

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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**TIMOTHY SHORT**  
Claimant

**APPEAL 16A-UI-11279-DGT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**YOUNG MENS CHRISTIAN ASSN**  
Employer

**OC: 06/26/16  
Claimant: Appellant (1)**

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Iowa Code § 96.5(5) – Severance Pay

**STATEMENT OF THE CASE:**

The claimant filed a timely appeal from the October 6, 2016, (reference 04) decision that deducted severance pay from benefits. After due notice was issued, a telephone conference hearing was held on November 2, 2016. Claimant participated. Employer participated through Tami Ruppel, Payroll Administrator. Claimant's Exhibit A was admitted into evidence.

**ISSUE:**

Did the claimant receive severance pay and if so, was it correctly deducted from benefits?

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: The claimant was separated on May 14, 2016, and did receive severance pay in the amount of \$11,400.00, equivalent to 320 hours, based upon a rate of pay at \$35.63 per hour.

**REASONING AND CONCLUSIONS OF LAW:**

Iowa Code § 96.5(5) provides:

An individual shall be disqualified for benefits:

5. Other compensation.

a. For any week with respect to which the individual is receiving or has received payment in the form of any of the following:

(1) Wages in lieu of notice, separation allowance, severance pay, or dismissal pay.

(2) Compensation for temporary disability under the workers' compensation law of any state or under a similar law of the United States.

(3) A governmental or other pension, retirement or retired pay, annuity, or any other similar periodic payment made under a plan maintained or contributed to by a base period or chargeable employer where, except for benefits under the federal Social Security Act or the federal Railroad Retirement Act of 1974 or the corresponding provisions of prior law, the plan's eligibility requirements or benefit payments are affected by the base period employment or the remuneration for the base period employment. However, if an individual's benefits are reduced due to the receipt of a payment under this subparagraph, the reduction shall be decreased by the same percentage as the percentage contribution of the individual to the plan under which the payment is made.

b. Provided, that if the remuneration is less than the benefits which would otherwise be due under this chapter, the individual is entitled to receive for the week, if otherwise eligible, benefits reduced by the amount of the remuneration. Provided further, if benefits were paid for any week under this chapter for a period when benefits, remuneration or compensation under paragraph "a", subparagraph (1), (2), or (3), were paid on a retroactive basis for the same period, or any part thereof, the department shall recover the excess amount of benefits paid by the department for the period, and no employer's account shall be charged with benefits so paid. However, compensation for service-connected disabilities or compensation for accrued leave based on military service by the beneficiary with the armed forces of the United States, irrespective of the amount of the benefit, does not disqualify any individual otherwise qualified from any of the benefits contemplated herein. A deduction shall not be made from the amount of benefits payable for a week for individuals receiving federal social security pensions to take into account the individuals' contributions to the pension program.

Iowa Admin. Code r. 871-24.13(3)c provides:

(3) Fully deductible payments from benefits. The following payments are considered as wages; however, such payments are fully deductible from benefits on a dollar-for-dollar basis:

c. Wages in lieu of notice, separation allowance, severance pay and dismissal pay.

Iowa Admin. Code r. 871-24.13(4)b provides:

(4) Nondeductible payments from benefits. The following payments are not considered as wages and are not deductible from benefits:

b. Bonuses. The bonus payment is only nondeductible when based on service performed by the individual before the period in which the individual is also claiming benefits.

For the reasons that follow, the administrative law judge concludes the claimant did receive severance pay, which was correctly deducted from benefits.

Claimant was paid severance pay, and that payment was not conditioned on any promises or actions on the part of the claimant. The department correctly accounted for the amounts he received for severance for the first two months of unemployment when he did not file a claim,

and did not collect benefits. Two month's salary does not directly correlate to two months of unemployment benefits. The department correctly calculated benefits based on claimant's weekly benefit amount.

Therefore, severance pay was correctly deducted for the partial amount of benefits for the One-week period ending August 20, 2016.

**DECISION:**

The October 6, 2016, (reference 04) decision is affirmed. The severance pay was correctly deducted.

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Duane L. Golden  
Administrative Law Judge

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Decision Dated and Mailed

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