

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**JAMES L RAYCHEL**  
Claimant

**APPEAL NO. 12A-UI-04245-SWT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**L A LEASING INC**  
Employer

**OC: 02/26/12  
Claimant: Respondent (1)**

Section 96.5-1 - Voluntary Quit

**STATEMENT OF THE CASE:**

The employer appealed an unemployment insurance decision dated April 10, 2012, reference 01, that concluded claimant had completed his temporary work assignment and notified the employer within three days. A telephone hearing was held on May 8, 2012. The parties were properly notified about the hearing. The claimant participated in the hearing. Chad Baker participated in the hearing on behalf of the employer with a witness, Kim Woehlk. Exhibit One was admitted into evidence at the hearing.

**ISSUE:**

Did the claimant contact the employer within three days after completing a temporary work assignment to request additional work?

**FINDINGS OF FACT:**

The employer is a staffing company that provides workers to client businesses on a temporary or indefinite basis. When the claimant was hired, he was given a statement to read and sign that said he would be considered to have voluntarily quit employment if he did not contact the employer within three working days after the completion of a job assignment and request a new assignment.

The claimant last worked for the employer from September 23, 2010, to November 4, 2011. His last work assignment was working at Graphic Innovators. On November 4, 2011, the supervisor at Graphic Innovators informed the claimant that there was no additional work available at that time. On about November 7, 2011, the claimant called the employer's office in Moline, Illinois, and asked the receptionist about another assignment, but there was nothing available at the time.

**REASONING AND CONCLUSIONS OF LAW:**

The unemployment insurance law disqualifies claimants who voluntarily quit employment without good cause attributable to the employer or who are discharged for work-connected misconduct. Iowa Code § 96.5-1 and 96.5-2-a. Iowa Code § 96.5-1-j provides that individuals

employed by a temporary agency must contact their employer within three working days after the completion of a work assignment and seek a new assignment or they will be considered to have voluntarily quit employment without good cause attributable to the employer, provided that the employer has given them a statement to read and sign that advises them of these requirements.

The findings of fact show how I resolved the disputed factual issues in this case by carefully assessing of the credibility of the witnesses and reliability of the evidence and by applying the proper standard and burden of proof. I find that the claimant's testimony was credible. I believe that he contacted the receptionist about additional work around November 7 but was told there was not work at that time. The claimant is not subject to disqualification based on Iowa Code § 96.5-1-j. He was laid off after completing his work assignment on November 4.

**DECISION:**

The unemployment insurance decision dated April 10, 2012, reference 01, is affirmed. The claimant is qualified to receive unemployment insurance benefits, if he is otherwise eligible.

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Steven A. Wise  
Administrative Law Judge

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Decision Dated and Mailed

saw/css