

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**JACKIE Q CONRAD**  
Claimant

**APPEAL NO: 06A-UI-04186-DWT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**MANPOWER INC OF DM**  
Employer

**OC: 03/18/07 R: 01  
Claimant: Appellant (2)**

Section 96.5-1-j – Voluntary Quit Temporary Employment

**STATEMENT OF THE CASE:**

Jackie Q. Conrad (claimant) appealed a representatives' April 16, 2007 decision (reference 01) that concluded she was not qualified to receive unemployment insurance benefits, and the account of Manpower Inc. of DM (employer) would not be charged because the claimant voluntarily quit her employment for reasons that do not qualify her to receive benefits. After hearing notices were mailed to the parties' last-known addresses of record, a telephone hearing was held on May 9, 2007. The claimant participated in the hearing. Ellen McBride, a staffing specialist, appeared on the employer's behalf. Based on the evidence, the arguments of the parties, and the law, the administrative law judge enters the following findings of fact, reasoning and conclusions of law, and decision.

**ISSUE:**

Did the claimant voluntarily quit her employment for reasons that do not qualify her to receive unemployment insurance benefits, or did the employer discharge her for work-connected misconduct?

**FINDINGS OF FACT:**

The employer is a temporary staffing firm. The claimant registered to work for the employer in September 2005. In 2005, the employer assigned the claimant to work at Georgia Pacific. On March 15, 2007, Georgia Pacific notified the employer that the claimant's assignment would end the next day. The claimant worked at the Georgia Pacific assignment until March 16 or until she had completed all the work the client gave her to do.

On March 19, 2007, the claimant told the employer she no longer had a job at Georgia Pacific. The employer did not have any other work to assign the claimant on March 19, 2007. An employer representative told the claimant that work was slow at that time.

The claimant established a claim for unemployment insurance benefits during the week of March 18, 2007.

**REASONING AND CONCLUSIONS OF LAW:**

A claimant is not qualified to receive unemployment insurance benefits if she voluntarily quits employment without good cause or an employer discharges her for reasons constituting work-connected misconduct. Iowa Code sections 96.5-1, 2-a. An individual who is a temporary employee of a temporary employment firm may be disqualified from receiving unemployment insurance benefits if she does not notify the temporary employment firm within three working days after completing the job assignment in an attempt to obtain another job assignment. To be disqualified from receiving benefits, at the time of hire the employer must advise the individual in writing of the three-day notification rule and that the individual may be disqualified from receiving unemployment insurance benefits if he fails to notify the employer. Iowa Code section 96.5-1-j. The facts establish the client notified the employer on March 15 and the claimant confirmed on Monday, March 19, that her job assignment ended on March 16. Under the facts of this case, the claimant finished an assignment on March 16, 2007. Since the employer did not have another job to assign to her immediately, the claimant's unemployed status as of March 18, 2007, does not disqualify the claimant from receiving unemployment insurance benefits. As of March 18, 2007, the claimant is qualified to receive unemployment insurance benefits.

**DECISION:**

The representative's April 16, 2007 decision (reference 01) is reversed. The claimant did not voluntarily quit her employment. Instead, she finished a job assignment and properly notified the employer she had completed the assignment. The employer did not have another job to assign to the claimant. Therefore, the claimant is qualified to receive unemployment insurance benefits as of March 18, 2007. The employer's account may be charged for benefits paid to the claimant.

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Debra L. Wise  
Administrative Law Judge

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Decision Dated and Mailed

dlw/pjs