

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

68-0157 (9-06) - 3091078 - EI

CHRISTOPHER J HELMICK
Claimant

APPEAL NO: 10A-EUCU-00580-ST

**ADMINISTRATIVE LAW JUDGE
DECISION**

WAGGONER SOLUTIONS CO
Employer

OC: 06/28/09
Claimant: Appellant (1)

Section 96.5-1 – Voluntary Quit
871 IAC 24.25(4) – Absent Without Notice

STATEMENT OF THE CASE:

The claimant appealed a department decision dated July 9, 2010, reference 04, that held he voluntarily quit without good cause attributable to his employer on June 9, 2010, and benefits are denied. A telephone hearing was held on August 24, 2010. The claimant did not participate. Kevin Waggoner, President, and Kelly Baum, HR/Safety Director, participated for the employer.

ISSUE:

Whether the claimant voluntarily quit without good cause attributable to the employer.

FINDINGS OF FACT:

The administrative law judge having heard the testimony of the witnesses, and having considered the evidence in the record, finds: The claimant worked for the employer as a full-time driver from March 29, 2010 to June 8. The claimant knew it was employer policy to call-in or report to work each day. The claimant was a no-call, no-show to work on June 9, 10 and 11. According to employer policy, an employee who fails to call-in and show up for scheduled work for two consecutive days is considered a voluntary quit.

The claimant failed to respond to the hearing notice.

REASONING AND CONCLUSIONS OF LAW:

Iowa Code section 96.5-1 provides:

An individual shall be disqualified for benefits:

1. Voluntary quitting. If the individual has left work voluntarily without good cause attributable to the individual's employer, if so found by the department.

871 IAC 24.25(4) provides:

Voluntary quit without good cause. In general, a voluntary quit means discontinuing the employment because the employee no longer desires to remain in the relationship of an employee with the employer from whom the employee has separated. The employer has the burden of proving that the claimant is disqualified for benefits pursuant to Iowa Code section 96.5. However, the claimant has the initial burden to produce evidence that the claimant is not disqualified for benefits in cases involving Iowa Code section 96.5, subsection (1), paragraphs "a" through "i," and subsection 10. The following reasons for a voluntary quit shall be presumed to be without good cause attributable to the employer:

(4) The claimant was absent for three days without giving notice to employer in violation of company rule.

The administrative law judge concludes the claimant voluntarily quit without good cause attributable to his employer due to job abandonment on June 9, 2010.

The claimant failed to call-in and report for work for two consecutive days in violation of a known company policy that is considered a voluntary quit without good cause.

DECISION:

The department decision dated July 9, 2010, reference 04, is affirmed. The claimant voluntarily quit without good cause due to job abandonment on June 9, 2010. Benefits are denied until the claimant requalifies by working in and being paid wages for insured work equal to ten times his weekly benefit amount, provided the claimant is otherwise eligible.

Randy L. Stephenson
Administrative Law Judge

Decision Dated and Mailed

rls/pjs