

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

AMANDA J GRIFFIN
Claimant

APPEAL NO. 09A-UI-04788-CT

**ADMINISTRATIVE LAW JUDGE
DECISION**

PINNACLE FOODS GROUP
Employer

OC: 12/21/08
Claimant: Appellant (1)

Section 96.5(1) – Voluntary Quit

STATEMENT OF THE CASE:

Amanda Griffin filed an appeal from a representative's decision dated March 18, 2009, reference 01, which denied benefits based on her separation from Pinnacle Foods Group (Pinnacle). After due notice was issued, a hearing was held by telephone on April 23, 2009. Ms. Griffin participated personally. The employer participated by Wanda Lampe, Human Resources Specialist.

ISSUE:

At issue in this matter is whether Ms. Griffin was separated from employment for any disqualifying reason.

FINDINGS OF FACT:

Having heard the testimony of the witnesses and having reviewed all of the evidence in the record, the administrative law judge finds: Ms. Griffin began working for Pinnacle on September 18, 1997. She was employed full time as a laborer. She was on vacation when she called the employer on February 15, 2009 and gave notice that she was quitting. She did not indicate why she was leaving. During the four to six weeks before her separation, she had spoken of opening up a daycare business. She indicated in her fact-finding statement to Workforce Development that she quit to start a daycare business.

Ms. Griffin had not put the employer on notice of any work-related problems that might cause her to quit if not corrected. She had not filed any grievance through her union concerning work-related problems. Although she has been treated for anxiety for a number of years, she was not advised by a doctor to leave the employment. Continued work would have been available if she had not quit.

REASONING AND CONCLUSIONS OF LAW:

An individual who quits employment is disqualified from receiving job insurance benefits unless the quit was for good cause attributable to the employer. Iowa Code section 96.5(1). Ms. Griffin cited problems with Wilda Lampe as the reason she left her job. She cited an incident

approximately one year prior in which she believed Ms. Lampe attempted to get her fired because of a "no call/no show." She also made reference to an incident in 2007 when Ms. Lampe told her supervisor that she had not been certified for FMLA. There were occasions on which Ms. Lampe had asked her to make her medical appointments later in the day so that she would not miss as much of the workday.

Ms. Griffin was unable to cite any more current problems she was having with Ms. Lampe. Furthermore, she acknowledged that she never made management aware of her concerns. The employer could not take steps to remedy any problem she was having if she did not bring the problem to management's attention. Alternatively, she could have filed a grievance through the union regarding any objectionable conduct on Ms. Lampe's part. By not bringing her concerns to the attention of management, Ms. Griffin deprived the employer of a reasonable opportunity to try to correct the problem and salvage the employment relationship. She did not cite any current problem that might justify quitting without first giving the employer an opportunity to take corrective action.

For the reasons stated herein, the administrative law judge concludes that Ms. Griffin did not have good cause attributable to the employer for quitting. As such, she is not entitled to job insurance benefits.

DECISION:

The representative's decision dated March 18, 2009, reference 01, is hereby affirmed. Ms. Griffin voluntarily quit her employment with Pinnacle for no good cause attributable to the employer. Benefits are withheld until she has worked in and has been paid wages for insured work equal to ten times her weekly job insurance benefit amount, provided she satisfies all other conditions of eligibility.

Carolyn F. Coleman
Administrative Law Judge

Decision Dated and Mailed

cfc/css