

JAN 22 1997

LABOR & INDUSTRIAL RELATIONS

HOUSE FILE
BY RANTS

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Passed House, Date _____ Passed Senate, Date _____

Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____

Approved _____

A BILL FOR

1 An Act relating to eligibility for unemployment compensation
2 benefits for temporary employees of a temporary employment
3 firm.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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HF 59

1 Section 1. Section 96.5, subsection 1, Code 1997, is
2 amended by adding the following new paragraph:
3 NEW PARAGRAPH. j. The individual is a temporary employee
4 of a temporary employment firm who notifies the temporary
5 employment firm of completion of an employment assignment and
6 who seeks reassignment. Failure of the individual to notify
7 the temporary employment firm of completion of an employment
8 assignment within three working days of the completion of each
9 employment assignment under a contract of hire shall be deemed
10 a voluntary quit unless the individual was not advised in
11 writing of the duty to notify the temporary employment firm
12 upon completion of an employment assignment.

13 For purposes of this paragraph:

- 14 (1) "Temporary employee" means an individual who is
15 employed by a temporary employment firm to provide services to
16 clients to supplement their work force during absences,
17 seasonal workloads, temporary skill or labor market shortages,
18 and for special assignments and projects.
- 19 (2) "Temporary employment firm" means a person engaged in
20 the business of employing temporary employees.

21 EXPLANATION

22 This bill provides that an employee of a temporary
23 employment firm who does not contact the firm upon completion
24 of an employment assignment under a contract of hire is deemed
25 to have voluntarily quit employment for purposes of denying
26 that person unemployment benefits. The employee is denied
27 benefits only if the employee is advised by the temporary
28 employment firm in writing that the person is required to
29 contact the temporary help contracting firm upon completion of
30 the assignment.

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