

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**KAREN SAWVELL**  
Claimant

**APPEAL NO. 11A-UI-02053-CT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**METHODIST MANOR**  
Employer

**OC: 11/28/10  
Claimant: Appellant (1)**

Section 96.5(1) – Voluntary Quit

**STATEMENT OF THE CASE:**

Karen Sawvell filed an appeal from a representative's decision dated February 10, 2011, reference 01, which denied benefits based on her separation from Methodist Manor. After due notice was issued, a hearing was held by telephone on March 16, 2011. The employer participated by Mandy Matthew, director of human resources, and Cindy Hartmann, director of laundry and housekeeping. Ms. Sawvell did not respond to the notice of hearing.

**ISSUE:**

At issue in this matter is whether Ms. Sawvell 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. Sawvell was employed by Methodist Manor from June 17, 1991 until November 18, 2010. She worked full-time in housekeeping. On November 18, she notified her supervisor that she was quitting due to personal issues involving anxiety. She did not request a leave of absence and did not indicate her intentions regarding her job. Her resignation was accepted by the employer.

The employer later learned from Ms. Sawvell's sister, who is also an employee, that she had been hospitalized in a mental health unit. Approximately three to four weeks after she quit, she sought a return to work. She was told she would have to reapply.

**REASONING AND CONCLUSIONS OF LAW:**

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). The term "good cause attributable to the employer" generally refers to some matter over which the employer has control. Ms. Sawvell apparently quit because of issues involving anxiety. She did not participate in the hearing to provide specific information regarding her reason for quitting. On the evidence presented, the administrative law judge cannot

determine whether the anxiety issues were in any way related to the employment. Therefore, it cannot be concluded that the separation was caused by or in any way related to the employment.

For the reasons stated herein, the administrative law judge concludes that Ms. Sawvell quit her employment with Methodist Manor without good cause attributable to the employer. Accordingly, benefits are denied.

**DECISION:**

The representative's decision dated February 10, 2011, reference 01, is hereby affirmed. Ms. Sawvell quit her employment 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.

---

Carolyn F. Coleman  
Administrative Law Judge

---

Decision Dated and Mailed

cfc/kjw