

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

---

**JASON E PRITCHARD**  
Claimant

**EAGLE RIDGE FARMS INC**  
Employer

**APPEAL 16A-UI-12336-H2T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 09/18/16  
Claimant: Respondent (2)**

---

Iowa Code S 96.18 – Employer-Employee Relationship

**STATEMENT OF THE CASE:**

The employer filed an appeal from the November 4, 2016, (reference 04) unemployment insurance decision that allowed benefits. The parties were properly notified about the hearing. A telephone hearing was held on December 6, 2016. Claimant participated. Employer participated through Randy Olson, Owner.

**ISSUE:**

Was there an employer-employee relationship between the claimant and Eagle Ridge Farms, Inc.?

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: The employer owns and runs four separate farm corporations. The claimant was never paid wages by Eagle Ride Farms, Inc., but was paid by at least two of the employer's other corporations. The claimant's separation from the other corporations has been dealt with in other decisions.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the claimant and putative employer never had an employment relationship.

Iowa Code § 96.19-18-a(2) provides:

18. "Employment".

a. Except as otherwise provided in this subsection "employment" means service, including service in interstate commerce, performed for wages or under any contract of hire, written or oral, expressed or implied. Employment also means any service performed prior to January 1, 1978, which was employment as defined in this subsection prior to such date and, subject to the other provisions of this subsection, service performed after December 31, 1977, by:

(2) Any individual who, under the usual common law rules applicable in determining the employer-employee relationship, has the status of an employee.  
Both parties denied having an employment relationship. Claimant never performed a service for the this employer. As there was no employment relationship, the alleged employer is not liable for claimant's unemployment insurance benefits.

**DECISION:**

The November 4, 2016, (reference 04) representative's decision is reversed. The claimant never worked for this employer.

---

Teresa K. Hillary  
Administrative Law Judge

---

Decision Dated and Mailed

tkh/pjs