

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**BECKY CONNER**  
Claimant

**APPEAL NO: 20A-UI-11398-JE-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**GENESIS DEVELOPMENT**  
Employer

**OC: 04/05/20**  
**Claimant: Appellant (1)**

Section 96.5-1 – Voluntary Leaving

**STATEMENT OF THE CASE:**

The claimant filed a timely appeal from the September 8, 2020, reference 01, decision that denied benefits. After due notice was issued, a telephone hearing was held before Administrative Law Judge Julie Elder on November 9, 2020. The claimant participated in the hearing with Director of Services for Imagine the Possibilities Misty Boucher. Jody Stern, Chief Financial Officer, participated in the hearing on behalf of the employer.

**ISSUE:**

The issue is whether the claimant voluntarily left her employment with good cause attributable to the employer.

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: The claimant was employed as a full-time supported community living team leader for Genesis Development from September 26, 2005 to October 26, 2019. The claimant's employment with Genesis ended October 26, 2019, and all employees who were interested and elected to apply to Imagine the Possibilities were hired by that organization. The claimant has been employed with Imagine the Possibilities since that time. Her hours were reduced due to COVID-19.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the claimant voluntarily left her employment without good cause attributable to the employer.

Iowa Code section 96.5(1) provides:

An individual shall be disqualified for benefits, regardless of the source of the individual's wage credits:

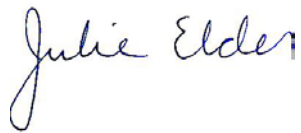
1. Voluntary quitting. If the individual has left work voluntarily without good cause attributable to the individual's employer, if so found by the department.

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. 871 IAC 24.25. Leaving because of unlawful, intolerable, or detrimental working conditions would be good cause. 871 IAC 24.26(3),(4). Leaving because of dissatisfaction with the work environment is not good cause. 871 IAC 24.25(1). The claimant has the burden of proving that the voluntary leaving was for good cause attributable to the employer. Iowa Code section 96.6-2.

The claimant left her employment with Genesis and went to Imagine the Possibilities when it took over the supported community living functions from Genesis. That situation is considered a voluntary leaving of employment. The claimant is not eligible for benefits from Genesis. She has, however, earned ten times her weekly benefit amount since working at Genesis.

**DECISION:**

The September 8, 2020, reference 01, decision is affirmed. The claimant voluntarily left her employment without 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 benefit amount, provided she is otherwise eligible.



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Julie Elder  
Administrative Law Judge

November 16, 2020  
Decision Dated and Mailed

je/scn