

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**RICO CRAWFORD**

Claimant

**APPEAL NO. 13A-UI-06203-HT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**JACOBSON STAFFING COMPANY LC**

Employer

**OC: 04/21/13**

**Claimant: Respondent (2-R)**

Section 96.5(1) – Quit

**STATEMENT OF THE CASE:**

The employer, Jacobson Staffing, filed an appeal from a decision dated May 17, 2013, reference 01. The decision allowed benefits to the claimant, Rico Crawford. After due notice was issued, a hearing was held by telephone conference call on July 2, 2013. The claimant did not provide a telephone number where he could be contacted and did not participate. The employer participated by Account Manager Ann Origer.

**ISSUE:**

The issue is whether the claimant quit work with good cause attributable to the employer.

**FINDINGS OF FACT:**

Rico Crawford was employed by Jacobson Staffing from October 17 until December 18, 2012. He was on a long-term assignment at Innovative Lighting. He received orientation and a copy of the employer's policies and procedures at the time of hire.

Mr. Crawford's last day of work was December 13, 2012. He was no-call/no-show to work after that date. The employer considered him a voluntary quit.

**REASONING AND CONCLUSIONS OF LAW:**

Iowa Code section 96.5-1 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.

871 IAC 24.26(23) 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:

(23) The claimant left work because the type of work was misrepresented to such claimant at the time of acceptance of the work assignment.

The claimant was aware of the employer's policies and procedures. The policy not only states employees must call the employer and the client company if they are going to be absent for a scheduled shift, but that three days no-call/no-show to work is considered job abandonment and a voluntary quit. Mr. Crawford did not participate to provide an explanation for his failure to come to work or report his absence. Under the provisions of the above Administrative Code section, this is a voluntary quit without good cause attributable to the employer and the claimant is disqualified.

**DECISION:**

The representative's decision of May 17, 2013, reference 01, is reversed. Rico Crawford is disqualified and benefits are withheld until he has earned ten times his weekly benefit amount in insured work, provided he is otherwise eligible. The issue of whether the claimant must repay the unemployment benefits is remanded to UIS division for determination.

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Bonny G. Hendricksmeier  
Administrative Law Judge

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Decision Dated and Mailed

bgh/css