

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

BENJAMIN R SURPRENANT
Claimant

APPEAL 18A-UI-01194-DL-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

HAWKEYE COMMUNITY COLLEGE
Employer

OC: 01/07/18
Claimant: Respondent (5)

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 employer filed an appeal from the January 18, 2018, (reference 01) unemployment insurance decision that allowed benefits based upon a layoff due to a lack of work. The parties were properly notified about the hearing. A telephone hearing was held on March 15, 2018. Claimant responded to the hearing notice instructions but was not available at the number provided when the hearing was called and did not participate. Employer participated through associate human resource director Janine Knapp. The administrative law judge took official notice of the administrative record, including fact-finding documents and benefit payment records.

ISSUES:

Did claimant voluntarily quit the employment with good cause attributable to employer?
Did the claimant complete the work assignment as contemplated?

FINDINGS OF FACT:

Having reviewed all of the evidence in the record, the administrative law judge finds: Claimant was hired as a part-time temporary seasonal grounds keeper hired for the snow season through March 13, 2017. The claimant completed the assignment, which ended due to a lack of snow.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes the claimant's separation was not the result of a disqualifying reason.

Iowa Code section 96.5(1) 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.

Iowa Admin. Code r. 871-24.26(22) provides, in pertinent part:

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.

Inasmuch as the claimant completed the contract or terms of hire with the employer as contemplated, no disqualification is imposed.

DECISION:

The January 18, 2018, (reference 01), unemployment insurance decision is modified without change in effect. The claimant was not laid off due to a lack of work but completed the seasonal job. The claimant's separation from employment was for no disqualifying reason. Benefits are allowed, provided he is otherwise eligible.

Dévon M. Lewis
Administrative Law Judge

Decision Dated and Mailed

dml/rvs