

without good cause connected with the work unless the temporary employee has been advised of the obligation to contact the temporary help firm on completion of assignments, and unemployment benefits may be denied for failure to do so.

For the purposes of the Oklahoma Employment Security Act, the temporary help firm is deemed to be the employer of the temporary employee. This means that regardless of the particular business requirement of the temporary agency, if the claimant contacts the temporary service upon the completion of an assignment, and no work is available, the claimant will be considered to be laid off due to a lack of work. OESC does not require that the claimant continue to contact the temporary service for a certain number of days.

In addition, the claimant must be made aware of the requirement to check in upon the completion of an assignment. The objective of the claimant is also considered.

Employees hired for a specific, limited duration of time (Section 2-404.2, Oklahoma Employment Security Act)

- When an employer employs a worker for a limited duration of time *specified by the employer*, the worker is considered to have been laid off due to lack of work at the end of the time period set by the employer, provided that the worker's separation was due only to the completion of the work or the expiration of the time period.
- When an employer employs a worker for a limited duration of time *specified by the worker*, the worker is considered to have voluntarily quit work at the end of the time period set by the worker, provided that the worker's separation was due only to the expiration of the time period.

This means that if the employee sets the dates of employment then, upon completion of the length of time specified by the employee, the employee is considered to have quit the job. If the employer sets the dates of employment then, upon completion of the length of time specified by the employer, the employee is considered to have been laid off due to a lack of work.

If the individual separates before the agreed upon last day of employment, then OESC looks at why the individual separated and makes a ruling upon the reason for separation.

Discharges (Section 2-406, Oklahoma Employment Security Act)

An individual shall be disqualified for benefits if he has been discharged for misconduct connected with his last work, if so found by OESC. Disqualification under this section of the Oklahoma Employment Security Act shall continue for the full period of unemployment next