

**IN THE IOWA ADMINISTRATIVE HEARINGS DIVISION
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

STACEY W HATHAWAY
Claimant

CNH AMERICA LLC
Employer

APPEAL 23A-UI-11954-S2-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

**OC: 11/12/23
Claimant: Respondent (3R)**

Iowa Code § 96.4(3) – Ability to and Availability for Work
Iowa Code § 96.1A(37) – Total and Partial Unemployment
Iowa Admin. Code r. 871-24.23(26) – Availability Disqualifications Same Hours and Wages
Iowa Code § 96.7(2)a(2) – Same Base Period Employment

STATEMENT OF THE CASE:

The employer filed an appeal from the December 14, 2023, (reference 01) unemployment insurance decision that allowed benefits based on a determination that claimant was still employed part time or working on-call whenever work is available and was able to and available for work. The parties were properly notified of the hearing. A telephone hearing was held on January 11, 2024. Claimant Stacey Hathaway participated personally. Employer CNH America, LLC participated through human resources specialist Savannah Pulse. The administrative law judge took official notice of the administrative file.

ISSUES:

Is the claimant totally, partially, or temporarily unemployed?
Was the claimant able to and available for work effective November 12, 2023?

FINDINGS OF FACT:

Having reviewed all of the evidence in the record, the administrative law judge finds: Claimant has been employed full time as an assembler since December 28, 2017. Claimant filed an original claim for benefits effective November 12, 2023. Claimant filed weekly-continued claims for eight weeks through the week ending January 6, 2024.

Employer placed claimant on a layoff due to a lack of work from December 11, 2023, through January 5, 2024. Claimant returned to work on January 8, 2024.

Claimant filed his initial claim for benefits effective November 12, 2023, because he was placed on a five-day unpaid disciplinary suspension due to attendance issues. Employer had claimant serve the suspension on the following days: November 17, 28, 29, 30, and December 1, 2023. Employer had work available for claimant but did not allow him to work because he was suspended. The issue of whether claimant is eligible for benefits based upon the reason for the

disciplinary suspension has not been addressed by the Benefits Bureau of Iowa Workforce Development.

Claimant worked four eight-hour days on November 13, 14, 15, 16, and 17, 2023.

Claimant worked three eight-hour days on November 20, 21, and 22, and received holiday pay for November 23, and 24, 2023.

Claimant worked eight hours on November 27, 2023, and was off work without pay for the remaining four days of the week ending December 2, 2023, for his disciplinary suspension.

Claimant worked five eight-hour days on December 4, 5, 6, 7, and 8, 2023.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes as follows:

Iowa Code § 96.1A(37) 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 Code section 96.7(2)a(2)(a), (b), and (c) 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.

(b) An employer's account shall not be charged with benefits paid to an individual who left the work of the employer voluntarily without good cause attributable to the employer or to an individual who was discharged for misconduct in connection with the individual's employment, or to an individual who failed without good cause, either to apply for available, suitable work or to accept suitable work with that employer, but shall be charged to the unemployment compensation fund. This paragraph applies to both contributory and reimbursable employers, notwithstanding section 96.8, subsection 5.

(c) The amount of benefits paid to an individual, which is solely due to wage credits considered to be in an individual's base period due to the exclusion and substitution of calendar quarters from the individual's base period under section 96.23, shall be charged against the account of the employer responsible for paying the workers' compensation benefits for temporary total disability or during a healing period under section 85.33, section 85.34, subsection 1, or section 85A.17, or responsible for paying indemnity insurance benefits.

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".

Under Iowa Employment Security Law, an individual must be unemployed to be eligible for benefits. Iowa Code § 96.1A(37). Total and temporary unemployment occur when an individual has received no wages and performed no services during any given week. *Id.* An individual who is totally unemployed has been permanently separated from an employer, whereas, an individual who is temporarily unemployed has not been permanently separated from employment. To be partially unemployed, an individual must be working less than their regular full-time work week and earn less than their weekly benefit amount plus fifteen dollars. *Id.*

Claimant has not been permanently separated from his employment, so he is not totally unemployed.

Claimant was on a short-term layoff due to lack of work for the four weeks between December 11, 2023, and January 5, 2024. He performed no work and earned no wages during this period and is temporarily unemployed. Benefits are allowed for the four weeks ending January 6, 2024, provided the claimant was otherwise eligible.

The next issue is whether claimant was partially unemployed for the remainder of the weeks he filed weekly claims. Claimant worked the majority of the week ending November 18, 2023, as he only missed one day of work. He reported earnings in excess of his weekly benefit amount plus \$15.00 and is thus not considered partially unemployed. Benefits are denied for the week ending November 18, 2023.

Claimant worked his regular full-time hours and received his regular wages during the week ending November 25, 2023, and the week ending December 9, 2023. Benefits are denied for these weeks.

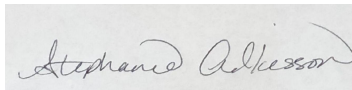
Employer suspended claimant from November 28, 2023, through December 1, 2023. Here, even though claimant was suspended, it does not mean he was unable to work or unwilling to work. Claimant was prevented from working for the employer by employer because of the suspensions. He earned less than his weekly benefit amount plus \$15.00 and is therefore considered partially unemployed. Because employer's suspension was the only reason claimant was not able to for the week ending December 2, 2023, benefits are allowed for this week.

