

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

**ERIC A WESTVOLD**

Claimant

**APPEAL 17A-UI-09212-DG-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**MANPOWER INC OF D M**

Employer

**OC: 07/30/17**

**Claimant: Respondent (4)**

Iowa Code § 96.5(1)a – Voluntary Quitting/Other Employment

**STATEMENT OF THE CASE:**

Employer filed an appeal from a decision of a representative dated August 29, 2017, (reference 03) that held claimant eligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on September 26, 2017. Employer participated by Abigail Block, Client Relations Specialist. Claimant failed to answer when called and did not participate.

**ISSUE:**

The issue in this matter is whether claimant quit for good cause attributable to employer?

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: Claimant last worked for employer on February 17, 2017. Claimant was last assigned at American Packaging. Claimant requested more work after his assignment ended. Employer was in the process of offering claimant another assignment at the time of separation.

Continued work was available. The claimant left employment with Manpower to accept other employment at TFE Logistics Group. Claimant notified employer on March 10, 2017 that he was resigning from his employment with Manpower because he accepted employment with his new employer.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the claimant voluntarily left the employment to accept employment elsewhere.

Iowa Code section 96.5(1)a provides:

An individual shall be disqualified for benefits, regardless of the source of the individual's wage credits:

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:

a. The individual left employment in good faith for the sole purpose of accepting other or better employment, which the individual did accept, and the individual performed services in the new employment. Benefits relating to wage credits earned with the employer that the individual has left shall be charged to the unemployment compensation fund. This paragraph applies to both contributory and reimbursable employers, notwithstanding section 96.8, subsection 5.

Iowa Admin. Code r. 871-24.28(5) provides:

**Voluntary quit requalifications and previously adjudicated voluntary quit issues.**

**24.28(5)** The claimant shall be eligible for benefits even though the claimant voluntarily quit if the claimant left for the sole purpose of accepting an offer of other or better employment, which the claimant did accept, and from which the claimant is separated, before or after having started the new employment. The employment does not have to be covered employment and does not include self-employment.

Iowa Admin. Code r. 871-23.43(5) provides:

**Charging of benefits to employer accounts.**

**23.43(5)** *Sole purpose.* The claimant shall be eligible for benefits even though the claimant voluntarily quit if the claimant left for the sole purpose of accepting an offer of other or better employment, which the claimant did accept, and from which the claimant is separated, before or after having started the new employment. No charge shall accrue to the account of the former voluntarily quit employer.

Even though the separation was without good cause attributable to the employer and would, standing alone, disqualify the claimant from receiving benefits, the claimant did leave in order to accept other employment and did perform services for the subsequent employer. Accordingly, benefits are allowed and the account of this employer shall not be charged.

**DECISION:**

The August 29, 2017, (reference 03) decision is modified in favor of the appellant. The claimant voluntarily left the employment in order to accept other employment. Benefits are allowed, provided the claimant is otherwise eligible. The account of the employer (account number 26779-000) shall not be charged.

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Duane L. Golden  
Administrative Law Judge

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Decision Dated and Mailed

dlg/scn