

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

DEBORAH G LEWIS
Claimant

**MONTGOMERY CNTY MEMORIAL
HOSPITAL**
Employer

APPEAL 21A-UI-07349-DZ-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

OC: 04/05/20
Claimant: Appellant (4)

Iowa Code § 96.19(38) – Total and Partial Unemployment
Iowa Code §96.4(3) – Able to and Available for Work
Iowa Admin. Code r. 871-24.23(26) – Same Hours and Wages
Iowa Code § 96.7(2)a(2) – Same Base Period Employment

STATEMENT OF THE CASE:

Deborah G Lewis, the claimant/appellant, filed an appeal from the March 2, 2021, (reference 01) unemployment insurance decision that denied benefits as of December 27, 2020. The parties were properly notified about the hearing. A telephone hearing was held on May 20, 2021. Ms. Lewis participated and testified. The employer did not register for the hearing and did not participate. Official notice was taken of the administrative record, including Ms. Lewis' appeal letter and the attachments.

ISSUES:

Is Ms. Lewis partially unemployed and able to and available for work?
If so, is the employer's account subject to charge?

FINDINGS OF FACT:

Having reviewed the evidence in the record, the administrative law judge finds: Ms. Lewis began working for the employer, a base period employer, on December 11, 2017. She works as a part-time receptionist and is contracted to work at least 24 hours per week. Ms. Lewis was paid \$14.43 per hour through December 10, 2020. As of December 11, 2020, Ms. Lewis is paid \$14.79 per hour.

In March 2020, the United States declared a public health emergency because of the COVID-19 pandemic. Due to the pandemic, the employer reduced Ms. Lewis' hours because the employer had less work available. Ms. Lewis' weekly benefit amount is \$239.00 per week.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes that Ms. Lewis is partially unemployed the weeks ending January 2, 2021, January 30, 2021, February 6, 2021, February 13, 2021 and March 13, 2021 and this employer is relieved of benefit charges.

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".

Iowa Code § 96.19(38) 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.

Iowa Admin. Code r. 871-24.23 (1) and (26) provide:

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

(1) An individual who is ill and presently not able to perform work due to illness.

(26) Where a claimant is still employed in a part-time job at the same hours and wages as contemplated in the original contract for hire and is not working on a reduced workweek basis different from the contract for hire, such claimant cannot be considered partially unemployed.

Iowa Code section 96.7(2)a(2)(a) provides:

2. Contribution rates based on benefit experience.

a. (2) The amount of regular benefits plus fifty percent of the amount of extended benefits paid to an eligible individual shall be charged against the account of the employers in the base period in the inverse chronological order in which the employment of the individual occurred.

(a) However, if the 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. This provision applies to both contributory and reimbursable employers, notwithstanding subparagraph (3) and section 96.8, subsection 5.

For several weeks Ms. Lewis worked less than her regular hours and earned less than her weekly benefit amount plus fifteen dollars. Ms. Lewis is partially unemployed those weeks. Benefits are allowed as long as she is otherwise eligible.

The employer continuously offered Ms. Lewis the same wages but reduced her hours because the COVID-19 pandemic led to less available work. Although the employer was not offering Ms. Lewis the same employment at the time she was receiving benefits as in the base period contemplated at hire, no benefit charges shall be made to its account. This aligns with the Department's position to not charge employers for claims made by employees due to COVID-19 related unemployment.

DECISION:

The March 2, 2021, (reference 01) unemployment insurance decision is modified in favor of the appellant, Ms. Lewis. Ms. Lewis is partially unemployed the weeks ending January 2, 2021, January 30, 2021, February 6, 2021, February 13, 2021 and March 13, 2021. Benefits are allowed for those weeks. Benefits are denied for all other weeks as of December 27, 2020. This employer is relieved of benefit charges.



Daniel Zeno
Administrative Law Judge
Unemployment Insurance Appeals Bureau
Iowa Workforce Development
1000 East Grand Avenue
Des Moines, Iowa 50319-0209
Fax 515-478-3528

May 28, 2021
Decision Dated and Mailed

dz/kmj

NOTE TO CLAIMANT:

- For the weeks that you do not qualify for regular unemployment insurance benefits under state law, if you were or you are currently unemployed for reasons related to COVID-19, you may qualify for Pandemic Unemployment Assistance (PUA) benefits. **You must apply for PUA benefits to determine your eligibility under the program.** For more information on how to apply for PUA, go to <https://www.iowaworkforcedevelopment.gov/pua-information>.
- **If you do not apply for and are not approved for PUA, you may be required to repay the benefits you've received so far.**
- Governor Reynolds announced that Iowa will end its participation in federal pandemic-related unemployment benefit programs, including the PUA program, effective June 12, 2021. **However, you can still apply for PUA benefits at the link above.**