstances were not so dire as to compel him/her to quit.