

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

68-0157 (9-06) - 3091078 - EI

**SANDRA R KITCHEN**  
Claimant

**APPEAL NO. 14A-UI-04389-GT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**LUTHERAN SERVICES IN IOWA INC**  
Employer

**OC: 03/16/14  
Claimant: Appellant (2)**

Iowa Code § 96.19-38-a & b – Total and Partial Unemployment  
Iowa Code § 96.7-2-a(2) – Same Base Period Employment  
Iowa Admin. Code r. 871-24.22(2)f – Part-Time Worker – Able and Available

**STATEMENT OF THE CASE:**

Claimant filed an appeal from a decision of a representative dated April 21, 2014, reference 01, which held claimant was not able and available for work. After due notice, a telephone hearing was scheduled for and held on May 16, 2014. Claimant participated personally. Employer participated by Abigail Barkley.

**ISSUE:**

The issues are whether claimant was employed at the same hours and wages and partially unemployed.

**FINDINGS OF FACT:**

The claimant worked for Lutheran Services in Iowa Inc., hereinafter Lutheran Services, a base period employer, part time under the same terms and conditions as contemplated in the original contract of hire. Claimant also had other wages in the base period history. She was laid off from that other employment with Durham D & M LLC, hereinafter Durham, during the period of March 17, 2014 through March 21, 2014. After being laid off by Durham during the aforementioned period she applied for benefits only for that period. She was still available to work for Lutheran Services.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the claimant was partially unemployed and the employer is relieved of benefit charges.

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, 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.

An individual shall be deemed partially unemployed in any week in which 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 Code § 96.7(2)a(2) 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.

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 § 96.8, subsection 5.

An employer's account shall not be charged with benefits paid to an individual who left the work of the employer voluntarily without good cause attributable to the employer or to an individual who was discharged for misconduct in connection with the individual's employment, or to an individual who failed without good cause, either to apply for available, suitable work or to accept suitable work with that employer, but shall be charged to the unemployment compensation fund. This paragraph applies to both contributory and reimbursable employers, notwithstanding § 96.8, subsection 5.

The amount of benefits paid to an individual, which is solely due to wage credits considered to be in an individual's base period due to the exclusion and substitution of calendar quarters from the individual's base period under § 96.23, shall be charged

against the account of the employer responsible for paying the workers' compensation benefits for temporary total disability or during a healing period under § 85.33, § 85.34, subsection 1, or § 85A.17, or responsible for paying indemnity insurance benefits.

Iowa Admin. Code r. 871-23.43(4)a provides in part:

(4) Supplemental employment.

a. An individual, who has been separated with cause attributable to the regular employer and who remains in the employ of the individual's part-time, base period employer, continues to be eligible for benefits as long as the individual is receiving the same employment from the part-time employer that the individual received during the base period. The part-time employer's account, including the reimbursable employer's account, may be relieved of benefit charges....

Because the claimant had other base-period wages and was employed part time, claimant is considered partially unemployed at the time of application for benefits. Benefits are allowed. Inasmuch as the then current part-time employer, Lutheran Services, was offering the same wages and hours as in the base period, no benefit charges shall be made to its account.

**DECISION:**

The April 21, 2014, reference 01, decision is reversed. The claimant was partially unemployed and benefits are allowed during the period of unemployment, provided claimant is otherwise eligible. The account of the current part-time employer shall not be charged for the above-stated reasons.

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Duane L. Golden  
Administrative Law Judge

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Decision Dated and Mailed

dlg/pjs