

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

STEVE L HARRIS
Claimant

APPEAL NO. 07A-UI-01126-LT

**ADMINISTRATIVE LAW JUDGE
DECISION**

JELD-WEN INC
Employer

OC: 12-31-06 R: 02
Claimant: Respondent (1)

Iowa Code § 96.4(3) - Able and Available

STATEMENT OF THE CASE:

The employer filed a timely appeal from the January 25, 2007, reference 02, decision that allowed benefits. After due notice was issued, a telephone conference hearing was held on February 15, 2007. Claimant participated. Employer participated through Brad Harris and was represented by Rob Sturm, Attorney at Law. Jennifer Palmer and Nicole Smith were called as witnesses but did not participate. Employer's Exhibit 1 (13 pages) was received.

ISSUE:

The issue is whether claimant is able to and available for work.

FINDINGS OF FACT:

Having heard the testimony and having reviewed the evidence in the record, the administrative law judge finds: After his heart attack on June 11, 2006, he was allowed to return to light-duty work with restrictions of limited working hours and limited stress as of August 4, 2006. Those work restrictions remained the same through December 14, 2006 at which time he was released to work without any formal restrictions by his treating physician, Craig Stevens, M.D. and Craig Hoffman, P.A.C. While claimant had no formal work restrictions as of mid-December 2006 he would still not have been able to work under stressful conditions but is seeking jobs with less stress such as cashier at Wal-Mart or an implement store or a custodial position at Grinnell College.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes that the claimant is able to work and available for work.

Iowa Code § 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 and (2) provide:

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.

(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.

Since claimant is able to perform other jobs, even though he is not medically able to perform his former job because of the stress, he is considered able to and available for work. Accordingly, benefits are allowed.

DECISION:

The January 25, 2007, reference 02, decision is affirmed. The claimant is able to work and available for work effective December 31, 2006. Benefits are allowed.

Dévon M. Lewis
Administrative Law Judge

Decision Dated and Mailed

dml/css