

## Guidance for Filing for State of Iowa Unemployment Benefits under COVID-19

You are receiving this information because you may qualify for unemployment benefits now or in the future and/or you may know someone who does or will qualify. Some hourly non-benefit eligible employees may already qualify for unemployment benefits, and if so, they should apply. For these reasons, we felt it was important to get this document into everyone's hands as quickly as possible.

### ALL EMPLOYEES

Eligible employees must have wages in covered employment of at least two quarters (\$1,660 or more in one quarter and \$830 or more in a different quarter between July 7, 2019 – July 4, 2020) to qualify for unemployment in the State of Iowa. *Wage earnings confirmation and unemployment questions should be directed to Iowa Workforce Development at [uicclaimshelp@iwd.iowa.gov](mailto:uicclaimshelp@iwd.iowa.gov), or 866-239-0843.*

### NON-BENEFIT ELIGIBLE EMPLOYEES

Non-benefit eligible employees who are not being scheduled to work at this time (with earned wages as noted in the ALL EMPLOYEES paragraph above), may apply for unemployment. Claimants should apply online at: <https://www.iowaworkforcedevelopment.gov/file-claim-unemployment-insurance-benefits>. Click the box noting, "You are filing due to a temporary layoff as a result of COVID-19 (Coronavirus)".

Unemployment is not a wage substitute, it is a last resort. Iowa Workforce Development requires that claimants exhaust all paid leave before filing for unemployment.

NOTE: Iowa Workforce Development advises that unemployment payments that overlap pay during a reduced work schedule and/or paid leave may cause overpayment when IWD reconciles wages reported by an employer. It is imperative that claimants report all wages in a timely manner to avoid the possibility that the claimant will be required to reimburse the State of Iowa for overpayment.

### BENEFIT ELIGIBLE EMPLOYEES

For employees' peace of mind, IVCCD's intent at this time is to pay benefit eligible employees through May 31. We anticipate being able to extend that, but are unable to make that decision until we've had an opportunity to study the District's cash flow situation based on potential student refunds and summer term enrollments.

Some of this paid time (now through May 31) may be using existing leave or the ability to use up to 80 hours of sick leave prior to accruing it. We are aware of recently approved federal legislation to provide employees an additional 80 hours of sick leave, which will take effect beginning April 2; communication will follow on this topic when the official notice is received from the federal government.

Benefit eligible employees who 1) exhaust all leave benefits **and** 2) file for one of the following reasons will be eligible for unemployment insurance benefits under COVID-19 provisions:

- Caring for a family member
- Loss of childcare/school closures
- Employer shut down
- Need for employee to self-quarantine
- Employee contracts COVID-19 and is unable to work

Once paid leave is exhausted, claimants should apply online and click the box noting, "You are filing due to a temporary layoff as a result of COVID-19 (Coronavirus)".

The work search requirement is waived when unemployment benefits are paid under COVID-19.

This link provides Questions and Answers about COVID-19 (Coronavirus) and Unemployment Insurance Benefits for Workers:

[https://www.iowaworkforcedevelopment.gov/sites/search.iowaworkforcedevelopment.gov/files/content-files/Updated%20UI%20Worker\\_COVID-19%20QA.pdf](https://www.iowaworkforcedevelopment.gov/sites/search.iowaworkforcedevelopment.gov/files/content-files/Updated%20UI%20Worker_COVID-19%20QA.pdf)

<b>COVID-19 Scenarios &amp; Benefits Available</b>	
<p>The information shared on this flyer does not necessarily reflect the official policy or position of any other agency or company. It is the reader's responsibility to verify the facts of coverage.</p>	
<b>COVID-19 Scenarios</b>	<b>Unemployment Insurance</b>
	<b>Current Law</b>
1. Worker is mildly ill with COVID-19.	✓
2. Worker is severely ill with COVID-19.	✓
3. Worker was exposed & quarantined. Business remains open.	✓
4. Worker caring for family member.	<b>Depends - Case By Case</b>
5. Schools close, worker has no childcare.	✓
6. Schools close, worker is impacted.	✓
7. Worker is immune-compromised, advised to quarantine.	✓
8. Employer must shut down.	✓
9. Employer does a temporary shut-down.	✓
10. Employer reduces hours & work.	✓
12. Health care workers and first responders are under quarantine.	✓

Unemployment insurance benefits are a resource of last resort. All PTO, sick leave, paid sick leave, disability, etc. must be exhausted before receiving unemployment. Fraudulent filing and receiving of unemployment benefits is a serious crime that may lead to prosecution. Please contact your employer on telecommuting options and other opportunities available to you. Should you have any questions, please call customer service at 1-866-239-0843 (Mon.-Fri, 8:00 am - 4:30 pm).