

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

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

MAI P TRAN
Claimant

APPEAL NO. 18A-UI-06889-S1-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

AEROTEK INC
Employer

OC: 05/20/18
Claimant: Appellant (2)

Section 96.5-1-j – Separation from Temporary Employer

STATEMENT OF THE CASE:

Mai Tran (claimant) appealed a representative's June 18, 2018, decision (reference 02) that concluded she was not eligible to receive unemployment insurance benefits due to her separation from work with Aerotek (employer). After hearing notices were mailed to the parties' last-known addresses of record, a telephone hearing was scheduled for July 12, 2018. The claimant participated personally through the aid of interpreter Brandon Nguyen. The employer did not provide a telephone number where it could be reached and therefore, did not participate in the hearing

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 off and on from July 2017, through May 14, 2018. She signed a document written in English when she was hired. The claimant does not read English. She believes it stated that she was to contact the employer within three days of the completion of an assignment to request placement in a new assignment. The claimant believes the document said she would not receive unemployment insurance benefits if she failed to notify the employer of the end of the assignment. The claimant was not given a copy of the document.

On May 14, 2018, the claimant was told her assignment would end on May 18, 2018. On May 14, 2018, the claimant sent the employer an e-mail notifying it of the end of her assignment and asking for reassignment. On or about May 15, 2018, the employer responded saying it would try to find her another job. The claimant completed her last assignment on May 18, 2018. On May 24, 2018, the employer offered the claimant a possibility of a job that would start on June 15, 2018.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow the administrative law judge concludes the claimant was not separated from employment for a disqualifying reason.

Iowa Code section 96.5(1)j provides:

An individual shall be disqualified for benefits, regardless of the source of the individual's wage credits:

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 did not provide the claimant with the proper notice requirements and has, therefore, failed to satisfy the requirements of Iowa Code Section 96.5-1-j. Nevertheless, the claimant did request another assignment. Benefits are allowed, provided the claimant is otherwise eligible.

DECISION:

The representative's June 18, 2018, decision (reference 02) is reversed. The claimant was separated from the employer for good cause attributable to the employer. Benefits are allowed, provided the claimant is otherwise eligible.

Beth A. Scheetz
Administrative Law Judge

Decision Dated and Mailed

bas/rvs