

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

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**BRUCE J LINMAN**  
Claimant

**AVENTURE STAFFING & PROFESSIONAL**  
Employer

**APPEAL 19A-UI-03048-H2T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 03/10/19  
Claimant: Appellant (1)**

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

**STATEMENT OF THE CASE:**

The claimant filed an appeal from the April 9, 2019, (reference 03), that denied benefits. The parties were properly notified about the hearing. A telephone hearing was held on May 1, 2019. Claimant participated. Employer participated through (representative) Tori Holguin, Human Resources Specialist; and Vianca Avalos, Branch Manager. Employer's Exhibit 1 was admitted into the record.

**ISSUE:**

Did the claimant voluntarily quit by not requesting 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: Claimant was last assigned to work full time at Southshores Enterprises as a general laborer on December 17, 2018 through March 4, 2019, when the assignment ended. Ms. Avalos called the claimant on March 5 to tell him that his assignment at Southshores had ended because there was no more work available for him. During the conversation the claimant did not ask Ms. Avalos if the employer had any additional work available for him. Ms. Avalos noted in the business records found at Employer's Exhibit 1 that the claimant had not requested any additional work during her telephone conversation with him. The note was made shortly after Ms. Avalos spoke to the claimant as part of her regular business duties.

The claimant did not contact anyone at Aventure Staffing to seek additional work until March 18, 2019, more than three business days after the end of his last assignment. Claimant knew that he was required to seek additional work from the employer within three business days of the end of an assignment per the copy of the written policy he signed. (Employer's Exhibit 1)

**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 section 96.5(1)j 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. 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 thereafter.

(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(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 section 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 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 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 and wants more work at the conclusion of each temporary assignment so they may be reassigned and continue working. The employer made records of the conversation shortly after it occurred on March 5, specifically indicating the claimant did not ask for additional work. The employer offers the more credible evidence that the claimant did not seek additional work within three business days of the end of his assignment. In this case, the claimant did not ask the employer for any additional work until March 18, 2019. He is therefore 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 April 9, 2019, (reference 03) 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 his weekly benefit amount, provided he is otherwise eligible.

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Teresa K. Hillary  
Administrative Law Judge

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Decision Dated and Mailed

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