

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

WILLIAM HOBSON
Claimant

APPEAL NO. 14A-UI-01530-VST

**ADMINISTRATIVE LAW JUDGE
DECISION**

L A LEASING INC
Employer

OC: 01/05/14
Claimant: Respondent (2)

Section 96.5-1 – Voluntary Quit
Section 96.5-1-j – Separation from Temporary Employment
Section 96.3-7 – Overpayment of Benefits

STATEMENT OF THE CASE:

The employer filed an appeal from a representative's decision dated February 5, 2014, reference 04, which held that the claimant was eligible for unemployment insurance benefits. After due notice, a hearing was held on February 27, 2014, by telephone conference call. The claimant failed to respond to the hearing notice and did not participate. The employer participated by Colleen McGuinty, unemployment benefits administrator, and James Cole, site manager. The record consists of the testimony of Colleen McGuinty and Employer's Exhibit 1. Official notice is taken of agency records.

ISSUES:

Whether the claimant voluntarily quit without good cause attributable to the employer;
Whether the claimant has been overpaid unemployment insurance benefits;
Whether the claimant is required to repay unemployment insurance benefits; and
Whether the employer's account should be charged.

FINDINGS OF FACT:

The administrative law judge, having heard the testimony of the witnesses and having considered all of the evidence in the record, makes the following findings of fact:

The employer is a temporary staffing agency. The claimant accepted an assignment with the employer on June 8, 2013. He was assigned to Rock-Tenn as a full time laborer. The claimant's assignment ended on June 24, 2013. The claimant did not request another assignment until October 29, 2013. The claimant signed a separate form and was given a copy of the form, which stated that if he did not request another assignment within three working days of the end of his assignment, he would be considered a voluntary quit.

The claimant established a claim for unemployment insurance benefits with an original claim date of January 5, 2014. He has received a total of \$1602.00 in benefits from the week ending January 11, 2014, through the week ending February 22, 2014. The employer participated in the fact-finding process.

REASONING AND CONCLUSIONS OF LAW:

Iowa Code section 96.5-1-j 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, but the individual shall not be disqualified if the department finds that:

j. 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.

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.

For the purposes of this paragraph:

(1) "Temporary employee" means an individual who is employed by a temporary employment firm to provide services to clients to supplement their work force during absences, seasonal workloads, temporary skill or labor market shortages, and for special assignments and projects.

(2) "Temporary employment firm" means a person engaged in the business of employing temporary employees.

The claimant is not eligible for unemployment insurance benefits. He is considered to have voluntarily quit his job without good cause attributable to the employer on June 24, 2013, because he did not request another assignment within three working days after the end of his assignment with Rock Tenn on June 24, 2013.

The unemployment insurance law requires benefits be recovered from a claimant who receives benefits and is later denied benefits even if the claimant acted in good faith and was not at fault. However, a claimant will not have to repay an overpayment when an initial decision to award

benefits on an employment separation issue is reversed on appeal if two conditions are met: (1) the claimant did not receive the benefits due to fraud or willful misrepresentation, and (2) the employer failed to participate in the initial proceeding that awarded benefits. In addition, if a claimant is not required to repay an overpayment because the employer failed to participate in the initial proceeding, the employer's account will be charged for the overpaid benefits. Iowa Code Section 96.3-7-a, b.

The claimant received benefits but has been denied benefits as a result of this decision. The claimant, therefore, was overpaid benefits. The amount of the overpayment is \$1602.00.

Because the employer participated in the fact-finding interview, the claimant is required to repay the overpayment and the employer will not be charged for benefits paid.

DECISION:

The decision of the representative February 5, 2014, reference 04, is reversed. Unemployment insurance benefits shall be withheld until claimant has worked in and been paid wages for insured work equal to ten times claimant's weekly benefits amount, provided claimant is otherwise eligible. The claimant has been overpaid unemployment insurance benefits and will be required to repay those benefits. The employer's account will not be charged.

Vicki L. Seeck
Administrative Law Judge

Decision Dated and Mailed

vls/pjs