

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**CANDY YOUNG**  
Claimant

**APPEAL NO: 09A-UI-18658-BT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**GLS JANITORIAL SERVICES INC**  
Employer

**OC: 04/12/09**  
**Claimant: Appellant (1)**

Iowa Code § 96.5-1 - Voluntary Quit

**STATEMENT OF THE CASE:**

Candy Young (claimant) appealed an unemployment insurance decision dated December 3, 2009, reference 05, which held that she was not eligible for unemployment insurance benefits because she voluntarily quit her employment with GLS Janitorial Services, 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 January 26, 2010. The claimant participated in the hearing. The employer participated through owner Al Arp. 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 general laborer from April 2009 through November 2009. She voluntarily quit because she did not like her boss telling her what she could and could not do on her time off work. The claimant was on parole and was violating her parole. The employer reported she was driving without a driver's license and was spending time with other convicted felons. The employer thought the claimant was a good employee and did not want to lose her due to a parole violation. He hired the claimant's boyfriend not knowing he was a convicted felon but fired him when he failed to work and subsequently learned he was a convicted felon.

The claimant moved to Ottumwa after she quit because she said she did not have a job. She was incarcerated for parole violation from November 20, 2009 through December 10, 2009. The claimant contends she was only arrested because the employer told lies about her to her parole officer.

**REASONING AND CONCLUSIONS OF LAW:**

The issue is whether the claimant's voluntary separation from employment qualifies her to receive unemployment insurance benefits. She is not qualified to receive unemployment insurance benefits if she voluntarily quit without good cause attributable to the employer. Iowa Code § 96.5-1.

The claimant quit her employment because she did not like the employer telling her what she could and could not do on her time off work. The employer was acting in his best interests by advising the claimant not to violate her parole, since he did not want to lose her as an employee. It does not constitute good cause attributable to the employer when the employee quits because the employer advises her not to break the law. The claimant was free to disregard any comments or suggestions she did not like.

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 and benefits are denied.

**DECISION:**

The unemployment insurance decision dated December 3, 2009, reference 05, 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.

---

Susan D. Ackerman  
Administrative Law Judge

---

Decision Dated and Mailed

sda/css