

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**VICTOR L AYERS**

Claimant

**APPEAL NO. 07A-UI-09511-S2T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**LABOR READY MIDWEST INC**

Employer

**OC: 12/17/06 R: 01  
Claimant: Respondent (1)**

Section 96.5-1-j – Separation from Temporary Employer Section

**STATEMENT OF THE CASE:**

The employer filed a timely appeal from the October 1, 2007, reference 02, decision that allowed benefits. After hearing notices were mailed to the parties' last-known addresses of record a telephone hearing was held on October 23, 2007. The claimant participated personally. The employer participated by Nichole Price, Customer Service Representative.

**ISSUE:**

The issue is whether the claimant was separated from employment for any disqualifying reason.

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and having considered all of the evidence in the record, finds that: The employer is a temporary employment service. The claimant performed services from August 9 through August 25, 2007. He signed a document on August 9, 2007, indicating that he was to contact the employer within three days following the completion of an assignment to request placement in a new assignment. The employer thought it gave the claimant a copy of the document but it did not. The document was the claimant's contract of employment. After the claimant's assignment ended he did not seek reassignment because he did not know he should.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow the administrative law judge concludes the claimant was not separated from employment for a disqualifying reason.

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.

An employer is required to provide the claimant with a copy of the notice requirement and that notice cannot be part of the claimant's contract for hire. The claimant did not receive a copy of the notice and the notice was a part of the claimant's contract for hire. The employer did not meet the notice requirements of the statute. Benefits are allowed.

**DECISION:**

The representative's October 1, 2007 decision (reference 02) is affirmed. The claimant was separated from the employer for good cause attributable to the employer. Benefits are allowed.

---

Beth A. Scheetz  
Administrative Law Judge

---

Decision Dated and Mailed

bas/pjs