

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

DEENA C MAHER
Claimant

APPEAL NO. 13A-UI-00827-S2T

**ADMINISTRATIVE LAW JUDGE
DECISION**

HOLST HARDWARE INC
Employer

OC: 12/16/12
Claimant: Appellant (1)

Section 96.5-1 - Voluntary Quit

STATEMENT OF THE CASE:

Deena Maher (claimant) appealed a representative's January 10, 2013 decision (reference 01) that concluded she was not eligible to receive unemployment insurance benefits because she voluntarily quit work with Holst Hardware (employer). After hearing notices were mailed to the parties' last-known addresses of record, a telephone hearing was scheduled for February 27, 2013. The claimant participated personally. The employer participated by Lisa Duffy, Manager, and Lori Holst, Owner.

ISSUE:

The issue is whether the claimant was separated from employment for any disqualifying reason.

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 hired on October 24, 2010, as a full-time assistant manager. At the end of her employment the claimant had a personality conflict with the owner. On December 14, 2012, the employer issued the claimant a reprimand and the claimant was unhappy. The employer told the claimant that if she did not like the situation, she did not have to work for the employer. On December 17, 2012, the claimant gave the employer a written resignation. Continued work was available had the claimant not resigned.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow the administrative law judge concludes the claimant voluntarily quit work without good cause attributable to the employer.

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.

871 IAC 24.25(22) and (28) provide:

Voluntary quit without good cause. In general, a voluntary quit means discontinuing the employment because the employee no longer desires to remain in the relationship of an employee with the employer from whom the employee has separated. The employer has the burden of proving that the claimant is disqualified for benefits pursuant to Iowa Code section 96.5. However, the claimant has the initial burden to produce evidence that the claimant is not disqualified for benefits in cases involving Iowa Code section 96.5, subsection (1), paragraphs "a" through "i," and subsection 10. The following reasons for a voluntary quit shall be presumed to be without good cause attributable to the employer:

(22) The claimant left because of a personality conflict with the supervisor.

(28) The claimant left after being reprimanded.

A voluntary leaving of employment requires an intention to terminate the employment relationship accompanied by an overt act of carrying out that intention. Local Lodge #1426 v. Wilson Trailer, 289 N.W.2d 608, 612 (Iowa 1980). The claimant's intention to voluntarily leave work was evidenced by her words and actions. She told the employer that her was leaving and quit work. When an employee quits work after having been reprimanded or has a personality conflict with her supervisor, her leaving is without good cause attributable to the employer. The claimant left work after having been reprimanded and because she had a personality conflict with her supervisor. Her leaving was without good cause attributable to the employer. The claimant voluntarily quit without good cause attributable to the employer. Benefits are denied.

DECISION:

The representative's January 10, 2013 decision (reference 01) is affirmed. The claimant voluntarily left work without good cause attributable to the employer. Benefits are withheld until the claimant has worked in and has been paid wages for insured work equal to ten times the claimant's weekly benefit amount, provided the claimant is otherwise eligible.

Beth A. Scheetz
Administrative Law Judge

Decision Dated and Mailed

bas/css