

**IN THE IOWA ADMINISTRATIVE HEARINGS DIVISION  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

**PATRICK J BURNS**  
Claimant

**DEERE & COMPANY INC**  
Employer

**APPEAL NO. 25A-UI-00393-JT-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 06/02/24**  
**Claimant: Appellant (4)**

Iowa Code Section 96.4(3) – Able & Available

**STATEMENT OF THE CASE:**

On January 14, 2025, Patrick Burns (claimant) filed a timely appeal from the January 10, 2025 (reference 01) decision that denied benefits effective December 8, 2024, based on the deputy's conclusion that the claimant was still employed under the same hours and conditions as in the original contract of hire and could not be deemed partially unemployed. After due notice was issued, a hearing was held on February 3, 2025. Claimant participated. The employer did not comply with the hearing notice instructions to call the designated toll-free number at the time of the hearing and did not participate. Exhibit A was received into evidence. The administrative law judge took official notice of the following agency administrative records: KCCO, DBRO, and WAGE-A.

**ISSUES:**

Whether the claimant was able to work and available for work for the period beginning December 8, 2024.

Whether the claimant was partially and/or temporarily unemployed for the period beginning December 8, 2024.

Whether the employer's account may be charged for benefits.

**FINDINGS OF FACT:**

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

Patrick Burns (claimant) established an original claim for unemployment insurance benefits that was effective June 2, 2024 and a number of "additional claims," the most recent of which was effective December 8, 2024. IWD set the weekly benefit amount at \$659.00. Mr. Burns has at all relevant times been employed by Deere & Company, Inc. as a full-time Mold Prep foundry production line worker. The usual work hours are 7:00 a.m. to 3:30 p.m., Monday through Friday, unless there is overtime work. Mr. Burns sometimes performs Saturday overtime work. While Mr. Burns cannot remember his exact hourly wage, he estimates the hourly wage to be around \$25.00.

During the week that ended December 14, 2024, Mr. Burns worked his usual full-time hours and earned his usual full-time wages, which exceeded his weekly unemployment insurance benefit amount by more than \$15.00. Mr. Burns reported the weekly wages to IWD as \$1,040.00. Based on the wages Mr. Burns reported for the week, IWD did not pay benefits for the week that ended December 14, 2024.

During the week that ended December 21, 2024, Mr. Burns was off work pursuant to a temporary factory shut-down. During that week, the employer had no work for Mr. Burns and Mr. Burns earned no wages. IWD paid \$659.00 in benefits for the week that ended December 21, 2024.

Mr. Burns discontinued his weekly claims after he made a claim for the week that ended December 21, 2024, by which time he exhausted his 16 weeks of potential eligibility in connection with the benefit year that started June 2, 2024.

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

The present appeal and decision concern the two-week claim period associated with the December 8, 2024 “additional claim” for benefits.

Iowa Code section 96.4(3)(a) provides as follows:

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

3. a. 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 96.1A, subsection 37, paragraph “b”, subparagraph (1), or temporarily unemployed as defined in section 96.1A, subsection 37, 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”.

Iowa Admin. Code r. 871-24.22(2) 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.

(2) Available for work. The availability requirement is satisfied when an individual is willing, able, and ready to accept suitable work which the individual does not have good cause to refuse, that is, the individual is genuinely attached to the labor market. Since, under unemployment insurance laws, it is the availability of an individual that is required to be tested, the labor market must be described in terms of the individual. A labor market for an individual means a market for the type of service which the individual offers in the geographical area in which the individual offers the service. Market in that sense does not mean that job vacancies must exist; the purpose of unemployment insurance is to compensate for lack of job vacancies. It means only that the type of services which an individual is offering is generally performed in the geographical area in which the individual is offering the services.

Iowa Admin. Code r. 871-24.23(23) provides:

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

(23) The claimant's availability for other work is unduly limited because such claimant is working to such a degree that removes the claimant from the labor market.

Iowa Code section 96.1A(37) provides:

"Total and partial unemployment".

a. An individual shall be deemed "totally unemployed" in any week with respect to which no wages are payable to the individual and during which the individual performs no services.

b. An individual shall be deemed partially unemployed in any week in which either of the following apply:

(1) While employed at the individual's then regular job, the individual works less than the regular full-time week and in which the individual earns less than the individual's weekly benefit amount plus fifteen dollars.

(2) The individual, having been separated from the individual's regular job, earns at odd jobs less than the individual's weekly benefit amount plus fifteen dollars.

c. An individual shall be deemed temporarily unemployed if for a period, verified by the department, not to exceed four consecutive weeks, the individual is unemployed due to a plant shutdown, vacation, inventory, lack of work or emergency from the individual's regular job or trade in which the individual worked full-time and will again work full-time, if the individual's employment, although temporarily suspended, has not been terminated.

If a claimant individual to whom the benefits are paid is in the employ of a base period employer at the time the individual is receiving the benefits, and the individual is receiving the same employment from the employer that the individual received during the individual's base period, benefits paid to the individual shall not be charged against the account of the employer. Iowa Code section 96.7(2)(a)(2)(a).

During the week that ended December 14, 2024 the claimant was employed full-time and earned full-time wages. Accordingly, the claimant was not unemployed during that week and did not meet the unemployment insurance "availability" requirement. The claimant is not eligible for benefits for the week that ended December 14, 2024.

