

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

ANTOINE D LAMB

Claimant

APPEAL NO. 06A-UI-11192-CT

**ADMINISTRATIVE LAW JUDGE
DECISION**

MANPOWER INC OF CEDAR RAPIDS

Employer

**OC: 10/22/06 R: 12
Claimant: Appellant (1)**

Section 96.5(1) – Voluntary Quit

STATEMENT OF THE CASE:

Antoine Lamb filed an appeal from a representative's decision dated November 15, 2006, reference 01, which denied benefits based on his separation from Manpower, Inc. of Cedar Rapids. After due notice was issued, a hearing was held by telephone on December 6, 2006. Mr. Lamb participated personally. The employer participated by Debbie Chamberlain, Risk Control Manager.

ISSUE:

At issue in this matter is whether Mr. Lamb was separated from employment for any disqualifying reason.

FINDINGS OF FACT:

Having heard the testimony of the witnesses and having reviewed all of the evidence in the record, the administrative law judge finds: Mr. Lamb began working through Manpower, a temporary placement firm, on February 15, 2006. He was placed on a long-term, full-time assignment with Williamsburg Manufacturing. He gave Manpower two week's notice that he was leaving the assignment to move out of town. Mr. Lamb's decision to relocate to Chicago was the sole reason for his separation. He was otherwise satisfied with his assignment and would have remained but for his move. Continued work would have been available if he had not quit effective September 25, 2006

REASONING AND CONCLUSIONS OF LAW:

Mr. Lamb was hired by Manpower for placement in temporary work assignments. An individual so employed must complete the last assignment in order to avoid the voluntary quit provisions of the law. See 871 IAC 24.26(19). Mr. Lamb did not complete his assignment with Williamsburg Manufacturing as work was still available when he left on September 25, 2006. Therefore, his separation was a voluntary quit.

An individual who voluntarily quits employment is disqualified from receiving job insurance benefits unless the quit was for good cause attributable to the employer. Iowa Code

section 96.5(1). The term “good cause attributable to the employer” generally refers to some matter within the employer’s control. Mr. Lamb quit to relocate to Chicago. Although he may have had good personal cause for quitting, his decision was not within the control of Manpower. The fact that he gave notice of his intent to quit does not alter the fact that his quit was for personal reasons and not ones related to his employment.

An individual who leaves employment to move to a different locality is presumed to have quit for no good cause attributable to the employer. See 871 IAC 24.25(2). Inasmuch as his move to Chicago was the sole reason for his quit, Mr. Lamb did not have good cause attributable to the employer for quitting. Accordingly, benefits are denied.

DECISION:

The representative’s decision dated November 15, 2006, reference 01, is hereby affirmed. Mr. Lamb voluntarily quit his employment for no good cause attributable to the employer. Benefits are withheld until such time as he has worked in and been paid wages for insured work equal to ten times his weekly job insurance benefit amount, provided he satisfies all other conditions of eligibility.

Carolyn F. Coleman
Administrative Law Judge

Decision Dated and Mailed

cfc/css