DECISION:

The December 14, 2023, (reference 01) unemployment insurance decision is modified in favor of the respondent. Claimant was partially unemployed during the week ending December 2, 2023, and benefits are allowed for that week, provided claimant is otherwise eligible. Claimant was temporarily unemployed for the four weeks ending January 6, 2024, and benefits are allowed for these weeks, provided claimant is otherwise eligible. Claimant was not unemployed during the weeks ending November 18, 2023, November 25, 2023, and December 9, 2023, and benefits are denied during these weeks.

REMAND:

The issue of whether claimant is eligible for benefits based upon his disciplinary suspension is remanded to the Benefits Bureau of Iowa Workforce Development for initial determination.



Stephanie Adkisson
Administrative Law Judge

January 17, 2024
Decision Dated and Mailed

APPEAL RIGHTS. If you disagree with the decision, you or any interested party may:

1. Appeal to the Employment Appeal Board within fifteen (15) days of the date under the judge's signature by submitting a written appeal via mail, fax, or online to:

**Iowa Employment Appeal Board
6200 Park Avenue Suite 100
Des Moines, Iowa 50321
Fax: (515)281-7191
Online: eab.iowa.gov**

The appeal period will be extended to the next business day if the last day to appeal falls on a weekend or a legal holiday.

AN APPEAL TO THE BOARD SHALL STATE CLEARLY:

- 1) The name, address, and social security number of the claimant.
- 2) A reference to the decision from which the appeal is taken.
- 3) That an appeal from such decision is being made and such appeal is signed.
- 4) The grounds upon which such appeal is based.

An Employment Appeal Board decision is final agency action. If a party disagrees with the Employment Appeal Board decision, they may then file a petition for judicial review in district court.

2. If no one files an appeal of the judge's decision with the Employment Appeal Board within fifteen (15) days, the decision becomes final agency action, and you have the option to file a petition for judicial review in District Court within thirty (30) days after the decision becomes final. Additional information on how to file a petition can be found at Iowa Code §17A.19, which is online at <https://www.legis.iowa.gov/docs/code/17A.19.pdf> or by contacting the District Court Clerk of Court <https://www.iowacourts.gov/iowa-courts/court-directory/>.

Note to Parties: YOU MAY REPRESENT yourself in the appeal or obtain a lawyer or other interested party to do so provided there is no expense to Workforce Development. If you wish to be represented by a lawyer, you may obtain the services of either a private attorney or one whose services are paid for with public funds.

Note to Claimant: It is important that you file your weekly claim as directed, while this appeal is pending, to protect your continuing right to benefits.

SERVICE INFORMATION:

A true and correct copy of this decision was mailed to each of the parties listed.

DERECHOS DE APELACIÓN. Si no está de acuerdo con la decisión, usted o cualquier parte interesada puede:

1. Apelar a la Junta de Apelaciones de Empleo dentro de los quince (15) días de la fecha bajo la firma del juez presentando una apelación por escrito por correo, fax o en línea a:

**Iowa Employment Appeal Board
6200 Park Avenue Suite 100
Des Moines, Iowa 50321
Fax: (515)281-7191
En línea: eab.iowa.gov**

El período de apelación se extenderá hasta el siguiente día hábil si el último día para apelar cae en fin de semana o día feriado legal.

UNA APELACIÓN A LA JUNTA DEBE ESTABLECER CLARAMENTE:

- 1) El nombre, dirección y número de seguro social del reclamante.
- 2) Una referencia a la decisión de la que se toma la apelación.
- 3) Que se interponga recurso de apelación contra tal decisión y se firme dicho recurso.
- 4) Los fundamentos en que se funda dicho recurso.

Una decisión de la Junta de Apelaciones de Empleo es una acción final de la agencia. Si una de las partes no está de acuerdo con la decisión de la Junta de Apelación de Empleo, puede presentar una petición de revisión judicial en el tribunal de distrito.

2. Si nadie presenta una apelación de la decisión del juez ante la Junta de Apelaciones Laborales dentro de los quince (15) días, la decisión se convierte en acción final de la agencia y usted tiene la opción de presentar una petición de revisión judicial en el Tribunal de Distrito dentro de los treinta (30) días después de que la decisión adquiera firmeza. Puede encontrar información adicional sobre cómo presentar una petición en el Código de Iowa §17A.19, que se encuentra en línea en <https://www.legis.iowa.gov/docs/code/17A.19.pdf> o comunicándose con el Tribunal de Distrito Secretario del tribunal <https://www.iowacourts.gov/iowa-courts/court-directory/>.

Nota para las partes: USTED PUEDE REPRESENTARSE en la apelación u obtener un abogado u otra parte interesada para que lo haga, siempre que no haya gastos para Workforce Development. Si desea ser representado por un abogado, puede obtener los servicios de un abogado privado o uno cuyos servicios se paguen con fondos públicos.

Nota para el reclamante: es importante que presente su reclamo semanal según las instrucciones, mientras esta apelación está pendiente, para proteger su derecho continuo a los beneficios.

SERVICIO DE INFORMACIÓN:

Se envió por correo una copia fiel y correcta de esta decisión a cada una de las partes enumeradas.