

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

ANGELA R MCGRAINE
Claimant

APPEAL NO. 10A-UI-14208-ST

**ADMINISTRATIVE LAW JUDGE
DECISION**

PANAMA TRANSFER INC
Employer

OC: 08/08/10
Claimant: Appellant (1)

Section 96.5-1 – Voluntary Quit
871 IAC 24.25(21) – Dissatisfaction of the Work Environment

STATEMENT OF THE CASE:

The claimant appealed a department decision dated October 7, 2010, reference 01, that held she voluntarily quit employment without good cause on June 4, 2010, and that denied benefits. A telephone hearing was held on November 29, 2010. The claimant did not participate. Dean Kloewer, President, participated for the employer.

ISSUE:

The issue is whether the claimant voluntarily quit with good cause attributable to the employer.

FINDINGS OF FACT:

The administrative law judge, having heard the testimony of the witness and having considered the evidence in the record, finds: The claimant began work for the employer as a full-time office employee on September 7, 2007, and last worked on June 4, 2010. The claimant gave two-week notice to her supervisor she was quitting, and did not offer any reason. The employer accepted the notice and the claimant worked through her notice period.

At the department fact-finding, the claimant offered she quit because a night supervisor issued a rude and critical letter to the five office women. None of the other women quit their jobs.

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(21) 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:

(21) The claimant left because of dissatisfaction with the work environment.

The administrative law judge concludes that the claimant voluntarily quit employment without good cause attributable to the employer on June 4, 2010 due to job dissatisfaction.

The claimant did not offer any reason for quitting when she gave two-week notice to the employer. The reason she later offered is not a good cause, as the supervisor's letter was not personal and it was directed to a group of office women. None of the others quit over this letter.

DECISION:

The department decision dated October 7, 2010, reference 01, is affirmed. The claimant voluntarily quit without good cause attributable to the employer on June 4, 2010. Benefits are denied until the claimant has worked in and been paid wages for insured work equal to ten times her weekly benefit amount, provided she is otherwise eligible.

Randy L. Stephenson
Administrative Law Judge

Decision Dated and Mailed

rls/kjw