

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

TORY D WEBB
Claimant

APPEAL NO. 12A-UI-08032-HT

**ADMINISTRATIVE LAW JUDGE
NUNC PRO TUNC DECISION**

**ANNA ENTERPRISES
STAFFING SOLUTIONS**
Employer

**OC: 06/03/12
Claimant: Respondent (1)**

Section 96.5(1)j – Quit

STATEMENT OF THE CASE:

The employer, Staffing Solutions, filed an appeal from a decision dated June 26, 2012, reference 02. The decision allowed benefits to the claimant, Tory Webb. After due notice was issued, a hearing was held by telephone conference call on July 30, 2012. The claimant did not provide a telephone number where he could be contacted and did not participate. The employer participated by Manager Bill Van Sloun.

ISSUE:

The issue is whether the claimant quit work with good cause attributable to the employer.

FINDINGS OF FACT:

Tory Webb was employed by Staffing Solutions from August 3 until August 4, 2011, assigned to StrataTech. He completed the assignment as required and contacted the employer within three working days of the end of the assignment to request more work.

REASONING AND CONCLUSIONS OF LAW:

Iowa Code section 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. 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.

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.

For the purposes of this paragraph:

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

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

Under the provisions of the above Code section, this is not a disqualifying separation, as the claimant completed the assignment as required and called in to request more work within three working days. Disqualification may not be imposed.

DECISION:

The representative's decision of June 26, 2012, reference 02, is affirmed. Tory Webb is qualified for benefits, provided he is otherwise eligible.

Bonny G. Hendricksmeier
Administrative Law Judge

Decision Dated and Mailed

bgh/kjw