

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

STEVEN ARNOLD

Claimant

APPEAL NO. 11A-UI-07444-AT

**ADMINISTRATIVE LAW JUDGE
DECISION**

JACOBS FIELD SERVICES

Employer

OC: 05/01/11

Claimant: Appellant (1)

Section 96.5-1 – Voluntary Quit

STATEMENT OF THE CASE:

Steven Arnold filed a timely appeal from an unemployment insurance decision dated May 26, 2011, reference 01, that disqualified him for benefits upon a finding that he had voluntarily left employment with Jacobs Field Services without good cause attributable to the employer. Due notice was issued for a telephone hearing to be held June 30, 2011. Neither party responded to the notice. This decision is based on the notes taken at the fact-finding interview. They are included in this record as Exhibit D-1.

ISSUE:

Did the claimant leave work with good cause attributable to the employer?

FINDINGS OF FACT:

Steven Arnold was a full-time employee of Jacobs Field Services from July 17, 2000, until he resigned April 29, 2011. He last worked as an electrical foreman. He resigned because the site superintendant announced that he would be switching the personnel in crews every 30 to 90 days. The site superintendant also told Mr. Arnold that the work would be done "his way or the highway."

REASONING AND CONCLUSIONS OF LAW:

The question is whether the evidence in this record establishes that the claimant left work with good cause attributable to the employer. It does not.

Iowa Code section 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.

The claimant has the burden of proof. See Iowa Code section 96.6-2. An individual who resigns because of general dissatisfaction with the work environment or because of a personality conflict with a supervisor leaves work without good cause attributable to the employer according to 871 IAC 24.25(21) and (22), respectively. The evidence before the administrative law judge shows that the separation occurred within circumstances contemplated by these rules. Benefits are withheld.

DECISION:

The unemployment insurance decision dated May 26, 2011, reference 01, is affirmed. Benefits are withheld until the claimant has worked in and has been paid wages for insured work equal to ten times his weekly benefit amount, provided he is otherwise eligible.

Dan Anderson
Administrative Law Judge

Decision Dated and Mailed

kjw/kjw