

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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**CHEYENNE L ARMENTROUT**  
Claimant

**THE HON COMPANY**  
Employer

**APPEAL NO. 14A-UI-07397-MT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 06/15/14  
Claimant: Appellant (2)**

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Iowa Code § 96.4-3 – Able and Available

**STATEMENT OF THE CASE:**

Claimant filed an appeal from a decision of a representative dated July 10, 2014, reference 02, which held claimant not able and available for work. After due notice, a hearing was scheduled for and held on August 11, 2014. Claimant participated personally. Employer declined to respond to the hearing notice and did not participate. Exhibits A and One were admitted into evidence.

**ISSUE:**

The issue in this matter is whether claimant is able and available for work.

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: Claimant is pregnant. Her treating doctor imposed a work restriction of avoiding paint fumes during the pregnancy. Employer put claimant off work because they felt they could not accommodate the restrictions. Claimant is able and available for full-time work. Claimant has experience working as a clerk at k-mart which does not violate the paint fumes restriction.

**REASONING AND CONCLUSIONS OF LAW:**

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".

Iowa Admin. Code r. 871-24.22(1)a 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.

(1) Able to work. An individual must be physically and mentally able to work in some gainful employment, not necessarily in the individual's customary occupation, but which is engaged in by others as a means of livelihood.

a. Illness, injury or pregnancy. Each case is decided upon an individual basis, recognizing that various work opportunities present different physical requirements. A statement from a medical practitioner is considered prima facie evidence of the physical ability of the individual to perform the work required. A pregnant individual must meet the same criteria for determining ableness as do all other individuals.

Iowa Admin. Code r. 871-24.23(35) provides:

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

(35) Where the claimant is not able to work and is under the care of a physician and has not been released as being able to work.

Inasmuch as the pregnancy complication was not work-related and the treating physician has released the claimant to return to work with restrictions, the claimant has established the ability to work. The restriction to avoid paint fumes does not prevent her from performing work for which she has prior training and experience. Claimant is able and available for full-time work. Benefits shall be allowed effective June 15, 2014.

**DECISION:**

The decision of the representative dated July 10, 2014, reference 02, is reversed. Claimant is eligible to receive unemployment insurance benefits, effective June 15, 2014, provided claimant meets all other eligibility requirements.

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Marlon Mormann  
Administrative Law Judge

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Decision Dated and Mailed

mdm/pjs