

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

HEATHER D GOOD
Claimant

APPEAL NO. 06A-UI-11252-CT

**ADMINISTRATIVE LAW JUDGE
DECISION**

**BRISTOL WINDOWS & SIDING OF
IOWA INC - LEGEND WINDOWS**
Employer

**OC: 01/01/06 R: 02
Claimant: Appellant (1)**

Section 96.5(1) – Voluntary Quit

STATEMENT OF THE CASE:

Heather Good filed an appeal from a representative's decision dated November 20, 2006, reference 02, which denied benefits based on her separation from Bristol Windows & Siding of Iowa, Inc. (Bristol). After due notice was issued, a hearing was held by telephone on December 11, 2006. Ms. Good participated personally. The employer participated by Doug Carpenter, President.

ISSUE:

At issue in this matter is whether Ms. Good 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. Good was employed by Bristol from January 15 until October 20, 2006 as a telephone sales representative. She was hired to work from 36 to 40 hours each week. On or about August 23, she voluntarily reduced her status to part-time when her children returned to school. At the time of separation, she was working from 20 to 25 hours each week.

Ms. Good was last scheduled to work from 9:00 a.m. until 1:00 p.m. The employer gave notice that employees hired on or after October 23, 2006 would be working from 1:00 until 9:00 p.m. Current part-time employees were given the opportunity to work full time at the new hours. Part-time employees who did not want to accept full-time work would be allowed to continue working the same schedule. Ms. Good could have continued to work from 9:00 a.m. until 1:00 p.m. She submitted a resignation on October 13 but did not specify a reason for leaving. Ms. Good had not put the employer on notice of any work-related problems. The owner of the business had an office in the same location where she worked but she never brought any concerns to his attention. Continued work would have been available if Ms. Good had not quit.

REASONING AND CONCLUSIONS OF LAW:

Ms. Good voluntarily quit her employment with Bristol. An individual who voluntarily 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. Good contended that she quit because of a proposed change in her work hours. However, the administrative law judge is satisfied that the employer did not intend to change her hours. As a part-time employee, she would have been allowed to continue working the same hours she had been working. Furthermore, if Ms. Good felt the employer was no longer going to accommodate her as it had in the past, she had an obligation to try to remedy the situation before quitting. She could have gone to the owner of the company but chose not to.

The administrative law judge concludes that the evidence failed to establish that Ms. Good had good cause attributable to the employer for quitting. Accordingly, benefits are denied.

DECISION:

The representative's decision dated November 20, 2006, reference 02, is hereby affirmed. Ms. Good voluntarily quit her employment with Bristol for no good cause attributable to the employer. Benefits are withheld until such time as she has worked in and 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/pjs