

**IOWA WORKFORCE DEVELOPMENT  
Unemployment Insurance Appeals Section  
1000 East Grand—Des Moines, Iowa 50319  
DECISION OF THE ADMINISTRATIVE LAW JUDGE  
68-0157 (7-97) – 3091078 - EI**

**ANGELA M JEFFERSON  
1025 – 3<sup>RD</sup> ST  
MARION IA 52302-2749**

**EXPRESS SERVICES INC  
PO BOX 720660  
OKLAHOMA CITY OK 73172**

**Appeal Number: 06A-UI-02528-CT  
OC: 07/10/05 R: 03  
Claimant: Appellant (2)**

**This Decision Shall Become Final**, unless within fifteen (15) days from the date below, you or any interested party appeal to the Employment Appeal Board by submitting either a signed letter or a signed written Notice of Appeal, directly to the **Employment Appeal Board, 4<sup>th</sup> Floor—Lucas Building, Des Moines, Iowa 50319**.

The appeal period will be extended to the next business day if the last day to appeal falls on a weekend or a legal holiday.

STATE CLEARLY

1. The name, address and social security number of the claimant.
2. A reference to the decision from which the appeal is taken.
3. That an appeal from such decision is being made and such appeal is signed.
4. The grounds upon which such appeal is based.

YOU MAY REPRESENT yourself in this appeal or you may obtain a lawyer or other interested party to do so provided there is no expense to Workforce Development. If you wish to be represented by a lawyer, you may obtain the services of either a private attorney or one whose services are paid for with public funds. It is important that you file your claim as directed, while this appeal is pending, to protect your continuing right to benefits.

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(Administrative Law Judge)

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(Decision Dated & Mailed)

Section 96.5(1)j – Temporary Employment

STATEMENT OF THE CASE:

Angela Jefferson filed an appeal from a representative's decision dated February 24, 2006, reference 08, which denied benefits based on her separation from Express Services, Inc. After due notice was issued, a hearing was held by telephone on March 23, 2006. Ms. Jefferson participated personally. The employer participated by Heather Wickman, Staffing Consultant.

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: Ms. Jefferson began working for Express Services, Inc., a temporary placement firm, on June 25, 2005. On November 22, 2005, she was placed

on an assignment with IPCS Wireless. She was notified on December 12 that December 18 would be the last day of the assignment. Express Services, Inc. advised her that she would be put on the availability list for further assignments. Ms. Jefferson's actual last day of work on the assignment was December 23. She was told that she would not need to return to the assignment.

Ms. Jefferson notified the employer that she would be out of town for the holidays. She left town on December 24 and returned on December 31. On December 29, the employer left a message for her and she returned it on December 29 from out of town. Ms. Jefferson filed an additional claim for job insurance benefits effective January 1, 2006.

#### REASONING AND CONCLUSIONS OF LAW:

At issue in this matter is whether Ms. Jefferson was separated from employment for any disqualifying reason. She was hired for placement in temporary work assignments. An individual so employed must complete the last assignment in order to avoid the voluntary quit provisions of the law. See 871 IAC 24.26(19). At the time she filed her claim for job insurance benefits effective January 1, 2006, Ms. Jefferson had last worked on Friday, December 23, 2005. The employer's offices were closed that weekend and on Monday, December 26. Ms. Jefferson had contact with the employer on December 29, which was three working days after the assignment ended.

For the reasons cited herein, the administrative law judge concludes that Ms. Jefferson is entitled to job insurance benefits pursuant to Iowa Code section 96.5(1)j.

#### DECISION:

The representative's decision dated February 24, 2006, reference 08, is hereby reversed. Ms. Jefferson was separated from Express Services, Inc. for no disqualifying reason. Benefits are allowed, provided she satisfies all other conditions of eligibility and is not otherwise disqualified.

cfc/s