

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

SUSAN A ERIKSEN
Claimant

APPEAL NO. 12A-UI-04201-NT

**ADMINISTRATIVE LAW JUDGE
DECISION**

ADVANTAGE TECHNICAL RES
Employer

OC: 02/28/09
Claimant: Appellant (2)

Section 96.5-1 - Voluntary Quit

STATEMENT OF THE CASE:

Claimant filed a timely appeal from a representative's decision dated April 10, 2012, reference 01, which found that the claimant voluntarily quit part-time employment with Advantage Technical Resourcing. After due notice, a telephone hearing was held on May 7, 2012. The claimant participated personally. The employer participated by Ms. Sarah Waits, Operations Coordinator.

ISSUE:

At issue is whether the claimant left employment with good cause attributable to the employer.

FINDINGS OF FACT:

Having considered the evidence in the record, the administrative law judge finds: Susan Eriksen was employed by Advantage Technical Resourcing from September 6, 2011 until February 29, 2012 when her assignment as a full-time project manager at a Wells Fargo project came to an end. Ms. Eriksen was paid by the hour. Her immediate supervisor was Nancy McGuire and Mr. Lynn Prudence.

Ms. Eriksen's employment with the captioned company came to an end when the contract of hire to perform duties at a Wells Fargo bank location came to an end. The claimant had been advised in advance that the contract at the work location would be ending at the end of February 2012. Ms. Eriksen worked until the contract was completed and there was no further work available to her.

REASONING AND CONCLUSIONS OF LAW:

The question before the administrative law judge is whether the evidence in the record establishes the claimant left employment with good cause attributable to the employer. It does.

Iowa Code section 96.5-1 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.

871 IAC 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.

The evidence in the record establishes that the claimant did not choose to end her assignment but that the assignment came to an end when the contract was completed on February 29, 2012. The parties had agreed that Ms. Eriksen would remain employed until the terms of the contract had been completed. The claimant remained employed until no further work was available to her as the client had not renewed the contract for additional services with Advantage Technical Resourcing. The claimant left employment with good cause attributable to the employer. Unemployment insurance benefits are allowed providing the claimant meets all other eligibility requirements of Iowa law.

DECISION:

The representative's decision dated April 10, 2012, reference 01, is reversed. The claimant left employment with good cause attributable to the employer. Unemployment insurance benefits are allowed, providing the claimant meets all other eligibility requirements of Iowa law.

Terence P. Nice
Administrative Law Judge

Decision Dated and Mailed

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