

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

68-0157 (9-06) - 3091078 - EI

STEPHEN J SCANLAN
Claimant

APPEAL NO. 09A-UI-11173-H2T

**ADMINISTRATIVE LAW JUDGE
DECISION**

FAWN ENGINEERING CORP
Employer

**Original Claim: 03-08-09
Claimant: Appellant (1)**

Section 96.5-5 – Severance Pay

STATEMENT OF THE CASE:

The claimant filed a timely appeal from the August 4, 2009, reference 03, decision that deducted severance pay from his unemployment insurance benefits. After due notice was issued, a hearing was held on August 20, 2009. The claimant did participate. The employer did participate through Jamie Badger, Human Resources Representative. Department's Exhibit D-1 was received.

ISSUE:

Was the severance pay deducted for the correct period?

FINDINGS OF FACT:

Having reviewed the testimony and all of the evidence in the record, the administrative law judge finds: Claimant was separated from his employment on March 6, 2009, when he was laid off. The claimant received severance pay in the amount of \$2,028.71, based upon 196 hours at the hourly rate of \$14.92 per hour. The employer did designate the time period that the severance was to apply to as from March 9, 2009 through March 31, 2009.

The claimant was paid accumulated vacation pay at the rate of \$14.92 per hour for 72 hours for a total of \$1,074.03. The employer did not designate the time period to which the vacation was to apply.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes the severance pay was deducted for the correct period.

Iowa Code section 96.5-5 provides:

An individual shall be disqualified for benefits:

5. Other compensation. For any week with respect to which the individual is receiving or has received payment in the form of any of the following:

a. Wages in lieu of notice, separation allowance, severance pay, or dismissal pay.

b. Compensation for temporary disability under the workers' compensation law of any state or under a similar law of the United States.

c. A governmental or other pension, retirement or retired pay, annuity, or any other similar periodic payment made under a plan maintained or contributed to by a base period or chargeable employer where, except for benefits under the federal Social Security Act or the federal Railroad Retirement Act of 1974 or the corresponding provisions of prior law, the plan's eligibility requirements or benefit payments are affected by the base period employment or the remuneration for the base period employment. However, if an individual's benefits are reduced due to the receipt of a payment under this paragraph, the reduction shall be decreased by the same percentage as the percentage contribution of the individual to the plan under which the payment is made.

Provided, that if the remuneration is less than the benefits which would otherwise be due under this chapter, the individual is entitled to receive for the week, if otherwise eligible, benefits reduced by the amount of the remuneration. Provided further, if benefits were paid for any week under this chapter for a period when benefits, remuneration or compensation under paragraph "a", "b", or "c", were paid on a retroactive basis for the same period, or any part thereof, the department shall recover the excess amount of benefits paid by the department for the period, and no employer's account shall be charged with benefits so paid. However, compensation for service-connected disabilities or compensation for accrued leave based on military service, by the beneficiary, with the armed forces of the United States, irrespective of the amount of the benefit, does not disqualify any individual, otherwise qualified, from any of the benefits contemplated herein. A deduction shall not be made from the amount of benefits payable for a week for individuals receiving federal social security pensions to take into account the individuals' contributions to the pension program.

871 IAC 24.13(3)c provides:

(3) Fully deductible payments from benefits. The following payments are considered as wages; however, such payments are fully deductible from benefits on a dollar-for-dollar basis:

c. Wages in lieu of notice, separation allowance, severance pay and dismissal pay.

The employer designated the time period that the severance pay was to be applied to as through March 31, 2008. Therefore, the entire amount of severance pay was correctly deducted for the week ending March 28, 2009.

DECISION:

The August 4, 2009, reference 03, decision is affirmed. The severance pay was deducted for the correct period.

Teresa K. Hillary
Administrative Law Judge

Decision Dated and Mailed

tkh/kjw