

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

**LAKISHA M TRIPP**  
Claimant

**APPEAL 21A-UI-15148-DZ-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**CLUB DEMONSTRATION SERVICES INC**  
Employer

**OC: 04/04/21  
Claimant: Respondent (4)**

Iowa Admin. Code r. 871-24.22(2)i – On-Call Workers  
Iowa Admin. Code r. 871-24.23(26) – Same Hours and Wages  
Iowa Code § 96.1A(27) – Nonprofit Organization  
Iowa Code § 96.1A(37) – Total and Partial Unemployment  
Iowa Code § 96.7(2)a(2) – Same Base Period Employment  
Iowa Code § 96.4(3) – Able to and Available for Work

**STATEMENT OF THE CASE:**

Club Demonstration Services Inc., the employer/appellant, filed an appeal from the June 24, 2021, (reference 01) unemployment insurance decision that allowed REGULAR, state unemployment insurance (UI) benefits as of April 4, 2021. The parties were properly notified about the hearing. A telephone hearing was held on August 26, 2021. The employer participated through James Orr, supervisor. Mr. Tripp participated and testified. The administrative law judge took official notice of the administrative record. The parties waived notice on the issue of total and partial unemployment.

**ISSUES:**

Is Mr. Tripp partially unemployed and able to and available for work?  
If so, is the employer's account subject to charge?

**FINDINGS OF FACT:**

Having reviewed the evidence in the record, the administrative law judge finds: Mr. Tripp began working for the employer on February 15, 2019. He works as a part-time closing coordinator. He usually works thirty hours per week. He was paid \$12.65 per hour until June 23, 2021 when his pay increased to \$14.50 per hour.

In March 2020, the United States declared a public health emergency because of the COVID-19 pandemic. Due to the pandemic, the employer offered Mr. Tripp reduced hours as of about June 2020. From about June 2020 through July 2021, the employer offered Mr. Tripp between three and fourteen hours per week. As of July 2021, the employer began offering Mr. Tripp his usual thirty hours per week.

## REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes Mr. Tripp is partially unemployed from April 4, 2021, the effective date of his claim, through July 3, 2021.

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 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. 871-24.22(2)(i) provides:

Available for work. The availability requirement is satisfied when an individual is willing, able, and ready to accept suitable work which the individual does not have good cause to refuse, that is, the individual is genuinely attached to the labor market. Since, under unemployment insurance laws, it is the availability of an individual that is required to be tested, the labor market must be described in terms of the individual. A labor market for

an individual means a market for the type of service which the individual offers in the geographical area in which the individual offers the service. Market in that sense does not mean that job vacancies must exist; the purpose of unemployment insurance is to compensate for lack of job vacancies. It means only that the type of services which an individual is offering is generally performed in the geographical area in which the individual is offering the services.

i. On-call workers

(1) Substitute workers (i.e., post office clerks, railroad extra board workers), who hold themselves available for one employer and who do not accept other work, are not available for work within the meaning of the law and are not eligible for benefits.

(2) Substitute teachers. The question of eligibility of substitute teachers is subjective in nature and must be determined on an individual case basis. The substitute teacher is considered an instructional employee and is subject to the same limitations as other instructional employees. As far as payment of benefits between contracts or terms and during customary and established periods of holiday recesses is concerned, benefits are denied if the substitute teacher has a contract or reasonable assurance that the substitute teacher will perform service in the period immediately following the vacation or holiday recess. An on-call worker (includes a substitute teacher) is not disqualified if the individual is able and available for work, making an earnest and active search for work each week, placing no restrictions on employment and is genuinely attached to the labor market.

(3) An individual whose wage credits earned in the base period of the claim consist exclusively of wage credits by performing on-call work, such as a banquet worker, railway worker, substitute school teacher or any other individual whose work is solely on-call work during the base period, is not considered an unemployed individual within the meaning of Iowa Code section 96.19(38) "a" and "b." An individual who is willing to accept only on-call work is not considered to be available for work.

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.

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.

In this case, Mr. Tripp is partially unemployed from April 4, 2021 through July 3, 2021. His hours were reduced due to the COVID-19 pandemic. Mr. Tripp has no other base-period wages. Partial benefits are allowed as long as he is otherwise eligible.

The employer continuously offered Mr. Tripp the same wages but reduced his hours because the COVID-19 pandemic led to less available work. Although the employer was not offering Mr. Tripp 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 from April 4, 2021 through June 12, 2021. This aligns with the Department's position to not charge employers for claims made by employees due to COVID-19 related unemployment if the claim was filed before June 12, 2021. Mr. Tripp's claim was filed effective April 4, 2021. The employer's account should be charged as of June 13, 2021.

**DECISION:**

The June 24, 2021, (reference 01) unemployment insurance decision is modified in favor of the appellant, the employer. Mr. Tripp is partially unemployed t from April 4, 2021 through July 3, 2021. Benefits are allowed during these weeks. The employer is relieved of benefit charges from April 4, 2021 through June 12, 2021. The employer's account shall be charged as of June 13, 2021.



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August 31, 2021  
Decision Dated and Mailed

dz/ol