

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

EMILY ANZMANN

Claimant

BROADLAWNS MEDICAL CENTER

Employer

APPEAL 19A-UI-06508-S1-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

OC: 07/28/19

Claimant: Respondent (1)

Iowa Code § 96.5-1 - Voluntary Quit
871 IAC 24.26(22) – Voluntary Leaving
Iowa Code § 96.3-7 – Overpayment

STATEMENT OF THE CASE:

Broadlawns Medical Center (employer) appealed a representative's August 14, 2019 decision (reference 01) that concluded Emily Anzmann (claimant) was discharged and there was no evidence of willful or deliberate misconduct. After hearing notices were mailed to the parties' last-known addresses of record, a telephone hearing was scheduled for September 10, 2019. The claimant did not provide a telephone number for the hearing and, therefore, did not participate. The employer participated by Julie Kilgore, Vice President of Human Resources. The employer offered and Exhibits One, Two, and Three were received into evidence. The administrative law judge took official notice of the administrative file.

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 claimant was hired on July 30, 2019 as a full-time podiatry fellow. Her fellowship ran from July 30, 2018, to July 31, 2019. The claimant completed her fellowship and no other work was available through this employer.

The claimant filed for unemployment insurance benefits with an effective date of July 28, 2019. She has received no unemployment insurance benefits since her separation from employment. No fact finding interview was scheduled.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow the administrative law judge concludes that no disqualification is imposed for the claimant's leaving.

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 Admin. Code r. 871-24.26(22) provides:

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. However, this subrule shall not apply to substitute school employees who are subject to the provisions of Iowa Code section 96.4(5) which denies benefits that are based on service in an educational institution when the individual declines or refuses to accept a new contract or reasonable assurance of continued employment status. Under this circumstance, the substitute school employees shall be considered to have voluntarily quit employment.

If an employee is employed for a specific time and works for that time, the employee's leaving is with good cause attributable to the employer. The claimant was hired for the length of the fellowship. The claimant worked for that time period. Inasmuch as the claimant completed the contract of hire with the employer, no disqualification is imposed for the claimant's leaving. Benefits are allowed, provided the claimant is otherwise eligible.

DECISION:

The representative's August 14, 2019, decision (reference 01) is affirmed. The claimant's separation from employment was for no disqualifying reason. Benefits are allowed, provided the claimant is otherwise eligible.

Beth A. Scheetz
Administrative Law Judge

Decision Dated and Mailed

bas/scn