

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

JAIME A PERALTA CORNEJO
Claimant

APPEAL NO: 20A-UI-06779-JE-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

TARGET CORPORATION
Employer

OC: 04/12/20
Claimant: Appellant (1)

871 IAC 24.23(10) – Leave of Absence
Section 96.4-3 – Able and Available

STATEMENT OF THE CASE:

The claimant filed a timely appeal from the June 11, 2020, reference 01 decision that denied benefits. After due notice was issued, a hearing was held by telephone conference call before Administrative Law Judge Julie Elder on July 29, 2020. The claimant participated in the hearing. Tracy Klose, Executive Team Leader of Human Resources and Emily Witt, Human Resources Expert, participated in the hearing on behalf of the employer.

ISSUE:

The issue is whether the claimant was able and available for work and whether he was on a leave of absence.

FINDINGS OF FACT:

Having reviewed all of the evidence in the record, the administrative law judge finds: The claimant was hired as a part-time style consultant for Target Corporation October 1, 2019. He was a full-time college student and requested and was given a leave of absence because he wanted to complete his degree. The claimant was on a leave of absence from January 10, 2020 to March 1, 2020, and again from March 8, 2020 to May 22, 2020, at which time he voluntarily quit his job to pursue other avenues of employment with his degree.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes the claimant was not able and available for work and did take a leave of absence.

Iowa Code section 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. 871.24.23(10) provides:

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

(10) The claimant requested and was granted a leave of absence, such period is deemed to be a period of voluntary unemployment and shall be considered ineligible for benefits for such period.

The claimant requested and was given a leave of absence because he was a full-time student. He is not considered able and available for work during the time he was on the leave of absence. Accordingly, benefits must be denied.

DECISION:

The June 11, 2020, reference 01, decision is affirmed. The claimant was not able to work and available for work effective January 10, 2020. Benefits are withheld until such time as the claimant makes himself available for work to the extent he was available during his base period history.



Julie Elder
Administrative Law Judge

August 11, 2020
Decision Dated and Mailed

je/mh

Note to Claimant: This decision determines you are not eligible for regular unemployment insurance benefits. If you disagree with this decision you may file an appeal to the Employment Appeal Board by following the instructions on the first page of this decision. Individuals who do not qualify for regular unemployment insurance benefits, but who are currently unemployed for reasons related to COVID-19 may qualify for Pandemic Unemployment Assistance (PUA). **You will need to apply for PUA to determine your eligibility under the program.** Additional

information on how to apply for PUA can be found
at <https://www.iowaworkforcedevelopment.gov/pua-information>.