

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**ANGELA M SKIPTON**  
Claimant

**APPEAL NO. 10A-UI-14698-HT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**HEROES INC**  
Employer

**OC: 09/19/10  
Claimant: Appellant (1)**

Section 96.5(1) – Quit

**STATEMENT OF THE CASE:**

The claimant, Angela Skipton, filed an appeal from a decision dated October 15, 2010, reference 02. The decision disqualified her from receiving unemployment benefits. After due notice was issued, a hearing was held by telephone conference call on December 15, 2010. The claimant participated on her own behalf and with Louann Buehl. The employer, Heroes, Inc., participated by Manager Roxanne Wheeler.

**ISSUE:**

The issue is whether the claimant quit work with good cause attributable to the employer.

**FINDINGS OF FACT:**

Angela Skipton was employed by Heroes from August 19, 2008 until September 22, 2010 as a full-time cashier. On September 22, 2010, the claimant met with Manager Roxanne Wheeler and District Manager Chuck Sorwfree to discuss her raise. She had been expecting a raise of 25 cents per hour but received only 20 cents because of her performance review. After the meeting the claimant punched out and left because she did not get the raise she wanted.

**REASONING AND CONCLUSIONS OF LAW:**

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.

871 IAC 24.25(13) provides:

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 § 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 § 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:

(13) The claimant left because of dissatisfaction with the wages but knew the rate of pay when hired.

The claimant quit because she did not get the amount of raise she had wanted. The employer had not promised or guaranteed her any specific amount. This does not constitute good cause attributable to the employer for quitting and the claimant is disqualified.

**DECISION:**

The representative's decision of October 15, 2010, reference 02, is affirmed. Angela Skipton is disqualified and benefits are withheld until she has earned ten times her weekly benefit amount, provided she is otherwise eligible.

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Bonny G. Hendricksmeier  
Administrative Law Judge

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Decision Dated and Mailed

bgh/pjs