

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**SHAWN E FARMER**  
Claimant

**APPEAL NO. 09A-UI-09589-CT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**WAL-MART STORES INC**  
Employer

**OC: 05/10/09**  
**Claimant: Respondent (2)**

Section 96.5(1) – Voluntary Quit

**STATEMENT OF THE CASE:**

Wal-Mart Stores, Inc. filed an appeal from a representative's decision dated June 22, 2009, reference 01, which held that no disqualification would be imposed regarding Shawn Farmer's separation from employment. After due notice was issued, a hearing was held by telephone on July 21, 2009. The employer participated by Don Bradley, Club Manager. Ms. Farmer did not respond to the notice of hearing.

**ISSUE:**

At issue in this matter is whether Ms. Farmer was separated from employment for any disqualifying reason.

**FINDINGS OF FACT:**

Having heard the testimony and having reviewed all of the evidence in the record, the administrative law judge finds: Ms. Farmer was employed by Wal-Mart from June 4 until June 23, 2009. She was hired to work approximately 25 hours each week as a cashier. On June 23, she was asked to complete certain computer-based learning (CBL) modules. Her response was "I don't need to put up with this." She then removed her smock and badge and walked off the job.

Ms. Farmer did not offer any explanation as to why she did not want to complete the CBL. She had completed others in the past without complaint. Continued work would have been available if she had not left the job.

**REASONING AND CONCLUSIONS OF LAW:**

Ms. Farmer voluntarily quit her employment when she turned in her badge and smock and walked off the job. An individual who leaves employment voluntarily is disqualified from receiving job insurance benefits unless the quit was for good cause attributable to the employer. Iowa Code section 96.5(1). Ms. Farmer quit in response to being asked to complete part of the employer's training process. It is not unreasonable for an employer to train workers on the

specifics of individual jobs or the specifics of company policies. Ms. Farmer's response to being asked to participate in training was unreasonable.

Ms. Farmer did not participate in the hearing to explain why completing the CBL caused her to quit. Nor did she participate to offer any other reason for her decision to leave Wal-Mart. The evidence of record does not establish any good cause attributable to the employer for the separation. As such, benefits are denied. No overpayment results from this reversal of the prior allowance as Ms. Farmer has not been paid benefits on her additional claim filed effective June 21, 2009.

**DECISION:**

The representative's decision dated June 22, 2009, reference 01, is hereby reversed. Ms. Farmer quit her employment with Wal-Mart for no good cause attributable to the employer. Benefits are denied until she has worked in and been paid wages for insured work equal to ten times her weekly job insurance benefit amount, provided she is otherwise eligible.

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Carolyn F. Coleman  
Administrative Law Judge

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Decision Dated and Mailed

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