

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**ROBERT C COWAN**  
Claimant

**APPEAL NO. 08A-UI-07523-CT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**MANPOWER TEMPORARY SERVICES**  
Employer

**OC: 07/06/08 R: 01**  
**Claimant: Appellant (1)**

Section 96.5(1) – Voluntary Quit

**STATEMENT OF THE CASE:**

Robert Cowan filed an appeal from a representative's decision dated August 15, 2008, reference 01, which denied benefits based on his separation from Manpower Temporary Services. After due notice was issued, a hearing was held by telephone on September 3, 2008. Mr. Cowan participated personally. The employer participated by Todd Ashenfelter, Staffing Specialist.

**ISSUE:**

At issue in this matter is whether Mr. Cowan 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. Cowan initially began working through Manpower in June of 2002. On November 26, 2007, he accepted an assignment with NSK Corporation (NSK). He worked full time on the assignment until March 13, 2008. He called both NSK and Manpower on March 14 to advise that he was going to the emergency room because he believed he had kidney stones. He was at the emergency room for three hours and was told he did not have kidney stones.

Mr. Cowan did not report for work and did not contact either NSK or Manpower after March 14. He had not been told that the assignment was over. He did not contact Manpower again until June 13, 2008. Although Mr. Cowan did not have a home telephone, he could have called the employer from a pay telephone as he was not homebound after March 14. Continued work would have been available if he had reported for work or had notified the employer of his intentions.

**REASONING AND CONCLUSIONS OF LAW:**

The administrative law judge concludes that Mr. Cowan abandoned his job when he stopped reporting for available work without notice. As such, his separation is 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 evidence of record does not establish any cause attributable to either NSK or Manpower for Mr. Cowan's quit. Although illness may have prevented him from working, he did not notify anyone that he would be unable to work. He could have sought a leave of absence but did not do so.

Inasmuch as Mr. Cowan's separation was not for any good cause attributable to the employer, he is not entitled to job insurance benefits.

**DECISION:**

The representative's decision dated August 15, 2008, reference 01, is hereby affirmed as to result. Mr. Cowan 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.

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Carolyn F. Coleman  
Administrative Law Judge

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Decision Dated and Mailed

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