

# Senate Study Bill 38

## Bill Text

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

1 13 For purposes of this paragraph:

1 14 (1) "Temporary employee" means an individual who is  
1 15 employed by a temporary employment firm to provide services to  
1 16 clients to supplement their work force during absences,  
1 17 seasonal workloads, temporary skill or labor market shortages,  
1 18 and for special assignments and projects.

1 19 (2) "Temporary employment firm" means a person engaged in  
1 20 the business of employing temporary employees.

1 21 EXPLANATION

1 22 This bill provides that an employee of a temporary  
1 23 employment firm who does not contact the firm upon completion  
1 24 of an employment assignment under a contract of hire is deemed  
1 25 to have voluntarily quit employment for purposes of denying  
1 26 that person unemployment benefits. The employee is denied  
1 27 benefits only if the employee is advised by the temporary  
1 28 employment firm in writing that the person is required to  
1 29 contact the temporary help contracting firm upon completion of  
1 30 the assignment.

1 31 LSB 1239SC 77

1 32 ec/jw/5