

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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**ANNETTE MIRANDA**  
Claimant

**APPEAL NO. 21A-UI-05389-B2-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**SEDONA STAFFING SERVICE LLC**  
Employer

**OC: 10/11/20**  
**Claimant: Appellant (1)**

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

**STATEMENT OF THE CASE:**

Claimant filed an appeal from a decision of a representative dated February 9, 2021 reference 01, which held claimant not able and available for work. After due notice, a hearing was scheduled for and held on April 22, 2021. Claimant participated personally. Employer participated by Edith Rubalcava and Julie White.

**ISSUE:**

Whether claimant is able and available for work?

Whether claimant is on an approved leave of absence?

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: Claimant worked for employer as a full time employee from February 2013 through December 2020.

On October 30, 2020 claimant had an exposure to a Covid positive person. Claimant was tested for Covid on October 4, 2020. She tested negative. Claimant stated that she had symptoms although she'd tested negative. Claimant remained off from work for the period of October 2-14. Employer was following policy directives for keeping people with Covid symptoms off from work.

**REASONING AND CONCLUSIONS OF LAW:**

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 96.4(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.

As the claimant was off from work for an illness, claimant has not established the ability to work for the week of October 11-17, 2020. Benefits are withheld for that week.

**DECISION:**

The decision of the representative dated February 9, 2021, reference 01 is affirmed. Claimant is not eligible to receive unemployment insurance benefits, effective October 11, 2020.



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Blair A. Bennett  
Administrative Law Judge

April 27, 2021 \_\_\_\_\_  
Decision Dated and Mailed

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***Note to Claimant:***

Even though claimant is not eligible for regular unemployment insurance benefits under state law, she may be eligible for federally funded unemployment insurance benefits under the Coronavirus Aid, Relief, and Economic Security Act ("Cares Act"), Public Law 116-136. Section 2102 of the CARES Act creates a new temporary federal program called Pandemic Unemployment Assistance (PUA) that in general provides up to 39 weeks of unemployment benefits. **You will need to apply for PUA to determine your eligibility under the program.** Additional information on how to apply for PUA can be found at <https://www.iowaworkforcedevelopment.gov/pua-information>.