

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

ANNA C DOERING

Claimant

APPEAL NO. 08A-UI-06908-HT

**ADMINISTRATIVE LAW JUDGE
DECISION**

WILD ROSE CLINTON LLC

Employer

**OC: 06/29/08 R: 04
Claimant: Appellant (1)**

Section 96.5(1) – Quit

STATEMENT OF THE CASE:

The claimant, Anna Doering, filed an appeal from a decision dated July 23, 2008, reference 01. The decision disqualified her from receiving unemployment benefits. After due notice was issued, a hearing was held by telephone conference call on August 12, 2008. The claimant participated on her own behalf. The employer, Wild Rose Clinton, participated by Human Resources Manager Heather McKamey.

ISSUE:

The issue is whether the claimant quit work with good cause attributable to the employer.

FINDINGS OF FACT:

Anna Doering was employed by Wild Rose Clinton from January 11, 2006 until June 27, 2008 as a full-time cage cashier. At 11:30 p.m. on June 27, 2008, the claimant contacted her manager, Angie Paisley, and asked to take a half day off the next morning from 7:30 a.m. until 11:30 a.m. to attend her son's baseball game. The casino was having its grand opening that weekend and all employees had been told in early June no one would be given time off during that weekend unless it was their regular day off or a vacation had already been granted.

When Ms. Paisley refused to allow the claimant to take the time off she quit.

REASONING AND CONCLUSIONS OF LAW:

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 claimant quit because her manager would not give her time off to attend her son's baseball game. The request was made only eight hours before the shift was to start, and during a major

grand opening event for the casino. The administrative law judge cannot consider the employer's refusal to grant the request to be unreasonable, especially as everyone had already been given notice no time off would be granted that weekend.

Although the claimant may have had good personal cause to quit, it does not constitute good cause attributable to the employer and she is disqualified.

DECISION:

The representative's decision of July 23, 2008, reference 01, is affirmed. Anna Doering is disqualified and benefits are withheld until she has earned ten times her weekly benefit amount, provided she is otherwise eligible.

Bonny G. Hendricksmeier
Administrative Law Judge

Decision Dated and Mailed

bgh/css