

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

ONTARIO WHITESIDE
Claimant

PEOPLEREADY INC
Employer

APPEAL 21A-UI-15364-DB-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:

The claimant/appellant filed an appeal from the June 25, 2021 (reference 21) unemployment insurance decision that denied benefits to the claimant based upon his separation from employment with PeopleReady Inc. finding that he had voluntarily quit work without good cause attributable to the employer on August 28, 2020. The parties were properly notified of the hearing. A telephone hearing was held on August 31, 2021. The claimant participated personally. The employer did not participate. The administrative law judge took official notice of the claimant's unemployment insurance benefits records.

ISSUE:

Did the claimant voluntarily quit by not reporting for an additional work assignment 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: The claimant had filed an initial claim for unemployment insurance benefits in the State of Iowa with an effective date of April 19, 2020. His employment with this employer occurred after he filed his original claim for benefits effective April 19, 2020.

The claimant was a temporary employee of this temporary employment firm. He was last placed on assignment at an apartment complex for one day cleaning debris on August 28, 2020. He asked for additional work after his one-day job assignment had ended; however, this employer only had work for him that was more than 45 minutes away from his home or work that involved him climbing ladders, which he was unable to do. No other job assignments were offered to him. It is unknown if the employer has a reassignment policy as the employer failed to participate in the appeal hearing.

Whether the claimant was able to and available for work due to COVID-19 like symptoms was adjudicated in Appeal No. 21A-DUA-01016-DB-T which was issued on February 8, 2021. That decision found that the claimant was not able to and available for work due to COVID-19 like symptoms and was therefore denied regular unemployment insurance benefits for the weeks between March 15, 2020 and March 28, 2020; between April 12, 2020 and May 16, 2020; between August 9, 2020 and August 15, 2020; and from December 13, 2020 through December

19, 2020 but allowed PUA benefits for those same weeks due to him experiencing COVID-19 like symptoms.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes as follows:

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. (1) 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 there after.

(2) 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.

(3) For the purposes of this paragraph:

(a) "Temporary employee" means an individual who is employed by a temporary employment firm to provide services to clients to supplement their workforce during absences, seasonal workloads, temporary skill or labor market shortages, and for special assignments and projects.

(b) "Temporary employment firm" means a person engaged in the business of employing temporary employees.

Iowa Admin. Code r. 871-24.26(15) provides:

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 has good cause for not contacting the employer within three days and did notify the employer at the first reasonable opportunity.

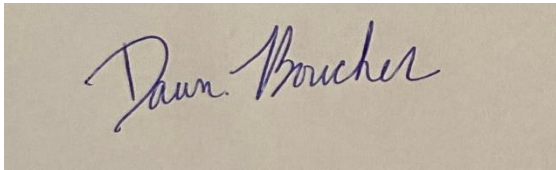
c. Good cause is a substantial and justifiable reason, excuse or cause such that a reasonable and prudent person, who desired to remain in the ranks of the employed, would find to be adequate justification for not notifying the employer. Good cause would include the employer's going out of business; 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 acceptable means of communications. Working days means the normal days in which the employer is open for business.

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." Since he contacted the employer after he was notified that his one-day assignment ended, he requested reassignment, and there was no suitable work available, no disqualification is imposed. As such, the separation from employment with PeopleReady Inc. on August 28, 2020 is not disqualifying. Benefits are allowed, provided claimant is otherwise eligible.

DECISION:

The June 25, 2021 (reference 21) unemployment insurance decision is reversed. The claimant's separation from this employer on August 28, 2020 was not disqualifying. Regular unemployment insurance benefits funded by the State of Iowa are allowed, provided claimant is otherwise eligible.

A rectangular area containing a handwritten signature in blue ink that reads "Dawn Boucher".

Dawn Boucher
Administrative Law Judge

September 9, 2021
Decision Dated and Mailed

db/mh