

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

MARK D JOHN
Claimant

APPEAL NO. 14A-UI-00901-MT

**ADMINISTRATIVE LAW JUDGE
DECISION**

ADVANCE SERVICES INC
Employer

OC: 12/22/13
Claimant: Respondent (4)

Section 96.5-1 – Voluntary Quit

STATEMENT OF THE CASE:

Employer filed an appeal from a decision of a representative dated January 2, 2014, reference 04, which held claimant eligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on February 17, 2014. Claimant participated. Employer participated by Steve Volle, Risk Manager. Exhibit One was 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 January 3, 2014. Claimant was laid off over the Christmas holiday. Claimant then left the employer for a new and better job with Pella.

REASONING AND CONCLUSIONS OF LAW:

The administrative law judge holds that the evidence has established that claimant voluntarily quit for good cause attributable to employer when claimant terminated the employment relationship because of new and better employment. The layoff was during employment with this employer and as such is chargeable to their account. The separation of January 3, 2014 was due to a new job and prevents employer's account from being charged.

Iowa Code section 96.5-1-a 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. But the individual shall not be disqualified if the department finds that:

a. The individual left employment in good faith for the sole purpose of accepting other or better employment, which the individual did accept, and the individual performed services in the new employment. Benefits relating to wage credits earned with the employer that the individual has left shall be charged to the unemployment compensation fund. This paragraph applies to both contributory and reimbursable employers, notwithstanding section 96.8, subsection 5.

871 IAC 24.28(5) provides:

Voluntary quit requalifications and previously adjudicated voluntary quit issues.

(5) The claimant shall be eligible for benefits even though the claimant voluntarily quit if the claimant left for the sole purpose of accepting an offer of other or better employment, which the claimant did accept, and from which the claimant is separated, before or after having started the new employment.

DECISION:

The decision of the representative dated January 22, 2014, reference 04, is modified. Unemployment insurance benefits are allowed provided claimant is otherwise eligible. Employer's account is charged for benefits through January 4, 2014. Employer's account shall not be charged effective January 5, 2014 because claimant quit for new and better employment.

Marlon Mormann
Administrative Law Judge

Decision Dated and Mailed

mdm/pjs