

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

MEGAN M HANNAM
Claimant

HY-VEE INC
Employer

APPEAL 20A-UI-07898-AD-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

OC: 05/31/20
Claimant: Appellant (1)

Iowa Code § 96.4(3) – Ability to and Availability for Work

STATEMENT OF THE CASE:

On July 21, 2020, Megan Hannam (claimant/appellant) filed an appeal from the July 17, 2020 (reference 01) unemployment insurance decision that denied benefits. The decision determined claimant was unavailable for work due to having inadequate arrangements for childcare. It denied benefits as of May 31, 2020.

A telephone hearing was held on August 18, 2020. The parties were properly notified of the hearing. The claimant participated personally. Hy-Vee Inc. (employer/respondent) did not register a number for the hearing and did not participate.

Claimant's Exhibits 1-3 were admitted. Official notice was taken of the administrative record.

ISSUES:

Is the claimant on an approved leave of absence?

FINDINGS OF FACT:

Having reviewed all of the evidence in the record, the administrative law judge finds:

Claimant began working for employer in December 2011. Claimant is still employed by employer as a full-time floral assistant manager and clerk. Claimant requested and was granted a leave of absence beginning June 1, 2020. Claimant requested the leave of absence due to her childcare provider closing due to possible COVID-19 exposure, which necessitated claimant staying home to care for her children. The leave of absence continued through June 14, 2020, after which point claimant returned to work.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the July 17, 2020 (reference 01) unemployment insurance decision that denied benefits is **AFFIRMED**.

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. 871-24.23(10) provides:

Availability disqualifications. The following are reasons for a claimant being disqualified for being unavailable for work.

(10) The claimant requested and was granted a leave of absence, such period is deemed to be a period of voluntary unemployment and shall be considered ineligible for benefits for such period.

Claimant requested and was granted a leave of absence. In doing so, claimant made herself unavailable for work during this time. Claimant is therefore not eligible for benefits during this period.

While this decision denies regular, state benefits, the administrative record shows claimant has been approved for federal Pandemic Unemployment Assistance (PUA). Claimant should have received information from the department regarding this. Further information on PUA is also set forth below.

DECISION:

The July 17, 2020 (reference 01) unemployment insurance decision that denied benefits is **AFFIRMED**. Claimant requested and was granted a leave of absence. Claimant does not meet the availability requirements to receive benefits during that time. Benefits are denied.



Andrew B. Duffelmeyer
Administrative Law Judge
Unemployment Insurance Appeals Bureau
1000 East Grand Avenue
Des Moines, Iowa 50319-0209
Fax (515) 478-3528

August 21, 2020
Decision Dated and Mailed

abd/scn

Note to Claimant:

If you disagree with this decision, you may file an appeal with the Employment Appeal Board by following the instructions on the first page of this decision. If this decision denies benefits, you may be responsible for paying back benefits already received.

Individuals who are disqualified from or are otherwise ineligible for **regular** unemployment insurance benefits but who are unemployed for reasons related to COVID-19 may qualify for Pandemic Unemployment Assistance (PUA). **You will need to apply for PUA to determine your eligibility.** Additional information on how to apply for PUA can be found at <https://www.iowaworkforcedevelopment.gov/pua-information>.