

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**JOSEPH C MOSS**

Claimant

**APPEAL NO. 10A-UI-02574-SWT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**PRIMGHAR REHAB AND CARE CENTER**

Employer

**OC: 01/03/10**

**Claimant: Appellant (1)**

Section 96.5-1 - Voluntary Quit

**STATEMENT OF THE CASE:**

The claimant appealed an unemployment insurance decision dated February 10, 2010, reference 01, that concluded he voluntarily quit employment without good cause attributable to the employer. A telephone hearing was held on April 5, 2010. The parties were properly notified about the hearing. The claimant participated in the hearing. Tiffany Vogt participated in the hearing on behalf of the employer.

**ISSUE:**

Did the claimant voluntarily quit employment without good cause attributable to the employer?

**FINDINGS OF FACT:**

The claimant worked full time as a maintenance employee for the employer from January 13, 2009, to January 4, 2010. He was scheduled to work Monday through Friday, with a start time of 8:00 a.m.

The claimant voluntarily quit his employment on January 4, 2010, because: (1) the administrator criticized him for not coming in on Saturday, January 2 when a water main in the facility broke, (2) the claimant had put in for a raise and had found out the employer was imposing a wage freeze, and (3) the employer had informed staff that their hours might be reduced due to the lower number for residents in the facility.

The claimant was told that he should have been in on Saturday, but he believe that he was not required to be on call on weekends and he had worked late the night before on January 1. The wage freeze was for all employees and the claimant had never been guaranteed a raise. The reduction in hours had not gone into effect when the claimant quit employment.

**REASONING AND CONCLUSIONS OF LAW:**

The unemployment insurance law disqualifies claimants who voluntarily quit employment without good cause attributable to the employer. Iowa Code § 96.5-1 and 96.5-2-a. The evidence fails to prove the claimant quit his employment with good cause attributable to the

employer. He has not shown intolerable working conditions, a breach of the employment agreement, or any other good cause to be granted benefits.

**DECISION:**

The unemployment insurance decision dated February 10, 2010, reference 01, is affirmed. The claimant is disqualified from receiving unemployment insurance benefits until he has been paid wages for insured work equal to ten times his weekly benefit amount, provided he is otherwise eligible.

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Steven A. Wise  
Administrative Law Judge

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Decision Dated and Mailed

saw/css