

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**STACIE L CRUMLY**  
Claimant

**APPEAL NO: 15A-UI-07312-LDT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**RIVERSIDE CASINO & GOLF RESORT**  
Employer

**OC: 06/07/15**

**Claimant: Respondent (1)**

Section 96.5-1 – Voluntary Leaving

**STATEMENT OF THE CASE:**

Riverside Casino & Golf Resort (employer) appealed a representative's June 19, 2015 decision (reference 01) that concluded Stacie L. Crumly (claimant) was qualified to receive unemployment insurance benefits after a separation from employment. After hearing notices were mailed to the parties' last-known addresses of record, a telephone hearing was held on July 30, 2015. The claimant participated in the hearing. Bobbi Adamson appeared on the employer's behalf. Based on the evidence, the arguments of the parties, and the law, the administrative law judge enters the following findings of fact, reasoning and conclusions of law, and decision.

**ISSUE:**

Did the claimant voluntarily quit for a good cause attributable to the employer?

**OUTCOME:**

Affirmed. Benefits allowed.

**FINDINGS OF FACT:**

The claimant started working for the employer on June 24, 2008. She worked full time as a buyer in the employer's purchasing department. Her last day of work was June 5, 2015. She voluntarily quit work as of that date.

The claimant's supervisor had been constantly criticizing the claimant's work and had been making negative comments about the time the claimant had spent off on medical leave and the amount of medical expenses, covered by the employer's insurance, that she had incurred. June 5 was the claimant's first day back to work after another six weeks of medical leave. The claimant's supervisor made further comments to her that day, and stated, "I don't know what I'm going to do with you." The claimant decided she could no longer tolerate these comments and told the supervisor that she would "make it easy" on her, that she was done and was leaving, and did.

**REASONING AND CONCLUSIONS OF LAW:**

If the claimant voluntarily quit her employment, she is not eligible for unemployment insurance benefits unless it was for good cause attributable to the employer. Iowa Code § 96.5-1. Intolerable or detrimental working conditions are good cause for quitting attributable to the employer. Rule 871 IAC 24.26(4). The claimant has demonstrated that a reasonable person would find the employer's work environment detrimental or intolerable. *O'Brien v. EAB*, 494 N.W.2d 660 (Iowa 1993); *Uniweld Products v. Industrial Relations Commission*, 277 So.2d 827 (FL App. 1973). Benefits are allowed.

**DECISION:**

The representative's June 19, 2015 decision (reference 01) is affirmed. The claimant voluntarily quit for good cause attributable to the employer. The claimant is qualified to receive unemployment insurance benefits, if she is otherwise eligible.

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Lynette A. F. Donner  
Administrative Law Judge

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Decision Dated and Mailed

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