

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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**DON L DAMERON**  
Claimant

**APPEAL NO. 17A-UI-03783-B2T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**MANPOWER INTERNATIONAL INC**  
Employer

**OC: 12/18/16**  
**Claimant: Appellant (1)**

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Iowa Code § 96.5-1 – Voluntary Quit

**STATEMENT OF THE CASE:**

Claimant filed an appeal from a decision of a representative dated March 30, 2017, reference 04, which held claimant ineligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on April 28, 2017. Claimant participated. Employer participated by Gail Gonyaw. Claimant's Exhibits A and employer's Exhibit 1 were admitted into evidence.

**ISSUE:**

The issue in this matter is whether claimant quit for good cause attributable to employer.

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: Claimant last worked for employer on February 14, 2017. On February 15, 2017 claimant contacted employer and explained that he could not continue with the placement as his assignment of working on an assembly line greatly hurt claimant's heel as he was on his feet all day, and involved working with too many tools.

Claimant had not mentioned to employer at time of hire that he had feet difficulty. Claimant was placed as an assembly line worker with employer. The assembly line had no padded mat where claimant worked.

Claimant had not indicated a problem with his foot during preplacement interviews. After two days on the job, this pain, combined with claimant's difficulty with the equipment, caused claimant to quit. Claimant has not been in touch with employer since quitting.

**REASONING AND CONCLUSIONS OF LAW:**

The administrative law judge holds that the evidence has failed to establish that claimant voluntarily quit for good cause attributable to employer when claimant terminated the employment relationship because his heel was causing him great pain. The heel injury was not shown to have been caused by anything more than claimant's being on his feet all day. It is

reasonable for claimant to be placed in an assembly line position by employer when claimant had not given employer a reason not to place him in that position. Claimant's pains were not caused by employer, but by an aggravation of an old injury.

Iowa Code § 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.

**DECISION:**

The decision of the representative dated March 30, 2017, reference 04, is affirmed. Unemployment insurance benefits shall be withheld until claimant has worked in and been paid wages for insured work equal to ten times claimant's weekly benefit amount, provided claimant is otherwise eligible.

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Blair A. Bennett  
Administrative Law Judge

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Decision Dated and Mailed

bab/rvs