

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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**CELINA R STRAKER**  
Claimant

**FAMILY HAIR SALONS/SC INC**  
Employer

**APPEAL NO. 15A-UI-06150-B2T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 05/03/15**  
**Claimant: Appellant (2)**

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Iowa Code § 96.4-3 – Able and Available

**STATEMENT OF THE CASE:**

Claimant filed an appeal from a decision of a representative dated May 22, 2015 reference 01, which held claimant not able and available for work. After due notice, a hearing was scheduled for and held on June 24, 2015. Claimant participated personally. Employer participated by Eric Peterson.

**ISSUE:**

The issue in this matter is whether claimant is able and available for work.

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: Claimant's last day at work was January 28, 2015. Claimant was out of work on an illness that was not work related. Claimant was not cleared to return to work until May 26, 2015.

Claimant had previously been allowed to return to work with a six-hour and 20-pound weight restriction, but was unable to return as she was returned to the hospital. Claimant was then not cleared by a general release to return to work until May 26, 2015. Employer needed someone to fill claimant's position as it was unknown when claimant would be able to return.

**REASONING AND CONCLUSIONS OF LAW:**

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 Admin. Code r. 871-24.22(1)a 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.

(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.

Iowa Admin. Code r. 871-24.23(35) provides:

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

(35) Where the claimant is not able to work and is under the care of a physician and has not been released as being able to work.

Inasmuch as the illness was not work-related and the treating physician had not released the claimant to return to work, the claimant had not established the ability to work until getting the general medical release on May 26, 2015. Benefits shall be allowed effective May 26, 2015 provided claimant meets other requirements.

**DECISION:**

The decision of the representative dated May 22, 2015, reference 01 is reversed. Claimant is eligible to receive unemployment insurance benefits, effective May 26, 2015, provided claimant meets all other eligibility requirements.

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Blair A. Bennett  
Administrative Law Judge

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Decision Dated and Mailed

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