

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

**PAL G RETH**  
Claimant

**QPS EMPLOYMENT GROUP INC**  
Employer

**APPEAL NO. 18A-UI-07132-B2T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 05/27/18**  
**Claimant: Appellant (1)**

Iowa Code § 96.5(1)j – Voluntary Quitting – Temporary Employment

**STATEMENT OF THE CASE:**

Claimant filed an appeal from a decision of a representative dated June 22, 2018, reference 04, which held claimant ineligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on July 18, 2018. Claimant participated personally. Employer participated by hearing representative Mai Lor and witness Reyna Resendiz. Employer's Exhibits 1-2, and 4-6 were admitted into evidence.

**ISSUE:**

Did the claimant quit by not reporting for an additional work assignment within three business days of the end of the last assignment?

**FINDINGS OF FACT:**

Having heard the testimony and having reviewed the evidence in the record, the administrative law judge finds: At the time of claimant's hire by employer, claimant filled out a number of documents. Included in the documents was employer's three-day reporting policy. (Emp. Ex. 1). Claimant didn't remember that he filled out this policy.

Claimant was laid off from his placement with Helena Chemicals on May 7, 2018. Employer stated that they tried to contact claimant twice on that date to inform of the layoff. The second time employer stated that they left a message for claimant and asked claimant to call. Claimant stated that employer did not call him. Claimant stated that he spoke with employer on May 8, 2018 and requested a new job placement. Employer stated that they'd recorded all calls to and from claimant and that no calls were received from claimant.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the claimant voluntarily left the employment without good cause attributable to the employer.

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.

The purpose of the statute is to provide notice to the temporary agency employer that the claimant is available for work at the conclusion of each temporary assignment so they may be reassigned and continue working. The plain language of the statute allows benefits for a claimant "who notifies the temporary employment firm of completion of an employment assignment *and* who seeks reassignment." (Emphasis supplied.)

Claimant, in a quit case, has the duty to show that he did follow employer's guidance from the three-day reassignment policy. Claimant did not prove that, as he could not state with whom he spoke, nor what the specifics of the conversation were. In this case, the employer had notice of the claimant's availability because it notified him of the end of the assignment but claimant did not request another assignment. Benefits are denied.

**DECISION:**

The June 22, 2018, (reference 04) unemployment insurance decision is affirmed. The claimant's separation was not attributable to the employer. Benefits are withheld until such time as he works in and has been paid for wages equal to ten times his weekly benefit amount, provided he is otherwise eligible.

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Blair A. Bennett  
Administrative Law Judge

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Decision Dated and Mailed

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