

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

**ANISSA S NICHOLS**

Claimant

**APPEAL 16A-UI-04664-NM-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**TEAM STAFFING SOLUTIONS INC**

Employer

**OC: 03/27/16**

**Claimant: Appellant (1)**

Iowa Code § 96.5(2)a – Discharge for Misconduct  
Iowa Code § 96.5(1)j – Voluntary Quitting – Temporary Employment

**STATEMENT OF THE CASE:**

The claimant filed an appeal from the April 14, 2016, (reference 01) unemployment insurance decision that denied benefits based upon her voluntary quit when she failed to notify the temporary employment firm within three working days of the completion of her last assignment. The parties were properly notified of the hearing. A telephone hearing was held on May 4, 2016. The claimant Anissa Nichols participated and testified. The employer Team Staffing Solutions Inc. participated through human resource generalist, Sarah Fiedler. Employer's Exhibit 1 was received into evidence.

**ISSUE:**

Did the claimant quit by not reporting for additional work assignments within three business days of the end of the last assignment?

**FINDINGS OF FACT:**

Having heard the testimony and having reviewed the evidence in the record, the administrative law judge finds: The claimant was employed full time as a temporary employee, last assigned as a production clerk at Heinz from January 4, 2016, and was separated from the assignment, but not employment, on March 22, 2016.

Claimant was having several health problems related to the work environment at Heinz, which required her to be off work. Initially, Heinz indicated they would attempt to work with claimant to address the conditions that were causing her health problems, but later determined it would end her assignment. Claimant was notified her assignment was ending on March 22, 2016 by one of the employer's account managers, Anna Gerds. Claimant did not request an additional assignment when Gerds spoke to her on March 22, but was told by Gerds to contact the employer when she was feeling better. Claimant did not make any additional contact with the employer. The employer has a policy in place requiring employees to report to the employer within three working days and request further assignment. Claimant signed a copy of this policy, indicating she had been given the policy. (Exhibit 1). The policy clearly states if

employees fail to request an assignment within three working days they are deemed to have voluntarily quit. During the hearing claimant testified she no longer desired to work for the employer based on the way the employer handled the circumstances surrounding her assignment with Heinz ending.

### **REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the claimant voluntarily left the employment without good cause attributable to the employer.

Iowa Code § 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.

Iowa Admin. Code r. 871-24.26(19) 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:

(19) The claimant was employed on a temporary basis for assignment to spot jobs or casual labor work and fulfilled the contract of hire when each of the jobs was completed. An election not to report for a new assignment to work shall not be construed as a voluntary leaving of employment. The issue of a refusal of an offer of suitable work shall be adjudicated when an offer of work is made by the former employer. The provisions of Iowa Code § 96.5(3) and rule 24.24(96) are controlling in the determination of suitability of work. However, this subrule shall not apply to substitute school employees who are subject to the provisions of Iowa Code § 96.4(5) which denies benefits that are based on service in an educational institution when the individual declines or refuses to accept a new contract or reasonable assurance of continued employment status. Under this circumstance, the substitute school employee shall be considered to have voluntarily quit employment.

The purpose of the statute is to provide notice to the temporary agency employer that the claimant is available for work at the conclusion of each temporary assignment so they may be reassigned and continue working. The plain language of the statute allows benefits for a claimant “who notifies the temporary employment firm of completion of an assignment *and* who seeks reassignment.” (Emphasis supplied.)

In this case, the employer had notice of the claimant’s availability because it notified her of the end of the assignment. Claimant did not request another assignment and indicated she is no longer interested in working for the employer. The employer provided claimant with a copy of its policy it writing. Due to claimant’s failure to request another assignment in accordance with the employer’s policy, she is considered to have quit the employment without good cause attributable to the employer. Benefits are withheld.

**DECISION:**

The April 14, 2016, (reference 01) unemployment insurance decision is affirmed. The claimant’s separation was not attributable to the employer. Benefits are withheld until such time as she works in and has been paid for wages equal to ten times her weekly benefit amount, provided she is otherwise eligible.

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Nicole Merrill  
Administrative Law Judge

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Decision Dated and Mailed

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