

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**IRIS DE LEON**

Claimant

**APPEAL NO: 12A-UI-05753-BT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**ROBERT HALF INTERNATIONAL INC**

Employer

**OC: 01/22/12**

**Claimant: Appellant (1)**

Iowa Code § 96.5-1 - Voluntary Quit

**STATEMENT OF THE CASE:**

Iris Deleon (claimant) appealed an unemployment insurance decision dated May 10, 2012, reference 03, which held that she was not eligible for unemployment insurance benefits because she voluntarily quit her employment with Robert Half International, Inc. (employer) without good cause attributable to the employer. After hearing notices were mailed to the parties' last-known addresses of record, a telephone hearing was held on June 11, 2012. The claimant participated in the hearing. The employer participated through Stacy Coleman, Candidate Sourcing Coordinator and Kelly Sams, Division Director. Claimant's Exhibits A and B were admitted into evidence. 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:**

The issue is whether the claimant's voluntary separation from employment qualifies her to receive unemployment insurance benefits?

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds that: The claimant was employed as a full-time administrative assistant from February 6, 2012 through April 20, 2012. She voluntarily quit her employment due to personal, medical issues. The claimant told the employer that her parents wanted her to get some medical treatment. After the claimant quit, she sent the employer a letter explaining how she was treated poorly by a co-worker and the claimant believes the co-worker contributed to her declining mental health. However, if the employer had been notified that the claimant's separation was due to the co-worker's mistreatment, the employer could have simply transferred the claimant to a different assignment.

**REASONING AND CONCLUSIONS OF LAW:**

The issue is whether the claimant's voluntary separation from employment qualifies her to receive unemployment insurance benefits.

Iowa Code § 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 quit her employment on April 19, 2012 due to personal and family reasons. Although she had difficulty with a co-worker, she did not make the employer aware of any serious problems with the co-worker and if that were the reason for leaving, the employer could have resolved the problem quite easily. Additionally, the law presumes it is a quit without good cause attributable to the employer when an employee leaves due to an inability to get along with co-workers. 871 IAC 24.25(6).

"Good cause" for leaving employment must be that which is reasonable to the average person, not to the overly sensitive individual or the claimant in particular. *Uniweld Products v. Industrial Relations Commission*, 277 So.2d 827 (Florida App. 1973). It is the claimant's burden to prove that the voluntary quit was for a good cause that would not disqualify her. Iowa Code § 96.6-2. She has not satisfied that burden. Benefits are denied.

**DECISION:**

The unemployment insurance decision dated May 10, 2012, reference 03, is affirmed. The claimant voluntarily left work without good cause attributable to the employer. Benefits are withheld until she has worked in and has been paid wages for insured work equal to ten times her weekly benefit amount, provided she is otherwise eligible.

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Susan D. Ackerman  
Administrative Law Judge

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Decision Dated and Mailed

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