

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**RAZACK LIAMIDI**  
Claimant

**APPEAL NO: 15A-UI-09573-JE-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**TEAM STAFFING SOLUTIONS INC**  
Employer

**OC: 07/05/15**  
**Claimant: Appellant (2)**

Section 96.5(1) – Voluntary Leaving  
871 IAC 24.26(19 & 22) – Voluntary Leaving  
Section 96.5-1-j – Reassignment from Employer

**STATEMENT OF CASE:**

The claimant filed a timely appeal from the August 18, 2015, reference 01, decision that denied benefits. After due notice was issued, a hearing was held by telephone conference call before Administrative Law Judge Julie Elder on September 11, 2015. The claimant participated in the hearing with requested French Interpreters Micheline and then Edite after Micheline was dropped from the call. Sarah Fiedler, Human Resources Generalist, participated in the hearing on behalf of the employer.

**ISSUE:**

The issue is whether the claimant voluntarily left his employment and whether he sought reassignment from the employer.

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: The claimant was employed as a full-time forklift operator for Team Staffing Solutions last assigned to Schenker Logistics from January 19, 2015 to June 25, 2015. The claimant's assignment ended due to a minor accident between a forklift the claimant was driving and another forklift. The client sent the claimant home and the claimant called the employer to ask if he should return to his assignment June 26, 2015. The employer called the client and was told it was going to conduct an investigation and would not know the claimant's employment status until that was finished. The client contacted the employer June 29, 2015, and stated his assignment was over. The account manager called the claimant June 29, 2015, and told him the assignment was completed. The claimant asked what he should do and if the employer could help him find another job,

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the claimant's separation was not disqualifying.

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.

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 completed his assignment at Schenker Logistics Thursday, June 25, 2015, and asked the employer if it could help him find another job Monday, June 29, 2015. There is no evidence that the claimant's assignment was ended due to misconduct on the part of the claimant. Additionally, he did request another assignment from the employer June 29, 2015, which was within the required three business day time frame for an employee to request additional work from the employer. Therefore, benefits are allowed.

**DECISION:**

The August 18, 2015, reference 01, decision is reversed. Benefits are allowed, provided the claimant is otherwise eligible.

---

Julie Elder  
Administrative Law Judge

---

Decision Dated and Mailed

je/css