

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**MICHAEL T HARRIS**  
Claimant

**APPEAL NO. 10A-UI-01325-CT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**TEAM STAFFING SOLUTIONS INC**  
Employer

**OC: 12/20/09**  
**Claimant: Appellant (2)**

Section 96.5(1) – Voluntary Quit

**STATEMENT OF THE CASE:**

Michael Harris filed an appeal from a representative's decision dated January 21, 2010, reference 01, which denied benefits based on his separation from Team Staffing Solutions, Inc. (TSS). After due notice was issued, a hearing was held by telephone on March 8, 2010. The employer participated by Sarah Fiedler. Mr. Harris did not respond to the notice of hearing.

**ISSUE:**

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

**FINDINGS OF FACT:**

Having heard the testimony and having reviewed all of the evidence in the record, the administrative law judge finds: Mr. Harris began working through TSS, a temporary placement firm, on May 10, 2007. He last worked on April 1, 2009. On that date, he worked as a laborer on a one-day assignment in the TSS offices. He notified TSS on December 21 that he was no longer available because he was working through a different agency.

**REASONING AND CONCLUSIONS OF LAW:**

Mr. Harris was hired for placement in temporary work assignments. An individual so employed must complete his last assignment in order to avoid the voluntary quit provisions of the law. See 871 IAC 24.26(19), (22). Mr. Harris completed his last assignment, which was working in the TSS offices. Under the circumstances, the employer was well aware of when the assignment ended but did not offer him further work at the time his last assignment ended. Given these factors, it must be concluded that Mr. Harris was separated from the employment on April 1, 2009 for no disqualifying reason.

It is true that Mr. Harris notified TSS on December 21 that he was no longer available for work. However, his employment had already ended on April 1. He was under no continuing obligation to TSS at that point. The evidence of record does not establish any basis for disqualification.

**DECISION:**

The representative's decision dated January 21, 2010, reference 01, is hereby reversed. Mr. Harris was separated from TSS on April 1, 2009 for no disqualifying reason. Benefits are allowed, provided he is otherwise eligible.

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Carolyn F. Coleman  
Administrative Law Judge

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Decision Dated and Mailed

cfc/pjs