

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

**HALIMA H BULE**  
Claimant

**HY-VEE INC**  
Employer

**APPEAL 20A-UI-00510-SC-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 12/22/19**  
**Claimant: Appellant (4)**

Iowa Code § 96.5(1)g – Voluntary Leaving/Requalification

**STATEMENT OF THE CASE:**

On January 17, 2020, Halima H. Bule (claimant) filed an appeal from the January 16, 2020, reference 01, unemployment insurance decision that denied benefits based upon the determination she voluntarily quit employment with Hy-Vee, Inc. (employer) for personal reasons which does not constitute good cause attributable to the employer. The parties were properly notified about the hearing scheduled for February 4, 2020. Both parties registered for the hearing; however, no hearing was held as there was sufficient evidence in the appeal letter and administrative record to resolve the matter without testimony.

**ISSUE:**

Has the claimant requalified for benefits since the separation from the employer?

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: The claimant separated from employment with the employer in the second quarter of 2019 when she voluntarily quit for personal reasons. The claimant obtained employment with Dee Zee, Inc. (Dee Zee) in the fourth quarter of 2019. Dee Zee temporarily laid the claimant off from December 22, 2019 through January 4, 2020.

The claimant filed her claim for unemployment insurance benefits effective December 22 and her weekly benefit amount is \$379.00. The administrative record shows the claimant earned more than \$3,790.00 in insured wages from Dee Zee in the fourth quarter of 2019 prior to filing the claim for benefits.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the claimant voluntarily left the employment without good cause attributable to the employer but has since requalified for benefits. Benefits are allowed, provided the claimant is otherwise eligible. The account of the employer shall not be charged.

Iowa Code section 96.5(1)g 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. But the individual shall not be disqualified if the department finds that:

...

g. The individual left work voluntarily without good cause attributable to the employer under circumstances which did or would disqualify the individual for benefits, except as provided in paragraph "a" of this subsection but, subsequent to the leaving, the individual worked in and was paid wages for insured work equal to ten times the individual's weekly benefit amount, provided the individual is otherwise eligible.

The claimant has the burden of proving that the voluntary leaving was for good cause attributable to the employer. Iowa Code § 96.6(2). The claimant's separation was disqualifying. However, based on the information contained in the administrative record, the claimant has requalified for benefits since the separation from this employer. Accordingly, benefits are allowed and the account of the employer (account number 006858) shall not be charged.

**DECISION:**

The January 16, 2020, reference 01, unemployment insurance decision is modified in favor of the appellant. The claimant quit without good cause attributable to the employer, but has requalified for benefits since the separation. Benefits are allowed, provided the claimant is otherwise eligible. Any benefits claimed and withheld on this basis shall be paid. The account of the employer shall not be charged.



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Stephanie R. Callahan  
Administrative Law Judge

February 12, 2020  
Decision Dated and Mailed

src/scn