

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

HELEN T DOUGLASS
Claimant

APPEAL NO. 08A-UI-00070-HT

**ADMINISTRATIVE LAW JUDGE
DECISION**

MANPOWER INC OF CEDAR RAPIDS
Employer

**OC: 08/26/07 R: 04
Claimant: Appellant (1)**

Section 96.5(1) – Quit

STATEMENT OF THE CASE:

The claimant, Helen Douglass, filed an appeal from a decision dated December 20, 2007, reference 01. The decision disqualified her from receiving unemployment benefits. After due notice was issued a hearing was held by telephone conference call on January 17, 2008. The claimant participated on her own behalf. The employer, Manpower, participated by Risk Control Manager Debra Chamberlain and Business Development Specialist Erica Murillo.

ISSUE:

The issue is whether the claimant quit work with good cause attributable to the employer.

FINDINGS OF FACT:

Helen Douglass was employed by Manpower from September 7, 2006 until November 13, 2007. Her last assignment began on October 2, 2007, at Luther College for an indefinite period of time. Her last day of work was Friday, November 9, 2007, and she was no-call/no-show to work after that.

Ms. Douglass maintained she had found a note next to her jacket on a desk in the janitor's closet saying the job was "finished," and signed by Business Development Specialist Erica Murillo. However, it is not the policy of the employer to notify employees of the end of assignments by leaving notes next to their jackets. Calls are made directly to the employee to notify them of the end of the assignment. No such call was made to the claimant on November 9, 2007, by a Manpower representative.

The client notified Manpower on November 12, and again on November 13, 2007, the claimant had not come to work. Ms. Murillo left a message on the claimant's cell phone asking why she was not at work and requesting her to call the office, which she never did. She was considered a voluntary quit by job abandonment.

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.

The claimant believed her assignment had come to an end because a note was allegedly left next to her jacket in the janitor's closet at Luther College. The administrative law judge accepts the employer's assertion that employees are notified by a personal phone call, not notes left next to their jacket, when an assignment is at an end.

It appears the claimant's understanding of the situation was imperfect at best and she ceased coming to work even though the assignment was ongoing. She never contacted Manpower to request another assignment. She abandoned the current assignment and is therefore a voluntary quit without good cause attributable to the employer. The claimant is disqualified.

DECISION:

The representative's decision of December 20, 2007, reference 01, is affirmed. Helen Douglass is disqualified and benefits are withheld until she has earned ten times her weekly benefit amount, provided she is otherwise eligible.

Bonny G. Hendricksmeier
Administrative Law Judge

Decision Dated and Mailed

bgh/pjs