

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**PATSEY REILLY**  
Claimant

**APPEAL NO: 14A-UI-10184-ET**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**IOWA STATE UNIVERSITY**  
Employer

**OC: 09/07/14**  
**Claimant: Appellant (1)**

Section 96.5-1 – Voluntary Leaving  
871 IAC 24.25(2) – Voluntary Quit to Move

**STATEMENT OF THE CASE:**

The claimant filed a timely appeal from the September 24, 2014, reference 01, decision that denied benefits. After due notice was issued, a hearing was held by telephone conference call before Administrative Law Judge Julie Elder on October 21, 2014. The claimant participated in the hearing. Pradeepa Sukumaran, Human Resources Consultant, participated in the hearing on behalf of the employer.

**ISSUE:**

The issue is whether the claimant voluntarily left her employment to move.

**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 program assistant II for Iowa State University from October 29, 2012 to September 3, 2014. The claimant submitted a resignation notice stating she was voluntarily quitting to move to Illinois because her husband was transferred. The claimant proposed a plan that would allow her to telecommute because most of her work could be performed remotely but while her supervisor and another professor whose grant she managed were both supportive, the College of Education was not. Consequently, her request was denied. Continued work was available with this employer had she remained in Ames.

**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 § 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.

Iowa Admin. Code r. 871-24.25(2) provides:

Voluntary quit without good cause. 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. The employer has the burden of proving that the claimant is disqualified for benefits pursuant to Iowa Code § 96.5. However, the claimant has the initial burden to produce evidence that the claimant is not disqualified for benefits in cases involving Iowa Code § 96.5, subsection (1), paragraphs "a" through "i," and subsection 10. The following reasons for a voluntary quit shall be presumed to be without good cause attributable to the employer:

(2) The claimant moved to a different locality.

The claimant has the burden of proving that the voluntary leaving was for good cause attributable to the employer. Iowa Code § 96.6(2). In order for benefits to be allowed, the reason for leaving must be due to unlawful, intolerable or detrimental working conditions created by the employer.

While the claimant's decision to quit to move to another area was based upon good personal reasons, she has not demonstrated a good-cause reason attributable to the employer for leaving. (Emphasis added). The claimant did put forth a proposal whereby she would effectively telecommute but that idea was ultimately rejected by the College of Education. The claimant initiated the separation because her husband was transferred and she had no choice but to leave Ames and move with her family to Illinois. The employer did not instigate the claimant's separation. While true it did not allow her to telecommute, the claimant caused the change in her employment status. Although it would have been fortunate for the claimant if the employer allowed her to telecommute, it was under no obligation to do so and its decision to deny her request does not equate to the employer causing her separation. Therefore, benefits must be denied.

**DECISION:**

The September 24, 2014, 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.

---

Julie Elder  
Administrative Law Judge

---

Decision Dated and Mailed

je/pjs