

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

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**GORDY HARRISON**  
Claimant

**PEOPLEREADY INC**  
Employer

**APPEAL 21A-UI-08292-DB-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 02/07/21  
Claimant: Appellant (2)**

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Iowa Code § 96.5(1)j – Voluntary Quitting – Temporary Employment

**STATEMENT OF THE CASE:**

The claimant/appellant filed an appeal from the March 23, 2021 (reference 01) unemployment insurance decision that denied benefits to the claimant based upon his separation from employment. The parties were properly notified of the hearing. A telephone hearing was held on June 4, 2021. The claimant participated personally. The employer registered a witness to participate, Julia Topp, but when the administrative law judge telephoned her for the hearing she did not answer. The administrative law judge took official notice of the claimant's unemployment insurance benefits records.

**ISSUE:**

Did the claimant voluntarily quit by not reporting for an additional work assignment 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: The claimant was a temporary employee of a temporary employment firm. He was placed on assignment as a full-time general laborer at NPSG beginning November 26, 2019. On September 19, 2020, the claimant was informed that his job assignment was ending because the project he was working on had been completed. He requested another job assignment within three business days of September 19, 2020 but was told there were no other assignments available for him. He eventually went to work for NPSG directly in the first quarter of 2021 before being laid off again. It is unknown whether the employer had a written policy requiring him to request additional work within three business days following the end of a job assignment.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the separation was not disqualifying. Benefits are allowed, provided the claimant is otherwise eligible.

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(15) provides:

Employee of temporary employment firm.

a. The individual is a temporary employee of a temporary employment firm who notifies the temporary employment firm within three days of completion of an employment assignment and seeks reassignment under the contract of hire. The employee must be advised by the employer of the notification requirement in writing and receive a copy.

b. The individual shall be eligible for benefits under this subrule if the individual has good cause for not contacting the employer within three days and did notify the employer at the first reasonable opportunity.

c. Good cause is a substantial and justifiable reason, excuse or cause such that a reasonable and prudent person, who desired to remain in the ranks of the employed, would find to be adequate justification for not notifying the employer. Good cause would include the employer's going out of business; blinding snow storm; telephone lines

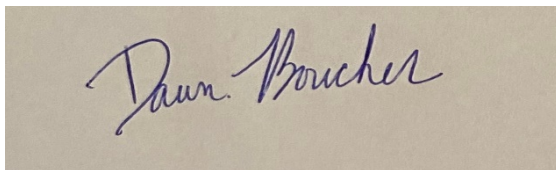
down; employer closed for vacation; hospitalization of the claimant; and other substantial reasons.

d. Notification may be accomplished by going to the employer's place of business, telephoning the employer, faxing the employer, or any other currently acceptable means of communications. Working days means the normal days in which the employer is open for business.

The plain language of the statute allows benefits for a claimant "who notifies the temporary employment firm of completion of an assignment and who seeks reassignment." Since the claimant did request an additional assignment within three business days of the end of this job assignment, and there was no work available, no disqualification is imposed. The separation from employment is not disqualifying and unemployment insurance benefits funded by the State of Iowa are allowed, provided claimant remains otherwise eligible.

**DECISION:**

The March 23, 2021 (reference 01) unemployment insurance decision is reversed. The claimant's separation was not disqualifying. Benefits are allowed, provided claimant is otherwise eligible.

A rectangular box containing a handwritten signature in blue ink that reads "Dawn Boucher".

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Dawn Boucher  
Administrative Law Judge

June 17, 2021  
Decision Dated and Mailed

db/scn