

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

**BRENT D HALVERSON**  
Claimant

**INFASTECH DECORAH LLC**  
Employer

**APPEAL 21A-UI-01843-DZ-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 08/16/20**  
**Claimant: Appellant (4)**

Iowa Code § 96.4(3) – Able to and Available for Work  
Iowa Admin. Code r. 871-24.23(10) – Leave of Absence

**STATEMENT OF THE CASE:**

Brent D Halverson, the claimant/appellant, filed an appeal from the December 14, 2020, (reference 01) unemployment insurance decision that denied benefits as of September 20, 2020. The parties were properly notified about the hearing. A telephone hearing was held on February 24, 2021. Mr. Halverson participated and testified. Jill Halverson, Mr. Halverson's wife, testified on Mr. Halverson's behalf. The employer participated through Alice Bjergum, human resources manager.

**ISSUES:**

Is Mr. Halverson able to and available for work?  
Is Mr. Halverson on a voluntary leave of absence?

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: Mr. Halverson began working for the employer on November 23, 1992. He works as a full-time maintenance mechanic.

In March 2020, the United States declared a public health emergency because of the COVID-19 pandemic. The employer's policy requires that any employee who attends a large group event must self-quarantine and not come to work for fourteen days.

On September 16, 2020, Mr. Halverson attended his sister's funeral. Mr. Halverson informed his employer. Per the employer's policy, Ms. Bjergum told Mr. Halverson that he would have to self-quarantine for fourteen days. Mr. Halverson self-quarantined from September 17, 2020 through October 1, 2020. He returned to work on October 2, 2020.

Mr. Halverson was not ill and he did not request to be on a leave of absence. Mr. Halverson was ready to go to work but was unable to do so because of the employer's requirement that he self-quarantine.

## REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, this administrative law judge concludes that Mr. Halverson is temporarily unemployed from September 17, 2020 through October 1, 2020 and this employer's account should not be charged.

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 § 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. 871-24.23(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.

Iowa Code section 96.7(2)a(2)(a) provides:

2. 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.

Mr. Halverson is temporarily unemployed from his full-time job from September 17, 2020 through October 1, 2020 due to the COVID-19 public health emergency. He returned to his full-time job at his same wages and hours on October 2, 2020. Mr. Halverson has no other base-period wages. Benefits are allowed as long as he is otherwise eligible.

Although the employer was not offering Mr. Halverson the same employment at the time he was receiving benefits as in the base period contemplated at hire, no benefit charges shall be made to its account. This aligns with the Department's position to not charge employers for claims made by employees due to COVID-19 related unemployment.

**DECISION:**

The December 14, 2020, (reference 01) unemployment insurance decision is modified in favor of the appellant, Mr. Halverson. Mr. Halverson was temporarily unemployed from September 17, 2020 through October 1, 2020. Benefits are allowed during this time period, provided he is otherwise eligible. No charges shall be made to the employer's account.



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March 4, 2021  
Decision Dated and Mailed

dz/kmj