

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

<b>KALEJ RAKIN</b> Claimant	<b>APPEAL NO. 17A-UI-04678-S1-T</b>
<b>EXPRESS SERVICES INC</b> Employer	<b>ADMINISTRATIVE LAW JUDGE DECISION</b>
	<b>OC: 12/18/16</b> <b>Claimant: Appellant (1)</b>

Section 96.5-1-j – Separation from Temporary Employer

**STATEMENT OF THE CASE:**

Kalej Rakin (claimant) appealed a representative's April 26, 2017, decision (reference 02) that concluded he was not eligible to receive unemployment insurance benefits due to his separation from work with Express Services (employer) on March 13, 2017. After hearing notices were mailed to the parties' last-known addresses of record, a telephone hearing was scheduled for May 22, 2017. The claimant participated personally. The employer participated by Carrie Cannon, Administrative Recruiter.

**ISSUE:**

The issue is whether the claimant was separated from employment for any disqualifying reason.

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds that: The employer is a temporary employment service. The claimant performed services from May 2, 2016 through May 5, 2017. He signed a document on May 12, 2016, indicating he was to contact the employer within three working days following the completion of an assignment to request placement in a new assignment. The claimant was given a copy of the document. He was assigned to work for Premier Tooling from May 2, 2016, to January 19, 2017, Hormel on January 23, 2017, and Grand River Center on March 9, 2017. The claimant completed his last assignment on March 9, 2017, but did not seek reassignment from the employer until April or May 2017. The claimant did not read the documents he signed on May 12, 2016.

The claimant filed an additional date for unemployment insurance benefits on March 26, 2017. The employer later assigned the claimant to work at Americold Logistics on May 5, 2017, and the City of Dubuque on May 16, 2017.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow the administrative law judge concludes the claimant was separated from employment on March 9, 2017, for a disqualifying reason.

Iowa Code § 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. (1) 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.

(2) 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.

(3) For the purposes of this paragraph:

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

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

Under the Iowa Code the employer must advise the claimant of the three day notice requirement and give the claimant a copy of that requirement. The notice requirement must be separate from the contract for hire. The employer followed the requirements of the code. The claimant did not. He did not request reassignment. Therefore, benefits are denied.

**DECISION:**

The representative's April 26, 2017, decision (reference 02) is affirmed. The claimant was separated from the employer for no good cause attributable to the employer. Benefits are withheld until the claimant has worked in and has been paid wages for insured work equal to ten times the claimant's weekly benefit amount provided the claimant is otherwise eligible.

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Beth A. Scheetz  
Administrative Law Judge

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Decision Dated and Mailed

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