

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**DELORES COLLINS**  
Claimant

**APPEAL NO: 20A-UI-09908-JE-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**CCRC OF AMES LLC**  
Employer

**OC: 05/31/20**  
**Claimant: Appellant (1)**

Section 96.5-1 – Voluntary Leaving

**STATEMENT OF THE CASE:**

The claimant filed a timely appeal from the August 16, 2020, reference 01, decision that denied benefits. After due notice was issued, a telephone hearing was held before Administrative Law Judge Julie Elder on October 2, 2020. The claimant participated in the hearing. Greg Hanson, Executive Director and Lisa Lowe, Dietary Manager, 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 dietary aide for CCRC of Ames from October 12, 2017 to May 22, 2020. She voluntarily left her employment because she was struggling with anxiety over COVID-19.

The claimant began experiencing anxiety regarding COVID-19. Her doctor took her off work from April 30 to May 14, 2020, while she tried a new medication. That dose of medication was not effective so the claimant's physician increased her dosage but the claimant continued to have severe anxiety. On May 22, 2020, the claimant finished her shift and went to human resources and notified it she was quitting her job. The employer asked her to complete a resignation notice and the claimant did so and resigned her position effective immediately. The building the claimant worked in did not have any COVID-19 cases. The claimant did not request a leave of absence.

**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 voluntarily resigned her position with the employer because she was experiencing severe anxiety. Her doctor did not recommend that she quit her job and the claimant did not request a leave of absence despite the fact that the employer provides employees that benefit. While sympathetic to the claimant's situation, the administrative law judge must find that her leaving was not attributable to the employer as that term is defined by Iowa law. Therefore, benefits are denied.

**DECISION:**

The August 16, 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.

*Note to Claimant:* This decision determines you are not eligible for regular unemployment insurance benefits. If you disagree with this decision you may file an appeal to the Employment Appeal Board by following the instructions on the first page of this decision. Individuals who do not qualify for regular unemployment insurance benefits due to disqualifying separations, but who are currently unemployed for reasons related to COVID-19 may qualify for Pandemic Unemployment Assistance (PUA). **You will need to apply for PUA to determine your eligibility under the program.** Additional information on how to apply for PUA can be found at <https://www.iowaworkforcedevelopment.gov/pua-information>.



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Julie Elder  
Administrative Law Judge

October 6, 2020  
Decision Dated and Mailed

je/scn