During the week that ended December 21, 2024, the claimant was able to work and available for work, but temporarily laid off from his full-time employment. The claimant is eligible for benefits for the week that ended December 21, 2024, provided he meets all other eligibility requirements. The employer's account may be charged for benefits for the week ending December 21, 2024.

**DECISION:**

The January 10, 2025 (reference 01) decision is MODIFIED in favor of the claimant as follows.

The During the week that ended December 14, 2024 the claimant did not meet the unemployment insurance "availability" requirement. The claimant is not eligible for benefits for the week that ended December 14, 2024.

During the week that ended December 21, 2024, the claimant was able to work and available for work, but temporarily laid off from his full-time employment. The claimant is eligible for benefits for the week that ended December 21, 2024, provided he meets all other eligibility requirements. The employer's account may be charged for benefits for the week ending December 21, 2024.

A handwritten signature in black ink that reads "James E. Timberland". The signature is written in a cursive, flowing style.

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James E. Timberland  
Administrative Law Judge

February 4, 2025  
Decision Dated and Mailed

jet/scn

**APPEAL RIGHTS.** If you disagree with the decision, you or any interested party may:

1. Appeal to the Employment Appeal Board within fifteen (15) days of the date under the judge's signature by submitting a written appeal via mail, fax, or online to:

**Employment Appeal Board  
6200 Park Ave Suite 100  
Des Moines, Iowa 50321  
Fax: (515)281-7191  
Online: [eab.iowa.gov](http://eab.iowa.gov)**

The appeal period will be extended to the next business day if the last day to appeal falls on a weekend or a legal holiday.

**AN APPEAL TO THE BOARD SHALL STATE CLEARLY:**

- 1) The name, address, and social security number of the claimant.
- 2) A reference to the decision from which the appeal is taken.
- 3) That an appeal from such decision is being made and such appeal is signed.
- 4) The grounds upon which such appeal is based.

An Employment Appeal Board decision is final agency action. If a party disagrees with the Employment Appeal Board decision, they may then file a petition for judicial review in district court.

2. If no one files an appeal of the judge's decision with the Employment Appeal Board within fifteen (15) days, the decision becomes final agency action, and you have the option to file a petition for judicial review in District Court within thirty (30) days after the decision becomes final. Additional information on how to file a petition can be found at Iowa Code §17A.19, which is online at <https://www.legis.iowa.gov/docs/code/17A.19.pdf>.

**Note to Parties:** YOU MAY REPRESENT yourself in the appeal or obtain a lawyer or other interested party to do so provided there is no expense to Workforce Development. If you wish to be represented by a lawyer, you may obtain the services of either a private attorney or one whose services are paid for with public funds.

**Note to Claimant:** It is important that you file your weekly claim as directed, while this appeal is pending, to protect your continuing right to benefits.

**SERVICE INFORMATION:**

A true and correct copy of this decision was mailed to each of the parties listed.

**DERECHOS DE APELACIÓN.** Si no está de acuerdo con la decisión, usted o cualquier parte interesada puede:

1. Apelar a la Junta de Apelaciones de Empleo dentro de los quince (15) días de la fecha bajo la firma del juez presentando una apelación por escrito por correo, fax o en línea a:

**Employment Appeal Board  
6200 Park Ave Suite 100  
Des Moines, Iowa 50321  
Fax: (515)281-7191  
En línea: [eab.iowa.gov](http://eab.iowa.gov)**

El período de apelación se extenderá hasta el siguiente día hábil si el último día para apelar cae en fin de semana o día feriado legal.

**UNA APELACIÓN A LA JUNTA DEBE ESTABLECER CLARAMENTE:**

- 1) El nombre, dirección y número de seguro social del reclamante.
- 2) Una referencia a la decisión de la que se toma la apelación.
- 3) Que se interponga recurso de apelación contra tal decisión y se firme dicho recurso.
- 4) Los fundamentos en que se funda dicho recurso.

Una decisión de la Junta de Apelaciones de Empleo es una acción final de la agencia. Si una de las partes no está de acuerdo con la decisión de la Junta de Apelación de Empleo, puede presentar una petición de revisión judicial en el tribunal de distrito.

2. Si nadie presenta una apelación de la decisión del juez ante la Junta de Apelaciones Laborales dentro de los quince (15) días, la decisión se convierte en acción final de la agencia y usted tiene la opción de presentar una petición de revisión judicial en el Tribunal de Distrito dentro de los treinta (30) días después de que la decisión adquiriera firmeza. Puede encontrar información adicional sobre cómo presentar una petición en el Código de Iowa §17A.19, que está en línea en <https://www.legis.iowa.gov/docs/code/17A.19.pdf>.

**Nota para las partes:** USTED PUEDE REPRESENTARSE en la apelación u obtener un abogado u otra parte interesada para que lo haga, siempre que no haya gastos para Workforce Development. Si desea ser representado por un abogado, puede obtener los servicios de un abogado privado o uno cuyos servicios se paguen con fondos públicos.

**Nota para el reclamante:** es importante que presente su reclamo semanal según las instrucciones, mientras esta apelación está pendiente, para proteger su derecho continuo a los beneficios.

**SERVICIO DE INFORMACIÓN:**

Se envió por correo una copia fiel y correcta de esta decisión a cada una de las partes enumeradas.