

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

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**RUSSELL L HOPPING**  
Claimant

**LACOSTA INC**  
Employer

**APPEAL 20A-UI-01335-AW-T**  
**ADMINISTRATIVE LAW JUDGE**  
**DECISION**

**OC: 01/12/20**  
**Claimant: Respondent (2R)**

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Iowa Code § 96.19(38) – Definitions – Total, partial unemployment  
Iowa Code § 96.4(3) – Eligibility – A&A – Able to, available for, work search  
Iowa Code § 96.7(2)A(2) – Charges – Same base period employment  
Iowa Admin. Code r. 871-24.23(26) – Eligibility – A&A – Part-time same hours, wages

**STATEMENT OF THE CASE:**

Employer filed an appeal from the February 7, 2020 (reference 01) unemployment insurance decision that allowed benefits. The parties were properly notified of the hearing. A telephone hearing was held on March 2, 2020, at 2:00 p.m. Claimant did not participate. Employer participated through Peggy Abrams, Hearing Representative. Ethan Marberry, Site Operations Manager, was employer's witness. No exhibits were admitted. Official notice was taken of the administrative record.

**ISSUES:**

Whether claimant is totally, partially or temporarily unemployed.  
Whether the claimant is able to and available for work.  
Whether claimant is still employed at the same hours and wages.  
Whether employer's account is subject to charge.

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: Claimant began his employment with Lacosta, Inc., a temporary employment firm, on March 25, 2019. Claimant's sole assignment was as a full-time Assembler with CNH in Burlington, Iowa. Claimant worked Monday through Thursday from 6:00 a.m. until 4:30 p.m. and earned \$16.81 per hour. Claimant's assignment ended on January 14, 2020 when he was laid off for lack of work. Claimant filed an original claim for unemployment insurance benefits effective January 12, 2020.

There has been no initial investigation and determination regarding whether claimant requested a new assignment from Lacosta, Inc. within three days of his assignment ending.

## REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes claimant is totally unemployed and not able to and available for work. Benefits are denied.

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 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.

Iowa Code section 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 Code section 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.

(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.

(b) 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 section 96.8, subsection 5.

(c) 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 section 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 section 85.33, section 85.34, subsection 1, or section 85A.17, or responsible for paying indemnity insurance benefits.

Claimant has not worked for employer since January 14, 2020. Therefore, claimant is not partially or temporarily unemployed; claimant is totally unemployed. Because claimant is totally unemployed, the requirement that claimant be able to and available for work is not waived. Claimant has not met his burden of proving that he is able to and available for work since filing his original claim. Therefore, benefits are denied until such time as claimant contacts Iowa Workforce Development and establishes that he is able to and available for work.

The issues of separation and whether claimant requested a new assignment from Lacosta, Inc. within three days of his assignment ending should be remanded for an initial investigation and determination.

**DECISION:**

The February 7, 2020 (reference 01) unemployment insurance decision is reversed. Claimant is totally unemployed and is not able to and available for work since filing his original claim effective January 12, 2020. Benefits are denied until claimant contacts Iowa Workforce Development and establishes that he is able to and available for work.

**REMAND:**

The issues of separation and whether claimant requested a new assignment from employer within three days of his assignment ending are remanded to the Benefits Bureau of Iowa Workforce Development for an initial investigation and determination.

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Adrienne C. Williamson  
Administrative Law Judge  
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Decision Dated and Mailed

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