

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

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**CHRISTAL L BROOKS**  
Claimant

**NORDSTROM INC**  
Employer

**APPEAL 21A-UI-16602-JC-T**  
**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 05/02/21**  
**Claimant: Appellant (2)**

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Iowa Code § 96.5(1) – Voluntary Quitting  
Iowa Admin. Code r. 871-24.26(22) – Voluntary Quitting – Specific Period of Time

**STATEMENT OF THE CASE:**

The claimant/appellant, Christal L. Brooks, filed an appeal from the July 27, 2021 (reference 01) Iowa Workforce Development (“IWD”) unemployment insurance decision that denied benefits. The parties were properly notified about the hearing. A telephone hearing was held on September 20, 2021. The claimant participated personally. The employer, Nordstrom Inc., did not respond to the notice of hearing to furnish a phone number with the Appeals Bureau and did not participate in the hearing. The administrative law judge took official notice of the administrative records. Based on the evidence, the arguments presented, and the law, the administrative law judge enters the following findings of fact, reasoning and conclusions of law, and decision.

**ISSUE:**

Was the claimant separated from employment for a reason that disqualifies her from receiving unemployment insurance benefits?

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: The claimant was employed full-time as a seasonal production worker in the gift department, and was separated from employment on December 29, 2020. The claimant was hired for a specific period of time and completed the work assignment. Continuing work was not available to claimant.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the claimant’s separation was not the result of a disqualifying reason. Benefits are allowed.

An unemployed person who meets the basic eligibility criteria receives benefits unless they are disqualified for some reason. Iowa Code § 96.4. Generally, disqualification from benefits is based on three provisions of the unemployment insurance law that disqualify claimants until

they have been reemployed and they have been reemployed and have been paid wages for insured work equal to ten times their weekly benefit amount. An individual is subject to such a disqualification if the individual (1) "has left work voluntarily without good cause attributable to the individual's employer" Iowa Code § 96.5(1) or (2) is discharged for work –connected misconduct, Iowa Code § 96.5(2) a, or (3) fails to accept suitable work without good cause, Iowa Code § 96.5(3). Iowa Code section 96.5(1) 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.

Iowa Admin. Code r. 871-24.26(22) 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:

(22) The claimant was hired for a specific period of time and completed the contract of hire by working until this specific period of time had lapsed. However, this subrule shall not apply to substitute school employees who are subject to the provisions of Iowa Code section 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 employees shall be considered to have voluntarily quit employment.

In this case, the claimant accepted employment, and worked until the position came to an end on December 29, 2020, when the contract had been fulfilled and the employment came to an end by the terms of the original agreement of hire. There was no more work for the claimant. Inasmuch as the claimant completed the contract or terms of hire with the employer as contemplated, no disqualification is imposed. Benefits are allowed, provided she is otherwise eligible.

**DECISION:**

The July 27, 2021 (reference 01) initial decision is **REVERSED**. The claimant's separation from employment was for no disqualifying reason. Benefits are allowed, provided she is otherwise eligible.



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Jennifer L. Beckman  
Administrative Law Judge  
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September 22, 2021  
Decision Dated and Mailed

jlb/scn