

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

**DESIRAE S HUNTER**  
Claimant

**REMEDY INTELLIGENT STAFFING INC**  
Employer

**APPEAL 20A-UI-11294-CL-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 04/19/20**  
**Claimant: Appellant (2)**

Iowa Code § 96.5(1)j – Voluntary Quitting – Temporary Employment

**STATEMENT OF THE CASE:**

On September 14, 2020, the claimant filed an appeal from the September 4, 2020, (reference 01) unemployment insurance decision that denied benefits. The parties were properly notified about the hearing. A telephone hearing was held on November 4, 2020. Claimant participated. Employer participated through senior staffing consultant Aurea Nigaglioni.

**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 reviewed all of the evidence in the record, the administrative law judge finds: Employer is a temporary staffing firm. Employer assigned claimant to work as a full-time crew member at Shanker from November 4, 2019, until March 25, 2020.

Employer has a policy that requires employees to contact employer within three working days of an assignment ending or they will be considered to have voluntarily resigned. Employer informed claimant of the policy, but did not provide claimant with a copy of the policy.

At the end of March 2020, claimant developed symptoms of COVID 19. Claimant called in sick for several shifts. Shanker requested that the assignment be ended. When claimant appeared for work on March 30, 2020, a Shanker employee informed claimant the assignment ended.

The next day, on March 31, 2020, claimant contacted employer and asked why the assignment ended. Claimant requested another assignment, but employer stated that no other assignment was available.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the claimant was separated from employment with good cause attributable to employer.

Iowa Code section 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 871—24.26(15) provides:

The following are reasons for a claimant leaving employment with good cause attributable to the employer:

Employee of temporary employment firm.

- a. The individual is a temporary employee of a temporary employment firm who notifies the temporary employment firm within three days of completion of an employment assignment and seeks reassignment under the contract of hire. The employee must be advised by the employer of the notification requirement in writing and receive a copy.
- b. The individual shall be eligible for benefits under this subrule if the individual had good cause for not contacting the employer within three days and did notify the employer at the first reasonable opportunity.

- c. Good cause is a substantial and justifiable reason, excuse or cause such that a reasonable and prudent person, who desired to remain in the ranks of the employed, would find to be adequate justification for not notifying the employer. Good cause would include the employer's going out of business; blinding snow storm; telephone lines down; employer closed for vacation; hospitalization of the claimant; and other substantial reasons.
- d. Notification may be accomplished by going to the employer's place of business, telephoning the employer, faxing the employer, or any other currently accepted means of communications. Working days means the normal days in which the employer is open for business.

In this case, the claimant was not given a copy of employer's policy regarding requesting another assignment within three working days of the assignment ending. Even if she had been, claimant followed the policy by requesting another assignment the day after the assignment ended. No work was available. Therefore, claimant is considered to have been separated with good cause attributable to employer.

**DECISION:**

The September 4, 2020, (reference 01) unemployment insurance decision is reversed. The claimant's separation was attributable to the employer. Benefits are allowed, provided claimant is otherwise eligible.



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Christine A. Louis  
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November 10, 2020  
Decision Dated and Mailed

cal/mh