

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**MANDY S COOPER**  
Claimant

**APPEAL NO: 15A-UI-01827-DWT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**MERCER HEALTH & BENEFITS ADMIN**  
Employer

**OC: 12/28/14**  
**Claimant: Appellant (1)**

Iowa Code § 96.5(1) – Voluntary Quit

**PROCEDURAL STATEMENT OF THE CASE:**

The claimant appealed a representative's January 30, 2015 (reference 02) determination that disqualified her from receiving benefits and held the employer's account exempt from charge because she voluntarily quit without good cause attributable to the employer. The claimant participated at the March 11 hearing. The employer did not respond to the hearing notice or participate at the hearing. Based on the evidence, the claimant's arguments, and the law, the administrative law judge concludes the claimant is not qualified to receive benefits.

**ISSUE:**

Did the claimant voluntarily quit her employment for reasons that qualify her to receive benefits or did the employer discharge her for work-connected misconduct?

**FINDINGS OF FACT:**

The claimant started working for the employer in January 2006. Since mid-2010 she worked as a full-time professional liability underwriter. A regular, full-time shift requires employees to work 7:00 a.m. to 3:30 p.m.

In January 2012 the claimant went back to school. She asked the employer to make accommodations so she could take classes. The employer initially agreed to allow the claimant to work an altered schedule and still maintain her full-time employee status. The claimant understood accommodations with her work schedule would be reviewed or re-evaluated each semester.

Sometime before December 31, 2014 the claimant understood the employer could no longer accommodate her class schedule and would not allow her to work an altered schedule. The claimant could work regular hours but the employer would not allow her to an altered schedule so she could attend a class in the afternoon. The claimant's last day of work was December 31, 2014. She had registered for a class that began in mid-January that did not allow her to work until 3:30 p.m.

**REASONING AND CONCLUSIONS OF LAW:**

A claimant is not qualified to receive unemployment insurance benefits if she voluntarily quits employment without good cause attributed to the employer, or an employer discharges her for reasons constituting work-connected misconduct. Iowa Code §§ 96.5(1), (2)a. The claimant made the decision to resign so she could take a class that conflicted her regular hours of work. The claimant understood the employer would review allowing her to work an altered schedule each semester. The employer did not guarantee that the claimant could indefinitely work an altered schedule. The facts establish the claimant voluntarily quit her employment. When a claimant quits, she has the burden to establish she quit for reasons that qualify her to receive benefits. Iowa Code § 96.6(2).

The claimant quit for personal reasons, to take a class, but she did not establish that she quit for reasons that qualify her to receive benefits. As of December 28, 2014 she is not qualified to receive benefits.

**DECISION:**

The representative's January 30, 2015 (reference 02) determination is affirmed. The claimant voluntarily quit this employment for reasons that do not qualify her to receive benefits. As of December 28, 2014 the claimant is disqualified from receiving unemployment insurance benefits 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.

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Debra L. Wise  
Administrative Law Judge

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Decision Dated and Mailed

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