

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**KIMBERLY K O'BRIEN**  
Claimant

**APPEAL NO. 11A-UI-01512-M2T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**LUTHER COLLEGE**  
Employer

**OC: 03/10/10**  
**Claimant: Appellant (1)**

Section 96.4-5 – Reasonable Assurance

**STATEMENT OF THE CASE:**

Claimant filed an appeal from a decision of a representative dated January 28, 2011, reference 01, which held claimant ineligible for unemployment insurance benefits. After due notice, a telephone conference hearing was scheduled for and held on March 8, 2011. Claimant participated personally. Employer participated by Roy Prigge, Director of Human Resources.

**ISSUE:**

The issue in this matter is whether employer gave claimant reasonable assurance of continued employment for the upcoming academic year.

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: claimant was employed in food service for Luther College during the 2010-2011 school year. She is an employee of Luther College, although food service is managed by an outside contractor. The employer largely shut down for the holiday season as it generally does. Claimant returned to work after the holiday. Employer offered reasonable assurance of work for the next academic year.

**REASONING AND CONCLUSIONS OF LAW:**

Iowa Code § 96.4-5-b provides:

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

5. Benefits based on service in employment in a nonprofit organization or government entity, defined in section 96.19, subsection 18, are payable in the same amount, on the same terms and subject to the same conditions as compensation payable on the same basis of other service subject to this chapter, except that:

b. Benefits based on service in any other capacity for an educational institution including service in or provided to or on behalf of an educational institution while in the employ of an educational service agency, a government entity, or a nonprofit organization, shall not be paid to an individual for any week of unemployment which begins during the period between two successive academic years or terms, if the individual performs the services in the first of such academic years or terms and has reasonable assurance that the individual will perform services for the second of such academic years or terms. If benefits are denied to an individual for any week as a result of this paragraph and the individual is not offered an opportunity to perform the services for an educational institution for the second of such academic years or terms, the individual is entitled to retroactive payments of benefits for each week for which the individual filed a timely claim for benefits and for which benefits were denied solely by reason of this paragraph.

871 IAC 24.51(6) provides:

School definitions.

(6) Reasonable assurance, as applicable to an employee of an educational institution, means a written, verbal, or implied agreement that the employee will perform services in the same or similar capacity, which is not substantially less in economic terms and conditions, during the ensuing academic year or term. It need not be a formal written contract. To constitute a reasonable assurance of reemployment for the ensuing academic year or term, an individual must be notified of such reemployment.

The claimant did and does have reasonable assurance of continued employment for the 2010-2011 school year. As a result, the claimant is not considered unemployed since the employment is through an educational institution.

**DECISION:**

The decision of the representative dated January 28, 2011, reference 01, is affirmed. Unemployment insurance benefits shall be withheld until claimant has worked in and been paid wages for insured work equal to ten times claimant's weekly benefit amount, provided claimant is otherwise eligible.

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Stan McElderry  
Administrative Law Judge

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Decision Dated and Mailed

srm/pjs