

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

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**STEELE HARTER**  
Claimant

**CITY OF URBANDALE**  
Employer

**APPEAL 22A-UI-05611-AR-T**  
**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 10/31/21**  
**Claimant: Appellant (2)**

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Iowa Code § 96.5(1) – Voluntary Quitting  
Iowa Admin. Code r. 871—24.26(22) – Voluntary Quitting – Specific Period of Time

**STATEMENT OF THE CASE:**

The claimant filed an appeal from the February 25, 2022, (reference 02) unemployment insurance decision that denied benefits based upon the determination that claimant voluntarily quit employment for personal reasons. The parties were properly notified of the hearing. A telephone hearing was held on April 13, 2022. The claimant, Steele Harter, participated personally. The employer, City of Urbandale, participated through Beth Lauck.

**ISSUE:**

Did the claimant voluntarily quit employment without good cause attributable to the employer?

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: Claimant was employed part time as an economic development intern from May 17, 2021, until this employment ended on August 20, 2021, when the internship was completed.

Claimant was hired for a summer internship. The parties agreed that the claimant was an intern, and the employment was not permanent in that position. At the end of the summer, on August 20, 2021, the internship ended, and claimant transitioned to a new position with another employer. There was no continuing work available to claimant in the internship position as of August 20, 2021.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes claimant voluntarily left the employment with good cause attributable to the employer.

Iowa Code section 96.5(1) 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.

Iowa Administrative Code rule 871—24.26(22) provides, in relevant part, as follows:

Voluntary quit with good cause attributable to the employer and separations not considered to be voluntary quits. The following are reasons for a claimant leaving employment with good cause attributable to the employer:

(22) The claimant was hired for a specific period of time and completed the contract of hire by working until this specific period of time had lapsed.

Claimant has the burden of proving that the voluntary leaving was for good cause attributable to the employer. Iowa Code § 96.6(2). A voluntary quit requires evidence of an intention to sever the employment relationship and an overt act carrying out that intention. See *Local Lodge #1426 v. Wilson Trailer*, 289 N.W.2d 698, 612 (Iowa 1980); *Peck v. Emp't Appeal Bd.*, 492 N.W.2d 438 (Iowa App. 1992). In general, a voluntary quit means discontinuing the employment because the employee no longer desires to remain in the relationship of an employee with the employer. See Iowa Admin. Code r. 871—24.25.

Here, claimant left employment because he completed the internship. Both parties agreed claimant would work as a summer intern until the internship ended. Claimant completed the contract of hire by completing all the work the employer had for him. The separation from employment at the end of the internship was for good cause attributable to the employer. Benefits are allowed, provided the claimant is otherwise eligible.

**DECISION:**

The February 25, 2022, (reference 02) unemployment insurance decision is reversed. Claimant voluntarily left the employment with good cause attributable to the employer. Benefits are allowed, provided he is otherwise eligible.



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Alexis D. Rowe  
Administrative Law Judge

April 19, 2022  
Decision Dated and Mailed

ar/scn