

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

KATIE S GARRISON
Claimant

APPEAL NO: 10A-UI-12743-DWT

**ADMINISTRATIVE LAW JUDGE
DECISION**

TPI IOWA LLC
Employer

OC: 07/11/10
Claimant: Respondent (2)

Section 96.5-1 – Voluntary Quit

PROCEDURAL STATEMENT OF THE CASE:

The employer appealed a representative's September 10, 2010 determination (reference 01) that held the claimant qualified to receive benefits and the employer's account subject to charge because the claimant's separation was for non disqualifying reasons. The claimant did not respond to the hearing notice or participate in the hearing. Terri Rock, the human resource manager, appeared on the employer's behalf. Based on the evidence, the arguments of the parties, and the law, the administrative law judge finds the claimant is not qualified to receive benefits.

ISSUE:

Did the claimant voluntarily quit her employment with good cause, or did the employer discharge her for work-connected misconduct?

FINDINGS OF FACT:

The claimant started working for the employer on November 11, 2009. She worked as a full-time manufacturing associate. Prior to June 30, 2010, the claimant's job was not in jeopardy.

On June 30, 2010, the claimant left work three hours early. She told co-workers she was quitting and did not return to work. The claimant was scheduled to work until 9 p.m. The employer learned the claimant had told co-workers she did not like the job.

REASONING AND CONCLUSIONS OF LAW:

A claimant is not qualified to receive unemployment insurance benefits if she voluntarily quits employment without good cause attributable to the employer, or an employer discharges her for reasons constituting work-connected misconduct. Iowa Code sections 96.5-1, 2-a.

The facts establish the claimant's job was not in jeopardy and neither her co-workers nor her supervisor knew why she left or did not like her job. The evidence shows the claimant

voluntarily quit her employment on June 30, 2010. When a claimant quits, she has the burden to establish she quit for reasons that qualify her to receive benefits. Iowa Code section 96.6-2.

The claimant may have had compelling reasons for leaving work early and quitting her employment on June 30, 2010. She did not, however, establish that she quit for reasons that qualify her to receive benefits. As of July 11, 2010, the claimant is not qualified to receive benefits based on the reasons for this employment separation.

DECISION:

The representative's September 10, 2010 determination (reference 01) is reversed. The employer did not discharge the claimant. Instead, the claimant voluntarily quit her employment for reasons that do not qualify her to receive benefits. The claimant is disqualified from receiving unemployment insurance benefits as of July 11, 2010. This disqualification continues until she has been paid ten times her weekly benefit amount for insured work, provided she is otherwise eligible. The employer's account will not be charged.

Debra L. Wise
Administrative Law Judge

Decision Dated and Mailed

dlw/pjs