

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

TIFFANY L NEWLON
Claimant

SEDONA STAFFING INC.
Employer

APPEAL 20A-UI-11062-AW-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

**OC: 07/14/19
Claimant: Respondent (2)**

Iowa Code § 96.5(1) – Voluntary Quitting
Iowa Code § 96.5(1)J – VQ – Temporary employment firm
Iowa Code § 96.3(7) – Recovery of Benefit Overpayment
Iowa Admin. Code r. 871-24.10 – Employer/Representative Participation Fact-finding Interview
PL 116-136, Sec. 2104 – Federal Pandemic Unemployment Compensation

STATEMENT OF THE CASE:

Employer filed an appeal from the September 1, 2020 (reference 03) unemployment insurance decision that allowed benefits. The parties were properly notified of the hearing. A telephone hearing was held on October 30, 2020, at 10:00 a.m. Claimant did not participate. Employer participated through Colleen McGuinty, Unemployment Benefits Administrator. Employer's Exhibit 1 was admitted. Official notice was taken of the administrative record.

ISSUES:

Whether claimant's separation was a discharge for disqualifying job-related misconduct or a voluntary quit without good cause attributable to employer.
Whether claimant made a timely request for another job assignment.
Whether claimant was overpaid benefits.
Whether claimant should repay those benefits and/or whether employer should be charged based upon its participation in the fact-finding interview.
Whether claimant is eligible for Federal Pandemic Unemployment Compensation.

FINDINGS OF FACT:

Having reviewed all of the evidence in the record, the administrative law judge finds: Claimant was employed by Sedona Staffing, a temporary employment firm, on March 5, 2020. Claimant's sole assignment was a one-day temporary assignment as a Call Center Representative at GCO Services in Cedar Rapids, Iowa.

Employer has a policy that requires employees to request a new assignment within three working days of an assignment ending. (Exhibit 1) The policy states that if the employee does not request a new assignment, she will be considered to have voluntarily quit employment and her eligibility for unemployment benefits may be affected. (Exhibit 1) The policy is not included in the employee handbook; it is a separate document. Claimant signed and received a copy of the policy. (Exhibit 1)

On March 5, 2020, employer notified claimant that her assignment at GCO Services was completed. Claimant did not request a new assignment within three working days.

The administrative record reflects that claimant has not received Unemployment Insurance (UI) or Federal Pandemic Unemployment Compensation (FPUC) benefits, since her separation from employment with Sedona Staffing.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes claimant's separation from employment is disqualifying. Benefits are denied.

Iowa Code section 96.5(1)(j) provides:

An individual shall be disqualified for benefits

1. 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.

Iowa Admin. Code r. 871-24.26(15) 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:

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 had 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 accepted means of communications. Working days means the normal days in which the employer is open for business.

Claimant's assignment at GCO Services ended on March 5, 2020. Claimant did not request a new assignment within three working days. Claimant was notified of the requirement that she request a new assignment within three working days and the consequences of failing to do so. Accordingly, claimant's separation is considered a voluntarily quit without good cause attributable to employer. Benefits are denied.

Because UI was not paid to claimant, the issues of overpayment, repayment and chargeability are moot. Because claimant is ineligible for UI benefits, claimant is also ineligible for FPUC. See PL 116-136 §2104(B).

NOTE TO CLAIMANT: This decision determines you are not eligible for regular unemployment insurance benefits. If you disagree with this decision you may file an appeal to the Employment Appeal Board by following the instructions on the first page of this decision. Individuals who do not qualify for regular unemployment insurance benefits, but who are currently unemployed for reasons related to COVID-19 may qualify for Pandemic Unemployment Assistance (PUA). **You will need to apply for PUA to determine your eligibility under the program.** Additional information on how to apply for PUA can be found at <https://www.iowaworkforcedevelopment.gov/pua-information>. If this decision becomes final or if you are not eligible for PUA, you may have an overpayment of benefits.

DECISION:

The September 1, 2020 (reference 03) unemployment insurance decision is reversed. Claimant's separation is disqualifying. Benefits are denied until claimant has worked in and been paid wages for insured work equal to ten times claimant's weekly benefit amount, provided claimant is otherwise eligible. The issues of overpayment, repayment and chargeability are moot. Claimant is not eligible for Federal Pandemic Unemployment Compensation.



Adrienne C. Williamson
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November 3, 2020
Decision Dated and Mailed

acw/mh