

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**DEBRA L LUCAS**  
Claimant

**APPEAL NO. 13A-UI-02509-NT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**COMMUNITY CHOICE CREDIT UNION**  
Employer

**OC: 02/03/13**  
**Claimant: Appellant (1)**

Section 96.5-7 – Vacation Pay

**STATEMENT OF THE CASE:**

The claimant filed a timely appeal from the February 27, 2013, reference 02, decision that held her ineligible to receive unemployment insurance benefits for three weeks ending March 23, 2013 finding that the claimant was receiving or entitled to receive vacation pay which equaled or exceeded her weekly benefit amount. After due notice was provided, a telephone hearing held on March 28, 2013. The claimant did participate. Participating on behalf of the claimant was Mr. Saul Gonzales, Representative. The employer participated by Ms. Judy Wills, Jennifer Howard and Mr. Casey Quick.

**ISSUE:**

At issue is whether the employer made a timely designation of the period to which accrued vacation pay was to be applied.

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: Debra Lucas was separated from employment on February 4, 2013 and opened a claim for unemployment insurance benefits with an effective date of Sunday, February 3, 2013. At or near the time of job separation the claimant was issued vacation pay in the amount of \$1,309.01 for PTO that had been accrued prior to the claimant's separation from employment. The employer made a timely designation of the period to which the accrued vacation pay was to be applied, applying the vacation pay to the period of February 5, 2013 through February 21, 2013. The vacation pay equaled or exceeded the claimant's weekly benefit amount for the weeks in question.

**REASONING AND CONCLUSIONS OF LAW:**

Iowa Code section 96.5-7 provides:

An individual shall be disqualified for benefits: ...

7. Vacation pay.

a. When an employer makes a payment or becomes obligated to make a payment to an individual for vacation pay, or for vacation pay allowance, or as pay in lieu of vacation, such payment or amount shall be deemed "wages" as defined in section 96.19, subsection 41, and shall be applied as provided in paragraph "c" hereof.

b. When, in connection with a separation or layoff of an individual, the individual's employer makes a payment or payments to the individual, or becomes obligated to make a payment to the individual as, or in the nature of, vacation pay, or vacation pay allowance, or as pay in lieu of vacation, and within ten calendar days after notification of the filing of the individual's claim, designates by notice in writing to the department the period to which the payment shall be allocated; provided, that if such designated period is extended by the employer, the individual may again similarly designate an extended period, by giving notice in writing to the department not later than the beginning of the extension of the period, with the same effect as if the period of extension were included in the original designation. The amount of a payment or obligation to make payment, is deemed "wages" as defined in section 96.19, subsection 41, and shall be applied as provided in paragraph "c" of this subsection 7.

c. Of the wages described in paragraph "a" (whether or not the employer has designated the period therein described), or of the wages described in paragraph "b", if the period therein described has been designated by the employer as therein provided, a sum equal to the wages of such individual for a normal workday shall be attributed to, or deemed to be payable to the individual with respect to, the first and each subsequent workday in such period until such amount so paid or owing is exhausted. Any individual receiving or entitled to receive wages as provided herein shall be ineligible for benefits for any week in which the sums, so designated or attributed to such normal workdays, equal or exceed the individual's weekly benefit amount. If the amount so designated or attributed as wages is less than the weekly benefit amount of such individual, the individual's benefits shall be reduced by such amount.

d. Notwithstanding contrary provisions in paragraphs "a", "b", and "c", if an individual is separated from employment and is scheduled to receive vacation payments during the period of unemployment attributable to the employer and if the employer does not designate the vacation period pursuant to paragraph "b", then payments made by the employer to the individual or an obligation to make a payment by the employer to the individual for vacation pay, vacation pay allowance or pay in lieu of vacation shall not be deemed wages as defined in section 96.19, subsection 41, for any period in excess of one week and such payments or the value of such obligations shall not be deducted for any period in excess of one week from the unemployment benefits the individual is otherwise entitled to receive under this chapter. However, if the employer designates more than one week as the vacation period pursuant to paragraph "b", the vacation pay, vacation pay allowance, or pay in lieu of vacation shall be considered wages and shall be deducted from benefits.

e. If an employer pays or is obligated to pay a bonus to an individual at the same time the employer pays or is obligated to pay vacation pay, a vacation pay allowance, or pay in lieu of vacation, the bonus shall not be deemed wages for purposes of determining benefit eligibility and amount, and the bonus shall not be deducted from unemployment benefits the individual is otherwise entitled to receive under this chapter.

The evidence in the record establishes that the employer made a timely designation of the period to which Debra Lucas' vacation benefit pay was to be applied. The agency correctly allocated the vacation pay to the appropriate period designated by the employer.

**DECISION:**

The agency representative's decision dated February 27, 2013, reference 02, is affirmed. The agency correctly allocated vacation pay to the appropriate period designated by the employer.

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Terence P. Nice  
Administrative Law Judge

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Decision Dated and Mailed

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