

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

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**ED V PALMER**  
Claimant

**OMG MIDWEST INC**  
Employer

**APPEAL 17A-UI-02729-H2T**  
**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 01/31/16**  
**Claimant: Appellant (4)**

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Iowa Code § 96.5-7 – Vacation Pay

**STATEMENT OF THE CASE:**

The claimant filed an appeal from the March 1, 2017, (reference 03) unemployment insurance decision that deducted vacation pay from his unemployment insurance benefits. The parties were properly notified about the hearing. A telephone hearing was held on April 5, 2017. Claimant participated. Employer participated through Courtney Maxwell, Human Resources Generalist.

**ISSUE:**

Was the claimant's vacation pay correctly deducted from claimant's unemployment insurance benefits?

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: Claimant was separated from his employment on December 14, 2016.

After his separation, the claimant was paid for 94.32 hours of accrued vacation time at his hourly rate of pay of \$19.61 per hour or a gross amount of \$1,849.62. The employer provided information to the agency via the SIDES system. The employer did not designate the time period for which the vacation pay was to apply. When making his weekly claim for benefits, the claimant did not report receipt of any vacation pay or severance pay from the employer.

**REASONING AND CONCLUSIONS OF LAW:**

Iowa Code § 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.

Iowa Admin. Code r. 871-24.16(3) provides:

(3) If the employer fails to properly notify the department within ten days after the notification of the filing of the claim that an amount of vacation pay, either paid or owed,

is to be applied to a specific vacation period, the entire amount of the vacation pay shall be applied to the one-week period starting on the first workday following the last day worked as defined in subrule 24.16(4). However, if the individual does not claim benefits after layoff for the normal employer workweek immediately following the last day worked, then the entire amount of the vacation pay shall not be deducted from any week of benefits.

Because the employer did not designate a time period to which the vacation pay is to apply, the entire amount should have been deducted from the first week of benefits following the separation. The claimant's first week of benefits following the separation was for the week ending December 17, 2016. He reported no wages or vacation pay for that week and was paid \$431.00 in unemployment insurance benefits. The claimant is not entitled to unemployment insurance benefits for the week ending December 17, 2016, due to his receipt of vacation pay.

**DECISION:**

The March 1, 2017, (reference 03), decision is modified in favor of the claimant. The vacation pay was deducted for the incorrect period.

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Teresa K. Hillary  
Administrative Law Judge

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Decision Dated and Mailed

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