

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**GERARDO G MORALES**  
Claimant

**APPEAL NO. 11A-UI-02246-CT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**ADVANCE SERVICES INC**  
Employer

**OC: 06/13/10**  
**Claimant: Appellant (1)**

Section 96.5(1) – Voluntary Quit

**STATEMENT OF THE CASE:**

Gerardo Morales filed an appeal from a representative's decision dated February 22, 2011, reference 04, which denied benefits based on his separation from Advance Services, Inc. After due notice was issued, a hearing was held by telephone on March 22, 2011. Mr. Morales participated personally. The employer participated by Loren Prentiss, Marketing Specialist. Maria Cortez participated as the interpreter.

**ISSUE:**

At issue in this matter is whether Mr. Morales was separated from employment for any disqualifying reason.

**FINDINGS OF FACT:**

Having heard the testimony and having reviewed all of the evidence in the record, the administrative law judge finds: Mr. Morales began working through Advance Services, Inc., a temporary placement firm, on September 8, 2010. He was assigned to work at Pitney-Bowes and worked approximately 25 hours each week. His last day of work was February 4, 2011. He did not report for work or contact the employer on February 7, 8, 9, or 10.

Mr. Morales reported to Advance Services, Inc. on February 11 to get his paycheck. At that time, he indicated that he had not returned to the assignment because he did not like the work. Advance Services, Inc. had approximately 45 workers assigned to Pitney-Bowes and none have been laid off. Continued work on the assignment would have been available if Mr. Morales had continued reporting for work.

**REASONING AND CONCLUSIONS OF LAW:**

Mr. Morales was employed for placement in temporary work assignments. An individual so employed must complete the last assignment in order to avoid the voluntary quit provisions of the law. See 871 IAC 24.26(19). Mr. Morales did not complete his assignment with Pitney-Bowes as he left when continuing work was available. Because he did not complete his assignment, his separation is considered a voluntary quit. An individual who leaves

employment voluntarily is disqualified from receiving job insurance benefits unless the quit was for good cause attributable to the employer. Iowa Code section 96.5(1).

Mr. Morales told the employer he left the assignment because he did not like the work. The fact that an individual does not like his job is not sufficient, without more, to establish good cause attributable to the employer for quitting. Having taken the position that he was laid off, Mr. Morales did not offer any reason he would quit the employment. Inasmuch as the evidence does not establish any good cause for the quit, benefits are denied.

**DECISION:**

The representative's decision dated February 22, 2011, reference 04, is hereby affirmed. Mr. Morales left his employment without good cause attributable to the employer. Benefits are denied until he has worked in and been paid wages for insured work equal to ten times his weekly job insurance benefit amount, provided he is otherwise eligible.

---

Carolyn F. Coleman  
Administrative Law Judge

---

Decision Dated and Mailed

cfc/css