

IOWA WORKFORCE DEVELOPMENT  
Unemployment Insurance Appeals Section  
1000 East Grand—Des Moines, Iowa 50319  
DECISION OF THE ADMINISTRATIVE LAW JUDGE  
68-0157 (7-97) – 3091078 - EI

SUHRA KUBURAS  
3120 GLENARM CT  
DES MOINES IA 50310

MANPOWER INC OF DES MOINES  
c/o TALX UC EXPRESS  
PO BOX 66864  
ST LOUIS MO 63166-6864

MANPOWER INC OF DES MOINES  
517 – 5<sup>TH</sup> AVE  
DES MOINES IA 50309

Appeal Number: 04A-UI-10221-CT  
OC: 08/01/04 R: 02  
Claimant: Respondent (1)

**This Decision Shall Become Final**, unless within fifteen (15) days from the date below, you or any interested party appeal to the Employment Appeal Board by submitting either a signed letter or a signed written Notice of Appeal, directly to the **Employment Appeal Board, 4<sup>th</sup> Floor—Lucas Building, Des Moines, Iowa 50319**.

The appeal period will be extended to the next business day if the last day to appeal falls on a weekend or a legal holiday.

STATE CLEARLY

1. The name, address and social security number of the claimant.
2. A reference to the decision from which the appeal is taken.
3. That an appeal from such decision is being made and such appeal is signed.
4. The grounds upon which such appeal is based.

YOU MAY REPRESENT yourself in this appeal or you may obtain a lawyer or other interested party to do so provided there is no expense to Workforce Development. If you wish to be represented by a lawyer, you may obtain the services of either a private attorney or one whose services are paid for with public funds. It is important that you file your claim as directed, while this appeal is pending, to protect your continuing right to benefits.

---

(Administrative Law Judge)

---

(Decision Dated & Mailed)

Section 96.5(1)j – Temporary Employment

STATEMENT OF THE CASE:

Manpower, Inc. of Des Moines (Manpower) filed an appeal from a representative's decision dated September 9, 2004, reference 01, which held that no disqualification would be imposed regarding Suhra Kuburas' separation from employment. After due notice was issued, a hearing was held by telephone on October 20, 2004. Ms. Kuburas participated personally. The employer participated by Kaela Hodzik and Mark Litchfield, Staffing Specialists. Zijo Sucasca participated as the interpreter.

FINDINGS OF FACT:

Having heard the testimony of the witnesses and having reviewed all the evidence in the record, the administrative law judge finds: Ms. Kuburas began working for Manpower on January 16, 2003 and was assigned to work at Principal Records and Storage (Principal) on a full-time basis. She worked on the assignment until August 5, 2004, when no further work was available for her. Ms. Kuburas received a message after work on August 5 that she was not to return to the assignment. On August 6, she went to Manpower to return her identification badge used at Principal. At that time, she inquired about further work and was told she would be contacted when additional work was available. She has not been offered further work by Manpower.

REASONING AND CONCLUSIONS OF LAW:

At issue in this matter is whether Ms. Kuburas was separated from employment for any disqualifying reason. She was hired for placement in temporary work assignments. An individual so employed must complete her last assignment in order to avoid the voluntary quit provisions of the law. See 871 IAC 24.26(19). Ms. Kuburas completed her one and only assignment with Principal by working until there was no further work for her. She reported to Manpower within three working days after the end of the assignment and asked if other work was available. Inasmuch as no other work was offered to her at that time, Ms. Kuburas is entitled to job insurance benefits pursuant to Iowa Code section 96.5(1)j.

DECISION:

The representative's decision dated September 9, 2004, reference 01, is hereby affirmed. Ms. Kuburas was separated from Manpower for no disqualifying reason. Benefits are allowed, provided she satisfies all other conditions of eligibility.

cfc/b