

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

**HAILEE M BEYER**  
Claimant

**MANPOWER INTERNATIONAL INC**  
Employer

**APPEAL 21A-UI-15150-LJ-T**  
**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 03/21/21**  
**Claimant: Appellant (2R)**

Iowa Code § 96.5(1) – Voluntary Quitting – Layoff Due to Lack of Work  
Iowa Admin. Code r. 871-24.1(113) – Definitions – Separations

**STATEMENT OF THE CASE:**

On July 3, 2021, claimant Hailee M. Beyer filed an appeal from the June 25, 2021 (reference 02) unemployment insurance decision that denied benefits based on a determination that claimant voluntarily quit her employment. The parties were properly notified of the hearing. A telephonic hearing was held at 8:00 a.m. on Thursday, August 26, 2021. The claimant, Hailee M. Beyer, participated. The employer, Manpower International, Inc., registered a witness to participate but did not answer when called at the hearing time. No exhibits were offered or received into the record.

**ISSUE:**

Was the claimant laid off due to a lack of work?

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: Claimant began working for employer Manpower on October 9, 2019. She worked full-time hours at an assignment in the paint department at Siemens during her employment. Claimant's employment ended on July 12, 2021, when she was laid off due to a lack of work.

Approximately one week before claimant's employment ended, a supervisor at Siemens called her and other Manpower employees to a meeting in the cafeteria. During that meeting, the supervisor announced that the temporary employees would be laid off the following week. Claimant later received a sheet of paper from Manpower notifying her that she was laid off.

Following the layoff, claimant went back to Manpower to ask for an additional assignment. At that time, claimant was offered an assignment on third shift. Claimant had tried a third-shift assignment once and it was, as she described, a "total fail." Therefore, claimant declined this assignment.

## REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes claimant was laid off due to a lack of work.

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 Admin. Code r. 871-24.1(113)a provides:

Separations. All terminations of employment, generally classifiable as layoffs, quits, discharges, or other separations.

a. Layoffs. A layoff is a suspension from pay status initiated by the employer without prejudice to the worker for such reasons as: lack of orders, model changeover, termination of seasonal or temporary employment, inventory-taking, introduction of laborsaving devices, plant breakdown, shortage of materials; including temporarily furloughed employees and employees placed on unpaid vacations.

In this case, the evidence in the record establishes that claimant was laid off due to a lack of work. Claimant had been placed at an assignment site by the employer, and the assignment site no longer had work for her. Claimant then returned to the employer to request an additional assignment.

The issue of whether claimant refused a suitable offer of work will be remanded for determination.

## DECISION:

The June 25, 2021 (reference 02) unemployment insurance decision is reversed. Claimant was laid off due to a lack of work. Benefits are allowed, provided she is otherwise eligible.

## REMAND:

The issue of whether claimant was offered and declined a suitable offer of work is remanded to the Benefits Bureau of Iowa Workforce Development for determination.



---

Elizabeth A. Johnson  
Administrative Law Judge

Unemployment Insurance Appeals Bureau  
1000 East Grand Avenue  
Des Moines, Iowa 50319-0209  
Fax (515)478-3528

August 30, 2021  
Decision Dated and Mailed

lj/ol