RA 26-403

EMPLOYMENT APPEAL BOARD[486]

Regulatory Analysis

Notice of Intended Action to be published: 486—Chapter 1
"Organization"

Iowa Code section(s) or chapter(s) authorizing rulemaking: 10A.601(4) and 10A.601(6)

State or federal law(s) implemented by the rulemaking: Iowa Code sections 10A.601 and 70A.28; chapter 8A, subchapter IV; and chapters 20, 80, 88, 91C, 96, and 97B

Public Hearing

A public hearing at which persons may present their views orally or in writing will be held as follows:

December 29, 2026	Via videoconference:
11 a.m.	meet.google.com/jat-xmxh-jte

Public Comment

Any interested person may submit written comments concerning this Regulatory Analysis, which must be received by the Employment Appeal Board no later than 4:30 p.m. on the date of the public hearing. Comments should be directed to:

Rick Autry
Employment Appeal Board
6200 Park Avenue, Suite 100
Des Moines, Iowa 50321
Email: rick.autry@eab.iowa.gov

Purpose and Summary

This proposed rulemaking includes revisions to administrative rules based on the requirements of Executive Order 10. This proposed chapter describes the organization of the Board and the methods for filing appeals. The organization description has been updated mostly to allow for slightly more flexibility in calling Board meetings, consistent with Iowa's open meetings law. The appeal methods have been made more explicitly consistent with the chapters corresponding to the various areas of responsibility. A rule setting out the recently added responsibilities under Iowa Code chapter 20 and referring to the governing Iowa Code chapter were added. This was added because the Board hears appeals in all other areas of responsibility but has administrative duties regarding Iowa Code chapter 20. Otherwise, the rule describing the jurisdiction of the Board has been removed because the rule duplicates the statute.

The references to rule 486—2.3(10A) and 486—Chapters 10 through 15 are to that rule as published herein (**RA 26-404**, IAB 11/25/26) and to those chapters as published in **RA 26-228** through **RA 26-233**, IAB 8/19/26.

Analysis of Impact

1. **Persons affected by the proposed rulemaking:**

- **Classes of persons that will bear the costs of the proposed rulemaking:**

There is no additional expected cost to the State or individuals.

- **Classes of persons that will benefit from the proposed rulemaking:**

Parties appearing before the Board in any of its proceedings will benefit.

2. **Impact of the proposed rulemaking, economic or otherwise, including the nature and amount of all the different kinds of costs that would be incurred:**

- **Quantitative description of impact:**

There is no expected economic impact created by this proposed rulemaking.

- **Qualitative description of impact:**

There is no expected economic impact created by this proposed rulemaking.

3. **Costs to the State:**

- **Implementation and enforcement costs borne by the agency or any other agency:**

There is no expected economic impact created by this proposed rulemaking.

- **Anticipated effect on State revenues:**

There is no expected effect on State revenues created by this proposed rulemaking.

4. **Comparison of the costs and benefits of the proposed rulemaking to the costs and benefits of inaction:**

Not applicable.

5. **Determination whether less costly methods or less intrusive methods exist for achieving the purpose of the proposed rulemaking:**

Not applicable.

6. **Alternative methods considered by the agency:**

- **Description of any alternative methods that were seriously considered by the agency:**

The agency considered updating and modernizing the description of its jurisdiction rather than removing.

- **Reasons why alternative methods were rejected in favor of the proposed rulemaking:**

Executive Order 10 provides that duplication of the statute should be avoided. Description of jurisdiction either is duplicative of statute or differs from statute and therefore creates ambiguity.

Small Business Impact

If the rulemaking will have a substantial impact on small business, include a discussion of whether it would be feasible and practicable to do any of the following to reduce the impact of the rulemaking on small business:

- Establish less stringent compliance or reporting requirements in the rulemaking for small business.
- Establish less stringent schedules or deadlines in the rulemaking for compliance or reporting requirements for small business.
- Consolidate or simplify the rulemaking's compliance or reporting requirements for small business.
- Establish performance standards to replace design or operational standards in the rulemaking for small business.
- Exempt small business from any or all requirements of the rulemaking.

If legal and feasible, how does the rulemaking use a method discussed above to reduce the substantial impact on small business?

There is no expected impact on small business.

Text of Proposed Rulemaking

ITEM 1. Rescind 486—Chapter 1 and adopt the following **new** chapter in lieu thereof:

CHAPTER 1
ORGANIZATION

486—1.1(10A) Organization.

1.1(1) The appeal board is comprised of three members appointed by the governor, subject to confirmation of the senate. The members are appointed pursuant to Iowa Code section 10A.601(2) to represent the interests of employers, employees, and the general public.

1.1(2) The appeal board's offices are located at 6200 Park Avenue, Suite 100, Des Moines, Iowa 50321. The office hours are 8 a.m. to 4:30 p.m. Monday through Friday. The office is closed on all state holidays.

1.1(3) The appeal board shall meet during the first full week in May of even-numbered years to select a chairperson and vice-chairperson.

1.1(4) The appeal board shall meet at least once per month to vote and decide cases that are eligible for review or decision. The appeal board may also meet at other times.

486—1.2(10A) Filing of appeals; Iowa Code chapter 20 responsibility.

1.2(1) The procedures for filing appeals and the time for filing such appeals are specified in each of the following chapters pertaining to a specific area of the appeal board's jurisdiction.

1.2(2) Unless expressly provided otherwise in the chapter of these regulations governing the type of appeal in question, appeals may be filed by mailing the appeal, filing the appeal in person, or faxing the appeal to the appeal board at 515.281.7191. Appeals may in addition be filed by any means set out in the chapter of these regulations governing the type of appeal in question. Unless expressly provided otherwise in such a chapter, the date of filing an appeal by such an additional means shall be determined by rule 486—2.3(10A). The address for the appeal board is as stated in subrule 1.1(2).

1.2(3) The appeal board has the power, responsibility, and decisional authority assigned to it by Iowa Code chapter 20. Appeal board actions pertaining to Iowa Code chapter 20 are governed by 486—Chapters 10 through 15.

These rules are intended to implement Iowa Code section 10A.601.