

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

SUSAN J STEVENSON

Claimant

APPEAL NO: 10A-EUCU-00657-DT

**ADMINISTRATIVE LAW JUDGE
DECISION**

VOLT MANAGEMENT CORPORATION

Employer

OC: 10/04/09

Claimant: Respondent (1)

871 IAC 24.26(22) – Temporary Employment

STATEMENT OF THE CASE:

Volt Management Corporation (employer) appealed a representative's July 23, 2010 decision (reference 02) that concluded Susan J. Stevenson (claimant) was qualified to receive unemployment insurance benefits after a separation from employment. After hearing notices were mailed to the parties' last-known addresses of record, a telephone hearing was held on October 19, 2010. The claimant participated in the hearing. Nancy Maren appeared on the employer's behalf. Based on the evidence, the arguments of the parties, and the law, the administrative law judge enters the following findings of fact, reasoning and conclusions of law, and decision.

ISSUE:

Was there a disqualifying separation from employment either through a voluntary quit without good cause attributable to the employer or through a discharge for misconduct?

FINDINGS OF FACT:

The employer is a temporary staffing business. The claimant began an assignment with the employer's Cedar Rapids, Iowa business on March 15, 2010. The work was to participate on a team working on a specific project by designing and writing the project requirements and specifications. The last day the claimant worked on the assignment was June 2, 2010. The reason was that the stage of the project in which the claimant had expertise was completed; the requirements and specifications had been submitted for review, and no further work applicable to the claimant would be available until at least the end of June. The business client had some additional work available building a data dictionary technology, but this was outside of the claimant's expertise and outside of the work for which the claimant had been hired, so the business client agreed that the claimant's work was completed, subject to potential recall at a later date.

REASONING AND CONCLUSIONS OF LAW:

A claimant is not eligible for unemployment insurance benefits if she quit the employment without good cause attributable to the employer or was discharged for work-connected

misconduct. Where a claimant is hired for a specific period of time for or for a specific project and completes the contract of hire by working until this specific period of time has lapsed or the project is finished, the separation is treated as a voluntary quit with good cause attributable to the employer, and does not result in a disqualification to the claimant. 871 IAC 24.26(22).

Here, the employer did hire the claimant on a temporary basis for a specific project. The claimant completed the contract of hire by working until her work on that project was finished. Eligibility for unemployment insurance benefits is not conditioned on whether the employment was permanent or temporary, or whether the claimant as a temporary employee was eligible for employment benefits otherwise provided by the employer to its permanent employees. Benefits are allowed, if the claimant is otherwise eligible.

DECISION:

The representative's July 23, 2010 decision (reference 02) is affirmed. The claimant's separation was not a voluntary quit but was the completion of a temporary contract of hire. The claimant is qualified to receive unemployment insurance benefits, if she is otherwise eligible.

Lynette A. F. Donner
Administrative Law Judge

Decision Dated and Mailed

ld/css