

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

ASHLEY R ELKIN
Claimant

CEDAR RAPIDS COMM SCHOOL DIST
Employer

APPEAL 20A-UI-07434-DB-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

OC: 03/15/20
Claimant: Appellant (1R)

Iowa Code § 96.4(3) – Able to and Available for Work
Iowa Code § 96.19(38)B – Partial Unemployment
Iowa Code § 96.7(2)a(2) – Same Base Period Employment
Iowa Admin. Code r. 871-24.23(26) – Able & Available – Part time, same hours and wages

STATEMENT OF THE CASE:

The claimant/appellant filed an appeal from the June 25, 2020 (reference 01) unemployment insurance decision that found claimant was not eligible for unemployment benefits because she was working the same hours and same wages as in her original contract of hire. The parties were properly notified of the hearing. A telephone hearing was held on August 7, 2020. The claimant, Ashley R. Elkin, participated personally. Dena Duffy represented the claimant. The employer, Cedar Rapids Comm School Distr, did not participate. The administrative law judge took administrative notice of the claimant's unemployment insurance benefits records.

ISSUES:

Is the claimant eligible for total or partial unemployment benefits?
Is claimant employed for the same hours and wages?
Is the claimant able to and available for work?
Is the employer's account subject to charges?

FINDINGS OF FACT:

Having reviewed all of the evidence in the record, the administrative law judge finds: Claimant started working for this employer on February 4, 2020. She is still employed to date but has not physically worked on the job since March 13, 2020. She works part-time as a cashier at the employer's middle school.

In March of 2020, the COVID 19 pandemic caused the employer's school district to close. Spring break had been scheduled for March 15, 2020 through March 21, 2020. Claimant typically did not get paid for spring break, winter break, holidays, or summers. Claimant filed her original claim for unemployment insurance benefits funded by the State of Iowa effective March 15, 2020. She has filed weekly-continued claims for each week since filing her original claim for unemployment insurance benefits.

Even though the schools were closed down and the claimant was not working, she was paid her normal hourly wages through the end of the school district. Claimant works 25 hours per week

at \$9.60 per hour. The employer did not tell the claimant that it would continue paying her during the shut-down. She did not properly report her wages earned each week when filing her weekly-continued claims for unemployment insurance benefits. The school was originally scheduled to adjourn on May 29, 2020.

Claimant's administrative records establish that her base period included the following wages:

	2018/4	2019/1	2019/2	2019/3
CDH Services West LLC	4847	4499	1634	
Compass One LLC			5380	4477

Claimant's employment in her base period consists of wages earned with non-educational employers. Whether the claimant has reasonable assurance with this employer that would deny her benefits between academic years or terms is remanded to the Benefits Bureau for an initial investigation and determination. The issue of whether the claimant has other non-educational wages in her base period sufficient to be monetarily eligible for benefits is also remanded to the Benefits Bureau for an initial investigation and determination.

REASONING AND CONCLUSIONS OF LAW:

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

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", subparagraph (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 § 96.19(38)b provides:

As used in this chapter, unless the context clearly requires otherwise:

38. "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 § 96.7(2)a(2)a provides:

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.

(emphasis added).

Iowa Admin. Code r. 871-24.23(26) provides:

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

(26) Where a claimant is still employed in a part-time job at the same hours and wages as contemplated in the original contract for hire and is not working on a reduced workweek basis different from the contract for hire, such claimant cannot be considered partially unemployed.

Because claimant was hired to work only part-time hours and she was paid her normal weekly wages from March 15, 2020 through the end of the school year (even though she was not working), she is not considered to be unemployed within the meaning of the law. Benefits are denied effective March 15, 2020.

The issue of whether the claimant has reasonable assurance and is further denied benefits after May 30, 2020 on that basis or whether the claimant has sufficient non-educational wages in her base period to qualify for benefits is remanded to the Benefits Bureau for an initial investigation and determination.

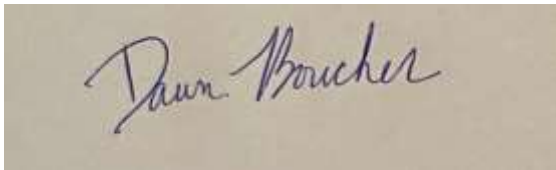
DECISION:

The June 25, 2020 (reference 01) unemployment insurance decision is affirmed. Claimant was still employed at the same hours and same wages and is therefore not unemployed. Benefits are denied effective March 15, 2020.

This decision denies unemployment insurance benefits funded by the State of Iowa. If this decision becomes final or if you are not eligible for PUA, you may have an overpayment of benefits. See Note to Claimant below.

REMAND:

Whether the claimant has reasonable assurance with this employer that would deny her benefits between academic years or terms is remanded to the Benefits Bureau for an initial investigation and determination. The issue of whether the claimant has other non-educational wages in her base period sufficient to be monetarily eligible for benefits pursuant to Iowa Code §96.4(3) is also remanded to the Benefits Bureau for an initial investigation and determination.



Dawn Boucher
Administrative Law Judge

August 14, 2020
Decision Dated and Mailed

db/sam

Note to Claimant

- This decision determines you are not eligible for regular unemployment insurance benefits funded by the State of Iowa under state law. 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.
- If you do not qualify for regular unemployment insurance benefits funded by the State of Iowa under state law, you may qualify for benefits under the Federal Pandemic Unemployment Assistance ("PUA") section of the Coronavirus Aid, Relief, and Economic Security Act ("Cares Act") that discusses eligibility for claimants who are unemployed due to the Coronavirus.
- **You will need to apply for PUA to determine your eligibility under the program.**
For additional information on how to apply for PUA go to:
<https://www.iowaworkforcedevelopment.gov/pua-information>.
- If you are denied regular unemployment insurance benefits funded by the State of Iowa and wish to apply for PUA, please visit:
<https://www.iowaworkforcedevelopment.gov/pua-information> and scroll down to "Submit Proof Here." You will fill out the questionnaire regarding the reason you are not working and upload a picture or copy of your fact-finding decision. Your claim will be reviewed for PUA eligibility. If you are eligible for PUA, you will also be eligible for Federal Pandemic

Unemployment Compensation (FPUC) until the program expires. Back payments PUA benefits may automatically be used to repay any overpayment of state benefits. If this does not occur on your claim, you may repay any overpayment by visiting:
<https://www.iowaworkforcedevelopment.gov/unemployment-insurance-overpayment-and-recovery>.

- If you have applied and have been approved for PUA benefits, this decision will **not** negatively affect your entitlement to PUA benefits.