

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

COREY L HALFPOP
Claimant

APPEAL NO. 10A-UI-01541-JTT

**ADMINISTRATIVE LAW JUDGE
DECISION**

**MANPOWER INTERNATIONAL INC
MANPOWER TEMPORARY SERVICES**
Employer

**OC: 12/13/09
Claimant: Appellant (1)**

Iowa Code Section 96.5(1) – Voluntary Quit

STATEMENT OF THE CASE:

Corey Halfpop filed a timely appeal from the January 21, 2010, reference 01, decision that denied benefits. After due notice was issued, a hearing was held on March 10, 2010. Mr. Halfpop participated. Stacey Rieken, Staffing Specialist, represented the employer.

ISSUE:

Whether Mr. Halfpop's voluntary quit was for good cause attributable to the employer.

FINDINGS OF FACT:

Having reviewed all of the evidence in the record, the administrative law judge finds: The employer is a temporary employment agency. On September 22, 2009, Corey Halfpop started working in a temp-to-hire full-time work assignment through Manpower Temporary Services. Ms. Halfpop spent one day in training on September 22, 2009 and then did not return to the assignment. On September 23, 2009, Mr. Halfpop left a message for Manpower indicating that he would not be in and asserted that he and his child were both ill. But Mr. Halfpop had already decided to leave the assignment. Mr. Halfpop voluntarily quit from the assignment due to various matters in his personal life outside of work. These include a breakup with a significant other and associated loss of contact with his children. Mr. Halfpop had also begun treatment for depression and was on a relatively low dose of Prozac. Mr. Halfpop's health services provider had not recommended that he leave the assignment.

Though it was not the reason for Mr. Halfpop's decision to quit the assignment, Mr. Halfpop had been displeased that the workplace bathroom was dirty.

REASONING AND CONCLUSIONS OF LAW:

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.

In general, a voluntary quit requires evidence of an intention to sever the employment relationship and an overt act carrying out that intention. See Local Lodge #1426 v. Wilson Trailer, 289 N.W.2d 698, 612 (Iowa 1980) and Peck v. EAB, 492 N.W.2d 438 (Iowa App. 1992). In general, a voluntary quit means discontinuing the employment because the employee no longer desires to remain in the relationship of an employee with the employer. See 871 IAC 24.25.

The weight of the evidence indicates that Mr. Halfpop voluntarily quit the full-time assignment with Manpower for personal reasons and not for good cause attributable to the employer. Accordingly, Mr. Halfpop is disqualified for benefits until he has worked in and been paid wages for insured work equal to ten times his weekly benefit amount, provided he is otherwise eligible. The employer's account shall not be charged for benefits paid to Mr. Halfpop.

DECISION:

The Agency representative's January 21, 2010, reference 01, decision is affirmed. The claimant voluntarily quit the employment without good cause attributable to the employer. The claimant is disqualified for benefits until he has worked in a been paid wages for insured work equal to ten times his weekly benefit amount, provided he is otherwise eligible. The employer's account shall not be charged.

James E. Timberland
Administrative Law Judge

Decision Dated and Mailed

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