

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

KRISTINA M TIMMER
Claimant

THE UNIVERSITY OF IOWA
Employer

APPEAL NO. 21A-UI-00430-B2T

**ADMINISTRATIVE LAW JUDGE
DECISION**

OC: 09/13/20
Claimant: Appellant (4)

Iowa Admin. Code r. 871-24.23(26) – Part-Time Worker – Same Wages and Hours
Iowa Code § 96.4-3 – Able and Available
Iowa Code § 96.7(2)A(2) – Partial Benefits
Iowa Code § 96.1(A)(37) – Total and Partial Unemployment

STATEMENT OF THE CASE:

Claimant filed an appeal from a decision of a representative dated December 4, 2020, reference 01, which held claimant not able and available for work. After due notice, a hearing was scheduled for and held on February 8, 2021. Claimant participated personally. Employer participated by Jessica Wade.

ISSUES:

Whether claimant is still employed at the same hours and wages?
Whether claimant is eligible to receive partial benefits?
Whether claimant is able and available for work?

FINDINGS OF FACT:

The claimant currently works for UIHC, a base period employer, part time under the same terms and conditions as contemplated in the original contract of hire. Claimant was asked by employer to take furloughs from work. Claimant was furloughed for the weeks ending October 10, 2020 and January 9, 2021. Claimant was not furloughed for the week ending September 19, 2020, and worked her normal hours that week.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes the claimant is temporarily unemployed.

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.

Because the claimant was asked to furlough for the weeks ending October 10, 2020 and January 9, 2021, she is considered temporarily unemployed for those periods. Benefits are allowed for those weeks as claimant was able and available for work, but employer did not allow her to work. Claimant was not temporarily unemployed for the week ending September 19, 2020 and is not allowed benefits for that week.

DECISION:

The December 4, 2020, reference 01, decision is modified in favor of claimant. Benefits are allowed for the weeks ending October 10, 2020 and January 9, 2021. Claimant was not temporarily unemployed for the week ending September 19, 2020 and is not allowed benefits for that week.



Blair A. Bennett
Administrative Law Judge

February 19, 2021
Decision Dated and Mailed

bab/mh