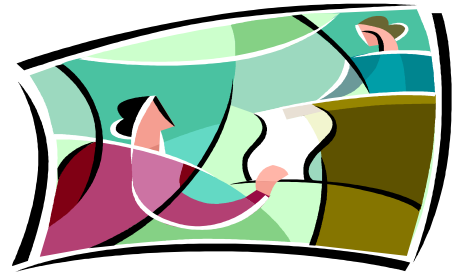


**Human Resource Association of North Iowa (HRANI)
Employers' Council of Iowa (ECI)**

Unemployment Law Hearings: Present Your Case to Win!



**Presented by Joseph L. Walsh
Chief Administrative Law Judge**

Joe was born in Perry, Iowa and graduated from Perry High School in 1989. He earned a Bachelor of Arts with Honors in political science from Drake University in 1993. He then completed his Juris Doctor with Honors at Drake Law School in 1996. Joe began his legal career as a law clerk at the Division of Workers' Compensation at Iowa Workforce Development in 1995. From 1996-2004, he worked in private practice at the Hedberg Law Firm where he specialized in labor law and workers' compensation. Joe became a partner with Hedberg, Owens, Hedberg & Walsh in 2004, until he left in August 2007 to serve in the Culver Administration. Gov. Culver appointed Joe to the position of Deputy Director of Iowa Workforce Development, where he served from 2007 to 2010. As Deputy Director, Joe assisted with the passage of several key pieces of workforce legislation, including Unemployment Insurance Modernization, the Unemployment Integrity Act, the State Layoff Notification Act, the Military Spouses Act and the Workforce Innovation Act of 2008. Joe testified before the United States Congress in 2009 regarding the unemployment provisions of the American Recovery and Reinvestment Act. In 2010, Joe was named "Administrator of the Year" by the International Association of Workforce Professionals Iowa Chapter. Joe Walsh was appointed Chief Administrative Law Judge for the Unemployment Insurance Appeals Bureau in January 2011. He has focused on reducing the backlog and speed up processing times.

Topics Include:

- **Definitions of misconduct, discharges and quits**
- **Iowa Codes; Iowa Employment Security Laws**
- **Drug testing as it relates to unemployment**
- **Recommended documentation of disciplinary actions**
- **Health-related separation issues**
- **Discharge for attendance, insubordination, fighting on the job, gross misconduct, quitting with and without good cause**
- **Refusals of work or recall**
- **Part-time and temporary staff**
- **Timeliness of appeal procedure**

Tuesday, January 8

Noon – 1:30

NIACC Activity Center – AC101



*Recertification credit hours applied for through HRCI. Equal opportunity program.
Auxiliary aids and services are available upon request to individuals with disabilities.*