

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**ROBIN J BOLAND**  
Claimant

**APPEAL NO. 10A-UI-14155-NT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**CASEY'S MARKETING COMPANY**  
Employer

**OC: 09/06/09**  
**Claimant: Appellant (1)**

Section 96.5-1 - Voluntary Quit

**STATEMENT OF THE CASE:**

Claimant filed a timely appeal from a representative's decision dated October 8, 2010, reference 05, which denied benefits finding the claimant voluntarily quit work without good cause attributable to the employer. After due notice, a telephone conference hearing held on November 30, 2010. The claimant participated personally. The employer participated by Ms. Lori Kelso, Store Manager.

**ISSUE:**

At issue is whether the claimant left employment with good cause attributable to the employer.

**FINDINGS OF FACT:**

Having considered the evidence in the record, the administrative law judge finds: Robin Boland was employed by Casey's Marketing Company as a cashier and cook from October 6, 2009 until August 12, 2010 when she quit employment after being reprimanded by the store manager. Ms. Boland most recently worked on a full-time basis and was paid by the hour.

Ms. Boland left employment on August 12, 2010 after being mildly reprimanded by Ms. Kelso, the manager, about the necessity that the claimant get along with other store workers. Ms. Boland disagreed with her manager's assessment of the situation and decided to quit employment at that time.

It is the claimant's position that she was discharged after quitting employment.

**REASONING AND CONCLUSIONS OF LAW:**

The question before the administrative law judge is whether the evidence in the record establishes good cause attributable to the employer for quitting. It does not.

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.

The evidence in this case is that the claimant left employment after being mildly reprimanded. Ms. Boland disagreed with her manager's assessment of the issues between the claimant and other workers and chose to leave employment. The claimant demonstrated her intention to leave by getting up during the meeting and exiting expressing her intention to quit.

871 IAC 24.25(6) and (28) provide:

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:

(6) The claimant left as a result of an inability to work with other employees.

(28) The claimant left after being reprimanded.

Based upon the application of the facts to the law, the administrative law judge concludes the claimant quit employment without good cause attributable to her employer. Benefits are withheld.

**DECISION:**

The representative's decision dated October 8, 2010, reference 05, is affirmed. The claimant quit employment without good cause attributable to the employer. Unemployment insurance benefits are withheld until the claimant has worked in and has been paid wages for insured work equal to ten times her weekly benefit amount and meets all other eligibility requirements of Iowa law.

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Terence P. Nice  
Administrative Law Judge

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Decision Dated and Mailed

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