

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**JOHN R CONLEE**  
Claimant

**APPEAL NO. 07A-UI-00557-DWT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**JIM BAIER INC**  
Employer

**OC: 12/17/06 R: 04  
Claimant: Appellant (1)**

Section 96.5-1 – Voluntary Quit

**STATEMENT OF THE CASE:**

John R. Conlee (claimant) appealed a representative's January 10, 2007 decision (reference 01) that concluded he was not qualified to receive unemployment insurance benefits, and the account of Jim Baier, Inc. (employer) would not be charged because the claimant voluntarily quit his employment for reasons that do not qualify him to receive unemployment insurance benefits. After hearing notices were mailed to the parties' last-known addresses of record, a telephone hearing was held on January 31, 2006. The claimant participated in the hearing. Helen Hoenig, the office manager, 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 his employment for reasons that qualify him to receive unemployment insurance benefits?

**FINDINGS OF FACT:**

The claimant started working for the employer on February 13, 2006. The claimant worked as a full-time detailer. The employer was very satisfied with the claimant's quality work.

In November, the claimant was stressed about his workload. When the claimant asked for help with the work, the employer told the claimant to try to get the work done. The claimant's most recent supervisor, Ed Gould, told the claimant the employer would try to get him some equipment to help him perform his job.

On November 6, 2006, the claimant went to a doctor. The doctor gave the claimant some medication. The claimant's doctor did not advise the claimant to quit his employment. The claimant thought he was having a breakdown and resigned on November 9, 2006. The claimant's resignation was effective immediately. The employer understood the claimant quit for personal reasons. The claimant did not realize he could have asked for a leave of absence.

The claimant was hospitalized on November 17 and was not released until three weeks later. The claimant established a claim for unemployment insurance benefits during the week of December 17, 2006. The claimant's doctor has not released him to work, but the claimant is looking for work. As of January 31, the claimant does not know what work he can do because he still feels "stressed out."

**REASONING AND CONCLUSIONS OF LAW:**

A claimant is not qualified to receive unemployment insurance benefits if he voluntarily quits employment without good cause attributable to the employer. Iowa Code § 96.5-1. The claimant quit his employment on November 9, 2006. When a claimant quits, he has the burden to establish he quit with good cause attributable to the employer. Iowa code § 96.6-2.

The claimant established compelling personal reasons for quitting. His reasons for quitting do not, however, qualify him to receive unemployment insurance benefits. 871 IAC 24.26(6)(b). As of December 17, 2006, the claimant is not qualified to receive benefits.

**DECISION:**

The representative's January 10, 2007 decision (reference 01) is affirmed. The claimant voluntarily quit his employment for personal reasons that do not qualify him to receive unemployment insurance benefits. The claimant is disqualified from receiving unemployment insurance benefits as of December 17, 2006. This disqualification continues until he has been paid ten times his weekly benefit amount for insured work, provided he is otherwise eligible. The employer's account will not be charged.

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Debra L. Wise  
Administrative Law Judge

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Decision Dated and Mailed

dlw/css