

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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**WENDY S VREDENBURGH**  
Claimant

**AGRISERVE INC**  
Employer

**APPEAL NO. 16A-UI-08607-B2T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 07/10/16**  
**Claimant: Appellant (2)**

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Iowa Code § 96.5-1 – Voluntary Quit

**STATEMENT OF THE CASE:**

Claimant filed an appeal from a decision of a representative dated July 27, 2016, reference 01, which held claimant ineligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on August 25, 2016. Claimant participated. Employer failed to respond to the hearing notice and did not participate.

**ISSUE:**

The issue in this matter is whether claimant quit for good cause attributable to employer.

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: As claimant was the only participant in the hearing, all findings of fact are derived from claimant's testimony. Claimant last worked for employer on July 13, 2016.

Claimant quit working for employer as she felt that she was being bullied by a coworker, she felt her complaints weren't being addressed, and she was unfairly and abruptly suspended from work. Claimant stated that difficulties began when the office in which she worked had an outside supervisor appointed. Whereas the office is in Iowa, the supervisor was located in Illinois, and the lack of proximity meant that employees' concerns often weren't addressed. Claimant repeatedly verbally complained regarding a coworker who would harass her, but nothing was ever done in regards to claimant's complaints. The manager would come into town, and into the office infrequently and never held any meetings with all workers. Then in June, claimant was told that an investigation was held and claimant was found to have berated a coworker. As a result of this claimant was suspended. Claimant asked to present her side of the story, but was given no opportunity to do so. Claimant became frustrated as her complaints were consistently ignored, or led to no action on the part of employer.

**REASONING AND CONCLUSIONS OF LAW:**

The administrative law judge holds that the evidence has established that claimant voluntarily quit for good cause attributable to employer when claimant terminated the employment relationship because claimant's complaints about harassment from a coworker and other difficulties at work were ignored by her employer for over six months.

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.

**DECISION:**

The decision of the representative dated July 27, 2016, reference 01, is reversed. Unemployment insurance benefits are allowed, provided claimant is otherwise eligible.

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Blair A. Bennett  
Administrative Law Judge

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Decision Dated and Mailed

bab/pjs