

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**BRIT DIPPLE**  
Claimant

**APPEAL NO. 07A-UI-00350-ET**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**WILTON PRECISION STEEL**  
Employer

**OC: 11-26-06 R: 04  
Claimant: Appellant (1)**

Section 96.5-1 – Voluntary Leaving

**STATEMENT OF THE CASE:**

The claimant filed a timely appeal from the December 19, 2006, reference 01, decision that denied benefits. After due notice was issued, a hearing was held by telephone conference call before Administrative Law Judge Julie Elder on January 25, 2007. The claimant participated in the hearing. Tom Emerick, Plant Manager, and Mary Ann Johnson, Human Resources Manager, participated in the hearing on behalf of the employer.

**ISSUE:**

The issue is whether the claimant voluntarily left his employment with good cause attributable to the employer.

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: The claimant was employed as a full-time laborer for Wilton Precision Steel from May 24, 2005 to November 17, 2006. He was upset because he did not want to continue working on the machine he was assigned to because it was stressful and he had to work more Saturdays than other employees. He also felt he was being harassed by a manager because the manager often told him the only way he would be removed from that machine was if the employer “put him out the door.” On November 16, 2006, the claimant talked to Plant Manager Tom Emerick and Mr. Emerick told him he would work on getting him off that machine and someone else on it as soon as the employer could get someone else trained, but the claimant did not return after that date and voluntarily quit his job by failing to call or show up for three days.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the claimant voluntarily left his employment 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.

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. 871 IAC 24.25. Leaving because of unlawful, intolerable, or detrimental working conditions would be good cause. 871 IAC 24.26(3),(4). Leaving because of dissatisfaction with the work environment is not good cause. 871 IAC 24.25(1). The claimant has the burden of proving that the voluntary leaving was for good cause attributable to the employer. Iowa Code section 96.6-2. While the claimant was unhappy with his work environment, being assigned to a machine he did not like cannot be considered a good cause reason for his leaving attributable to the employer. Consequently, the administrative law judge concludes the claimant voluntarily left his employment and has not demonstrated that his leaving was for good cause attributable to the employer. Therefore, benefits must be denied.

**DECISION:**

The December 19, 2006, reference 01, decision is affirmed. The claimant voluntarily left employment without good cause attributable to the employer. Benefits are withheld until such time as he has worked in and been paid wages for insured work equal to ten times his weekly benefit amount, provided he is otherwise eligible.

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Julie Elder  
Administrative Law Judge

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Decision Dated and Mailed

je/kjw