

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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**TAMIKA R BROWN**  
Claimant

**AREA SUBSTANCE ABUSE COUNCIL INC**  
Employer

**APPEAL 17A-UI-05888-JCT**  
**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 05/14/17**  
**Claimant: Respondent (4R)**

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Iowa Code § 96.19(38)a & b – Total and Partial Unemployment  
Iowa Code § 96.7(2)a(2) – Same Base Period Employment  
Iowa Code § 96.4(3) – Ability to and Availability for Work  
Iowa Admin. Code r. 871-24.22(2)i(3) – Benefit Eligibility - On-call Wage Credits

**STATEMENT OF THE CASE:**

The employer filed an appeal from the May 30, 2017, (reference 02) unemployment insurance decision that allowed benefits. The parties were properly notified about the hearing. A telephone hearing was held on June 23, 2017. The claimant participated personally. The employer participated through Dedric Doolin, senior deputy director.

The administrative law judge took official notice of the administrative records including the fact-finding documents and WAGE-A. Based on the evidence, the arguments presented, and the law, the administrative law judge enters the following findings of fact, reasoning and conclusions of law, and decision.

**ISSUES:**

Is the claimant partially unemployed and available for work, and if so, is the employer's account liable for potential charges?

**FINDINGS OF FACT:**

Having heard the testimony and having reviewed the evidence in the record, the administrative law judge finds: The claimant is employed in patient support as an on-call or as-needed with adjustments to her schedule based upon her availability and whether she has a second (full-time) job. As a result, the claimant's hours have fluctuated significantly since she began employment in 2015. No certain number of hours is guaranteed due to the nature of the business. The claimant has other regular employment in the base period with multiple employers.

## REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes that the claimant's availability for work with this employer is moot. The claimant is an on-call employee for this employer.

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(2)(3) 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.

**(2) 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. . .

*i.* On-call workers.

**(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.

The unemployment insurance rules provide that claimants who work solely on-call during their base periods are not considered unemployed workers. 871 IAC 24.22(2)(3). In addition, claimants who are working part time at the same number of hours and wages as contemplated in their contract of hire are not working a reduce workweek are not considered partially unemployed. 871 IAC 24.23(26). First, the law specifically provides that part-time employees can be eligible for unemployment insurance benefits. Iowa Code Section 96.3-6. Next, on-call refers to someone who does not know in advance if they will be working on or not and is called into work when needed. Because the claimant was hired to work only on-call or as-needed, she is not considered unemployed within the meaning of the law as it pertains to this employer. When an individual is hired to work on-call, the implied agreement is that they will only work when work is available and that work will not be regularly available. Thus any reduction in hours is directly related to the on-call status as no regular hours are guaranteed.

However, since there are other wages in the base period, the monetary eligibility of the claimant needs to be examined to determine eligibility based upon the other employment and the lack of regular work with this on-call employer is moot. Accordingly, benefits may be allowed if the

claimant is otherwise monetarily eligible and the account of Area Substance Abuse Council Inc. (account number 146842) shall not be charged.

**DECISION:**

The May 30, 2017, (reference 02) decision is modified in favor of the appellant. The claimant's on-call status renders availability for this employment moot as she has other wages in the base period. Benefits may be allowed if the claimant is otherwise monetarily eligible and the account of Area Substance Abuse Council Inc. (account number 146842) shall not be charged.

**REMAND:** The monetary eligibility and separation qualification of claimant as delineated in the findings of fact is remanded to the claims section of Iowa Workforce Development for an initial investigation and determination.

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Jennifer L. Beckman  
Administrative Law Judge

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Decision Dated and Mailed

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