

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**TODD C JOHNSON**  
Claimant

**APPEAL NO. 14A-UI-00469-MT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**REMEDY INTELLIGENT STAFFING INC**  
Employer

**OC: 07/21/13**  
**Claimant: Appellant (2)**

Section 96.4-3 – Able and Available  
Section 96.6-2 – Timeliness of Appeal

**STATEMENT OF THE CASE:**

Claimant filed an appeal from a decision of a representative dated December 30, 2013, reference 04, which held claimant not able and available for work. After due notice, a hearing was scheduled for and held on February 5, 2014. Claimant participated personally. Employer participated by Julie Coughlin, Branch Manager. Exhibit A was admitted into evidence.

**ISSUES:**

The issue in this matter is whether claimant is able and available for work. The second issue is whether the appeal is timely.

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: Claimant is a full-time student. Claimant is willing to work full time in addition to attending class 20 hours per week. Claimant has been working a full-time assignment at Tax Act since November 18, 2013. Claimant is able and available for full-time work as demonstrated by his ability to handle full-time hours.

Claimant was issued a decision that withheld benefits. Claimant received the decision January 7, 2014. Claimant had until January 9 to appeal. Claimant delayed the appeal until January 10. Claimant failed to read and follow the instructions on the decision which would have allowed a timely appeal. Claimant wanted to take the case to the local workforce office to ask how to appeal. Claimant had ample time to appeal before the deadline but instead of reading the instructions he delayed until he could go to workforce to have someone tell him how to appeal.

## **REASONING AND CONCLUSIONS OF LAW:**

Iowa Code section 96.6-2 provides:

2. Initial determination. A representative designated by the director shall promptly notify all interested parties to the claim of its filing, and the parties have ten days from the date of mailing the notice of the filing of the claim by ordinary mail to the last known address to protest payment of benefits to the claimant. The representative shall promptly examine the claim and any protest, take the initiative to ascertain relevant information concerning the claim, and, on the basis of the facts found by the representative, shall determine whether or not the claim is valid, the week with respect to which benefits shall commence, the weekly benefit amount payable and its maximum duration, and whether any disqualification shall be imposed. The claimant has the burden of proving that the claimant meets the basic eligibility conditions of section 96.4. The employer has the burden of proving that the claimant is disqualified for benefits pursuant to section 96.5, except as provided by this subsection. The claimant has the initial burden to produce evidence showing that the claimant is not disqualified for benefits in cases involving section 96.5, subsection 10, and has the burden of proving that a voluntary quit pursuant to section 96.5, subsection 1, was for good cause attributable to the employer and that the claimant is not disqualified for benefits in cases involving section 96.5, subsection 1, paragraphs "a" through "h". Unless the claimant or other interested party, after notification or within ten calendar days after notification was mailed to the claimant's last known address, files an appeal from the decision, the decision is final and benefits shall be paid or denied in accordance with the decision. If an administrative law judge affirms a decision of the representative, or the appeal board affirms a decision of the administrative law judge allowing benefits, the benefits shall be paid regardless of any appeal which is thereafter taken, but if the decision is finally reversed, no employer's account shall be charged with benefits so paid and this relief from charges shall apply to both contributory and reimbursable employers, notwithstanding section 96.8, subsection 5.

The appeal is not timely because claimant delayed the appeal rather than read and follow the instructions. Claimant did not need to go to a workforce office to discover the appeal procedure. Claimant had sufficient time to appeal before the deadline. The appeal is not timely.

Iowa Code section 96.4-3 provides:

An unemployed individual shall be eligible to receive benefits with respect to any week only if the department finds that:

3. The individual is able to work, is available for work, and is earnestly and actively seeking work. This subsection is waived if the individual is deemed partially unemployed, while employed at the individual's regular job, as defined in section 96.19, subsection 38, paragraph "b", unnumbered paragraph 1, or temporarily unemployed as defined in section 96.19, subsection 38, paragraph "c". The work search requirements of this subsection and the disqualification requirement for failure to apply for, or to accept suitable work of section 96.5, subsection 3 are waived if the individual is not disqualified for benefits under section 96.5, subsection 1, paragraph "h".

871 IAC 24.22(1)a provides:

Benefits eligibility conditions. For an individual to be eligible to receive benefits the department must find that the individual is able to work, available for work, and earnestly and actively seeking work. The individual bears the burden of establishing that the individual is able to work, available for work, and earnestly and actively seeking work.

(1) Able to work. An individual must be physically and mentally able to work in some gainful employment, not necessarily in the individual's customary occupation, but which is engaged in by others as a means of livelihood.

a. Illness, injury or pregnancy. Each case is decided upon an individual basis, recognizing that various work opportunities present different physical requirements. A statement from a medical practitioner is considered prima facie evidence of the physical ability of the individual to perform the work required. A pregnant individual must meet the same criteria for determining ableness as do all other individuals.

871 IAC 24.23(35) provides:

Availability disqualifications. The following are reasons for a claimant being disqualified for being unavailable for work.

(35) Where the claimant is not able to work and is under the care of a physician and has not been released as being able to work.

Inasmuch as the appeal is untimely claimant is not able and available through December 30, 2013. Jurisdiction does not exist because the appeal was not timely. However, since this is an issue of able and available the issue remains open for future benefits. Claimant has established the ability to work full time based on his actual work hours in the current assignment at Tax Act. Benefits shall be allowed effective December 31, 2013.

**DECISION:**

The decision of the representative dated December 30, 2013, reference 04, is reversed. Claimant is not eligible to receive unemployment insurance benefits, through December 30, 2013. Benefits shall be allowed effective December 31, 2013 provided claimant is otherwise eligible. Claimant's appeal is not timely.

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Marlon Mormann  
Administrative Law Judge

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Decision Dated and Mailed

mdm/pjs

