

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

KIMBERLY K DARR
Claimant

APPEAL NO. 09A-UI-00377-CT

**ADMINISTRATIVE LAW JUDGE
DECISION**

MANPOWER INC OF DES MOINES
Employer

**OC: 10/26/08 R: 02
Claimant: Appellant (1)**

Section 96.5(1) – Voluntary Quit

STATEMENT OF THE CASE:

Kimberly Darr filed an appeal from a representative's decision dated January 8, 2009, reference 02, which denied benefits based on her separation from Manpower, Inc. of Des Moines. After due notice was issued, a hearing was held by telephone on January 26, 2009. Ms. Darr participated personally. The employer participated by Sara Dahm, Account Manager.

ISSUE:

At issue in this matter is whether Ms. Darr was separated from employment for any disqualifying reason.

FINDINGS OF FACT:

Having heard the testimony of the witnesses and having reviewed all of the evidence in the record, the administrative law judge finds: Ms. Darr began working through Manpower, a temporary placement firm, on October 4, 2007 and was assigned to work at Principal Financial Group. She was working from 25 to 30 hours each week. She gave Manpower two-week's notice on October 15, 2008 that she was leaving the assignment. She indicated she was making too much money to receive public benefits and was, therefore, quitting.

Principal Financial Group was in the process of phasing out the temporary workers and had indicated the work would conclude on November 5, 2008. Ms. Darr received permission from her on-site supervisor to leave the assignment on October 31. She next contacted Manpower about work on December 5. At that point, she was seeking part-time work but none was offered. Ms. Darr has not worked since October 31, 2008.

REASONING AND CONCLUSIONS OF LAW:

Ms. Darr was hired for placement in temporary work assignments. An individual so employed must complete the last assignment in order to avoid the voluntary quit provisions of the law. 871 IAC 24.26(22). Ms. Darr did not complete her last assignment as she left before its ending date. The assignment was to end on November 5 but she left on October 31. Although she had

permission to leave, the fact remains that she initiated the idea of ending the work early. Because she did not complete her assignment, the separation is considered a voluntary quit.

An individual who leaves employment voluntarily is disqualified from receiving job insurance benefits unless the quit was for good cause attributable to the employer. Iowa Code section 96.5(1). Ms. Darr quit because she was making too much money to qualify for certain public benefits. This was not a matter within the control of her employer. The fact that she sought only part-time work on December 5 supports the fact that she told the employer she was leaving because she was making too much money. The evidence of record does not establish any good cause attributable to the employer for Ms. Darr's quit. As such, benefits are denied.

DECISION:

The representative's decision dated January 8, 2009, reference 02, is hereby affirmed. Ms. Darr left her employment with Manpower for no good cause attributable to the employer. Benefits are withheld until she has worked in and been paid wages for insured work equal to ten times her weekly benefit amount, provided she satisfies all other conditions of eligibility.

Carolyn F. Coleman
Administrative Law Judge

Decision Dated and Mailed

cfc/css