

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

TREVOR N GOODING
Claimant

ADVANCE SERVICES INC
Employer

APPEAL NO: 14A-UI-01410-ST

**ADMINISTRATIVE LAW JUDGE
DECISION**

OC: 12/22/13
Claimant: Respondent (1)

Section 96.5-1-j – Voluntary Quit/Assignment Completion

STATEMENT OF THE CASE:

The employer appealed a department decision dated February 7, 2014, reference 04, that held claimant completed his work assignment on January 10, 2014, notified the employer, and benefits are allowed. A telephone hearing was held on February 27, 2014. The claimant participated. Steve Bolle, and Candy Ashman, participated for the employer. Employer Exhibits 1 & 2 were received as evidence.

ISSUE:

Whether the claimant voluntarily quit without good cause attributable to the employer.

FINDINGS OF FACT:

The administrative law judge having heard the witness testimony and having considered the evidence in the record finds: The employer is a temporary employment firm. The claimant worked for the employer on assignment at Pella Corporation beginning September 23, 2013. The claimant completed the assignment on January 10, 2014. The employer had no further work to offer the claimant after he completed his assignment. The claimant knew it was employer policy to call-in or come-in to check on available work, which he continues to do through the date of this hearing.

REASONING AND CONCLUSIONS OF LAW:

Iowa Code section 96.5-1-j provides:

An individual shall be disqualified for benefits:

1. Voluntary quitting. If the individual has left work voluntarily without good cause attributable to the individual's employer, if so found by the department, but the individual shall not be disqualified if the department finds that:

j. The individual is a temporary employee of a temporary employment firm who notifies the temporary employment firm of completion of an employment assignment and who

seeks reassignment. Failure of the individual to notify the temporary employment firm of completion of an employment assignment within three working days of the completion of each employment assignment under a contract of hire shall be deemed a voluntary quit unless the individual was not advised in writing of the duty to notify the temporary employment firm upon completion of an employment assignment or the individual had good cause for not contacting the temporary employment firm within three working days and notified the firm at the first reasonable opportunity thereafter.

To show that the employee was advised in writing of the notification requirement of this paragraph, the temporary employment firm shall advise the temporary employee by requiring the temporary employee, at the time of employment with the temporary employment firm, to read and sign a document that provides a clear and concise explanation of the notification requirement and the consequences of a failure to notify. The document shall be separate from any contract of employment and a copy of the signed document shall be provided to the temporary employee.

For the purposes of this paragraph:

(1) "Temporary employee" means an individual who is employed by a temporary employment firm to provide services to clients to supplement their work force during absences, seasonal workloads, temporary skill or labor market shortages, and for special assignments and projects.

(2) "Temporary employment firm" means a person engaged in the business of employing temporary employees.

The administrative law judge concludes claimant voluntarily quit with good cause attributable to the employer when he completed his assignment on January 10, 2014, and the employer had no further work assignment for him.

DECISION:

The department decision dated February 7, 2014, reference 04, is affirmed. The claimant voluntarily quit with good cause attributable to his employer on January 10, 2014. Benefits are allowed, provided the claimant is otherwise eligible.

Randy L. Stephenson
Administrative Law Judge

Decision Dated and Mailed

rls/pjs