

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

**JESSE J OVERMAN**  
Claimant

**B G BRECKE INC**  
Employer

**APPEAL 19A-UI-09381-DG-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 09/22/19**  
**Claimant: Respondent (1)**

Iowa Code § 96.19(38)a & b – Total and Partial Unemployment  
Iowa Code § 96.4(3) – Ability to and Availability for Work  
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:**

Employer filed an appeal from a decision of a representative dated November 21, 2019, (reference 02) that held claimant able to and available for work. After due notice, a hearing was scheduled for and held on December 23, 2019. Claimant participated personally. Employer participated by Carley Kohout, Cost Accountant.

**ISSUE:**

Is the claimant able to work and available for work effective November 3, 2019?

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: Claimant began working for employer on August 26, 2012 as a full-time plumber apprentice. Claimant is affiliated with Local Union 125. As part of the apprenticeship program with the local union, claimant is required to undergo training until he obtains journeyman status. In order to retain employment, claimant must be a member of the union.

The union requires claimant to attend apprenticeship training. Employer only employs individuals who are members of the union, so claimant is required to attend the training. Employer has an agreement with the union with respect to the apprenticeship program. Failure to attend the required training jeopardizes the claimant's apprenticeship and in turn, his employment with this employer.

For the week ending November 9, 2019, claimant attended required apprenticeship training. Claimant was not paid by employer for attending the training. Employer did not schedule the claimant to work for the company that week and did not pay him his regular wages for the week of apprenticeship training that had been scheduled. No evidence was presented that employer attempted to recall claimant to return to work during the week in question. Rather, when the

week was over, claimant resumed full-time employment effective November 11, 2019, as scheduled by employer.

Claimant was not required to look for new work during the one-week period because he remained employed by employer and was to return back to work the following week once his training was completed.

### **REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes that the claimant is able to work and available for work for the period in question.

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 Code section 96.19(38) 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 Admin. Code r. 871-24.22(2)(1), (2) 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.

(2) Available for work. The availability requirement is satisfied when an individual is willing, able, and ready to accept suitable work which the individual does not have good cause to refuse, that is, the individual is genuinely attached to the labor market. Since, under unemployment insurance laws, it is the availability of an individual that is required to be tested, the labor market must be described in terms of the individual. A labor market for an individual means a market for the type of service which the individual offers in the geographical area in which the individual offers the service. Market in that sense does not mean that job vacancies must exist; the purpose of unemployment insurance is to compensate for lack of job vacancies. It means only that the type of services which an individual is offering is generally performed in the geographical area in which the individual is offering the services.

j. Leave of absence. A leave of absence negotiated with the consent of both parties, employer and employee, is deemed a period of voluntary unemployment for the employee-individual, and the individual is considered ineligible for benefits for the period.

(1) If at the end of a period or term of negotiated leave of absence the employer fails to reemploy the employee-individual, the individual is considered laid off and eligible for benefits.

(2) If the employee-individual fails to return at the end of the leave of absence and subsequently becomes unemployed the individual is considered as having voluntarily quit and therefore is ineligible for benefits.

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.

Here, the claimant did not work at all the week beginning November 3, 2019 and therefore was totally unemployed for that week. The question then becomes whether claimant was off work due to a temporary layoff or on a voluntary leave of absence. Had claimant refused to attend the training his status with the union would have been jeopardized which would have placed his employment in jeopardy. This can be compared to a requirement many employers have that employees maintain specific licensing to remain employed. In those cases, the courts have consistently held that failing to meet those requirements can be considered job-related misconduct. *Cook v. Iowa Department of Job Services*, 299 N.W.2d 698 (Iowa 1980), *Galey v. Employment Appeal Bd.*, No. 17-0976 (Iowa Ct. App. July 18, 2019).

Because the training was a mandatory condition of continued employment that took claimant away from his regular paid job duties, it cannot be considered a voluntary leave of absence. Rather, claimant's temporary separation was the result of the employer's decision not to provide him with work for the week beginning November 3, 2019 to attend training sponsored by the union as part of the employer's agreement with the union. Because the training was mandatory in order to maintain employment, claimant was not on a temporary leave of absence, but was temporarily laid off due to a lack of work. As such, claimant was able to and available for work the week ending November 9, 2019. Benefits are allowed, provided he is otherwise eligible.

**DECISION:**

The November 21, 2019, (reference 02) unemployment insurance decision is affirmed. The claimant is able to work and available for work effective November 3, 2019. Benefits are allowed, provided claimant is otherwise eligible.

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Duane L. Golden  
Administrative Law Judge

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Decision Dated and Mailed

dlg/scn