

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

AMANDA L MCFARLAND
Claimant

APPEAL NO. 07A-UI-04314-NT

**ADMINISTRATIVE LAW JUDGE
DECISION**

EXPRESS SERVICES INC
Employer

OC: 04-01-07 R: 03
Claimant: Respondent (2)

Section 96.5-1 – Voluntary Leave
Section 96.5-1-j – Reassignment Sought from Employer
Section 96.3-7 – Overpayment of Benefits

STATEMENT OF THE CASE:

The employer filed an appeal from a decision of a representative dated April 16, 2007, reference 01, which held the claimant eligible to receive unemployment insurance benefits. After due notice a telephone conference hearing was scheduled for and held on May 14, 2007. Although duly notified, the claimant did not participate. The employer participated by Connie Cooper.

ISSUES:

The issues in this matter are whether the claimant quit for good cause attributable to the employer, whether the claimant sought reassignment from the temporary company and whether the claimant has been overpaid unemployment insurance benefits.

FINDINGS OF FACT:

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: The claimant was employed by the captioned temporary employment service from October 25, 2006 until March 28, 2006 when her assignment at Adidas as a general laborer came to an end. Although the claimant had previously agreed and had been instructed to contact the temporary agency within three days of the end of her most recent assignment, the claimant did not do so. At the time of hire the claimant signed a separate document agreeing to re-contact the temporary agency for an additional assignment within three days. Ms. McFarland was aware that failure to do so would be considered to be a voluntarily quit and could affect her unemployment insurance benefits. At a later date the claimant contacted Express Services and was assigned to a new client location, however, the claimant did not report or notify the company that she would not be reporting.

REASONING AND CONCLUSIONS OF LAW:

For the reasons as follows: 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:

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. 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.

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.

For the purposes of this paragraph:

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

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

871 IAC 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 at the conclusion of the temporary assignment. When the claimant's most recent assignment ended, Express Services was not aware that Ms. McFarland was available for work as the claimant did not re-contact the temporary employment service as specifically agreed within three days of the ending of her most recent assignment through the company. Some weeks later it appears that the claimant contacted the agency and accepted an assignment but did not report as agreed. The administrative law judge must, therefore, conclude that the claimant voluntarily quit work on March 28, 2007 by failing to re-contact the temporary employment service as agreed.

Iowa Code section 96.3-7 provides:

7. Recovery of overpayment of benefits. If an individual receives benefits for which the individual is subsequently determined to be ineligible, even though the individual acts in good faith and is not otherwise at fault, the benefits shall be recovered. The department in its discretion may recover the overpayment of benefits either by having a sum equal to the overpayment deducted from any future benefits payable to the individual or by having the individual pay to the department a sum equal to the overpayment.

If the department determines that an overpayment has been made, the charge for the overpayment against the employer's account shall be removed and the account shall be credited with an amount equal to the overpayment from the unemployment compensation trust fund and this credit shall include both contributory and reimbursable employers, notwithstanding section 96.8, subsection 5.

Because the claimant's separation was disqualifying benefits were paid to which the claimant was not entitled. Those benefits must be recovered in accordance with the provisions of Iowa law. The claimant is overpaid benefits in the amount of \$1,085.00.

DECISION:

The decision of the representative dated April 16, 2007, reference 01, is reversed. Unemployment insurance benefits shall be withheld until the claimant has worked in and been paid wages for insured work equal to ten times the claimant's weekly benefit amount, provided the claimant is otherwise eligible. The claimant is overpaid unemployment insurance benefits in the amount of \$1,085.00.

Terence P. Nice
Administrative Law Judge

Decision Dated and Mailed

tpn/pjs