

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

**CAMDEN D BARBER**  
Claimant

**GREAT SOUTHERN BANK**  
Employer

**Case No. 22IWDUI0079**

**APPEAL 22A-UI-01417**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 11/21/21  
Claimant: Appellant (1)**

Iowa Code § 96.4(3) – Able to and Available for Work

**STATEMENT OF THE CASE:**

The claimant/appellant filed an appeal from the December 13, 2021 (reference 01) unemployment insurance decision denying benefits. The parties were properly notified of the hearing. A telephone hearing was held on February 10, 2022. The claimant, Camden D. Barber, participated personally. The employer, Great Southern Bank, participated in the hearing through attorney Rick E. Temple and Janice Buterbaugh, Human Resources Manager at Great Southern Bank Corporate Office. The administrative law judge took administrative notice of the claimant's unemployment insurance benefits records.

**ISSUES:**

Was the claimant able to and available for work?

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record the administrative law judge finds:

Camden D. Barber was hired to work at Great Southern Bank in Oskaloosa, Iowa in June of 2021. She began work on July 1, 2021, as a bank teller. She works part time, 25 to 30 hours a week. She usually works four out of the five weekdays and every other Saturday. Her shifts during the week are seven or eight hours long. Her direct supervisor is Melissa Little.

On November 22, 2021, Barber's boyfriend tested positive for Covid-19 and was symptomatic. Barber contacted her supervisor. Because of bank policies, she was told that she would need to take 20 days off work to quarantine. If she were to test positive for Covid-19, she would need to quarantine for 10 day after she tested positive. Barber tested positive on November 26, 2021. Her return date was set as December 6, 2021. Barber went back to work on December 7, 2021 and is currently employed at the same bank. Barber was paid for 16 hours of sick leave for the time that she missed. The employer has a policy that provides part-time employees two days of paid sick leave annually.<sup>1</sup>

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<sup>1</sup> The employer has a policy that provides paid leave for Covid-19 related leave for those who are vaccinated. Appellant is not vaccinated.

Barber filed an application for unemployment insurance on November 21, 2021, in hopes of making up the lost income for the leave that she took as a result of Covid-19. She had read that she could receive unemployment benefits for leave time related to Covid-19.

**REASONING AND CONCLUSIONS OF LAW:**

The December 13, 2021, unemployment insurance decision that found Barber ineligible for benefits is affirmed.

An unemployed individual is eligible for unemployment insurance benefits only if the individual is able to and available for work. Iowa Code § 96.4(3); Iowa Admin. Code r. 871-24.22. Additionally, “[a] leave of absence negotiated with the consent of both parties, employer and employee, is deemed a period of voluntary unemployment for the employee-individual, and the individual is considered ineligible for benefits for the period.” Iowa Admin. Code r. 871-24.22.

Barber was not able and available for work between November 22, and December 6, 2021. Because of the Covid-19 pandemic, Barber received a leave of absence to quarantine at home while her boyfriend and she were sick with Covid-19. She therefore was not available for work and was not eligible for unemployment insurance benefits during this time. She returned to work after her leave.<sup>2</sup>

**DECISION:**

The December 13, 2021 (reference 01) unemployment insurance decision is **AFFIRMED**. The claimant was not able to and available for work during the time period from November 22, to December 6, 2021. She returned to employment on December 7, 2021. Benefits are denied.



Alla R. Mintzer Zaprudsky  
Administrative Law Judge

February 17, 2022  
Decision Dated and Mailed

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<sup>2</sup> Barber believed that she would be eligible for federally-funded unemployment insurance benefits under the Coronavirus Aid, Relief, and Economic Security Act (“Cares Act”), Public Law 116-136. Section 2102 of the CARES Act created a new temporary federal program called Pandemic Unemployment Assistance (PUA) that generally provides up to 39 weeks of unemployment benefits. The last payable week for PUA in Iowa was the week ending June 12, 2021. See, <https://www.iowaworkforcedevelopment.gov/pua-information> (last visited February 16, 2022). Barber's request was for leave in November and December of 2021 which falls after the last payable week of PUA.

cc: Camden D Barber, Claimant (by first class mail)  
Great Southern Bank, Employer (by first class mail)  
Rick E. Temple, Attorney (by first class mail)  
Natali Atkinson, IWD (by email)  
Joni Benson, IWD (By AEDMS)

**Case Title:** BARBER V. GREAT SOUTHERN BANK

**Case Number:** 22IWDUI0079

**Type:** Proposed Decision

IT IS SO ORDERED.

*Alla R. Mintzer Zaprudsky*

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Alla Mintzer-Zaprudsky, ALJ