

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

LAVONDA R LEWIS
Claimant

APPEAL NO. 07A-UI-10341-H2T

**ADMINISTRATIVE LAW JUDGE
DECISION**

**L A LEASING INC
SEDONA STAFFING**
Employer

**OC: 11-12-06 R: 04
Claimant: Appellant (1)**

Iowa Code § 96.5(1)j – Voluntary Leaving (Temporary Assignment)

STATEMENT OF THE CASE:

The claimant filed a timely appeal from the October 31, 2007, reference 04, decision that denied benefits. After due notice was issued, a hearing was held on December 3, 2007. The claimant did participate. The employer did participate through Colleen McGinty, Unemployment Benefits Administrator and Elizabeth Gunnell, Account Manager and Onsite Coordinator.

ISSUE:

Did the claimant seek reassignment from the employer within three working days after the end of her assignment?

FINDINGS OF FACT:

Having reviewed the testimony and all of the evidence in the record, the administrative law judge finds: The claimant was assigned to work as a production worker at Plastic Products Company beginning on July 31, 2007 through September 21, 2007 when she was discharged from the Plastic Products assignment due to poor attendance.

The claimant was told she was being let go from the Plastic Products assignment by telephone message left on her answering machine on September 20, 2007 by Elizabeth Gunnell, the onsite coordinator. Ms. Gunnell also told the claimant to call her if she had any questions. Ms. Gunnell did not hear back from the claimant. While the claimant alleges she called three times to speak to Ms. Gunnell, Ms. Gunnell indicated that she had no voice mail messages from the claimant and that the receptionists at her office do not take written messages but instead direct all calls to voice mail.

The claimant did not return to the Sedona Staffing Office until November 5, 2007. The claimant had been told that she had an obligation to report back to the employer within three business days of the end of an assignment to let the employer know she was available for or seeking another assignment.

The claimant indicated during her testimony that she spoke with someone at the Sedona Office after she learned her unemployment had been denied because she was considered a voluntary quit from her employment. The decision finding the claimant voluntarily quit her employment was mailed on October 31, 2007. The claimant could not have gone to the Sedona Office prior to October 31 and discussed her separation as a voluntary quit, because the decision was not received by the claimant until after October 31.

After the claimant's assignment at Plastic Products ended, the claimant failed to report to the employer within three working days as required by written policy.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes the claimant voluntarily left 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.

871 IAC 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. In this case, the claimant gave the employer no notice of her availability and, therefore, is considered to have quit the employment, even though claimant may have returned to work for the temporary agency at some later date. Benefits are denied.

DECISION:

The October 31, 2007, reference 04, decision is affirmed. The claimant's separation was not attributable to the employer. Benefits are withheld until such time as the claimant works in and has been paid for wages equal to ten times her weekly benefit amount, provided she is otherwise eligible.

Teresa K. Hillary
Administrative Law Judge

Decision Dated and Mailed

tkh/pjs