

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**JENNIFER C CARPENTER**  
Claimant

**APPEAL NO: 14A-UI-07588-DWT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**MOSAIC**  
Employer

**OC: 06/29/14**  
**Claimant: Appellant (5)**

Iowa Code § 96.5(2)a - Discharge

**PROCEDURAL STATEMENT OF THE CASE:**

The claimant appealed a representative's July 18, 2014 determination (reference 01) that disqualified her from receiving benefits and held the employer's account exempt from charge because she had voluntarily quit her employment for reasons that do not qualify her to receive benefits. The claimant participated at the August 14 hearing. Amelia Gallagher, Connie Gremmer and Kim Dakken appeared on the employer's behalf. Based on the evidence, the arguments of the parties, and the law, the administrative law judge concludes the claimant is not qualified to receive benefits.

**ISSUE:**

Did the claimant voluntarily quit her employment for reasons that do not qualify her to receive benefits, or did the employer discharge her for reasons constituting work-connected misconduct?

**FINDINGS OF FACT:**

The claimant started working for the employer on January 7, 2014. The claimant worked as a full-time direct support provider. After hiring the claimant, the employer explained that if she had to leave work early, she needed to call and talk to her supervisor, Dakken.

On June 30, 2014, the claimant reported to work as scheduled at 7 a.m. The claimant left work at 8 a.m. without notifying her supervisor. The claimant knew she needed authorization to leave work early but did not get it because she had stressful personal issues that she wanted to resolve. While the claimant may have been stressing on June 30 about personal issues, there was no emergency situation that required the claimant to leave work early.

Dakken talked to the claimant to find out why she left work early. The claimant told Dakken she understood she had not followed the employer's procedure when she left work early. Dakken understood the claimant walked off the job on June 30 for no compelling reason. On July 1, 2014, the employer discharged the claimant for leaving work early without notice or authorization.

**REASONING AND CONCLUSIONS OF LAW:**

A claimant is not qualified to receive unemployment insurance benefits if she voluntarily quits employment without good cause attributable to the employer or an employer discharges her for work-connected misconduct. Iowa Code §§ 96.5(1), (2)a. The facts indicate the employer discharged the claimant after she walked off the job. The law defines misconduct as:

1. A deliberate act and a material breach of the duties and obligations arising out of a worker's contract of employment.
2. A deliberate violation or disregard of the standard of behavior the employer has a right to expect from employees. Or
3. An intentional and substantial disregard of the employer's interests or of the employee's duties and obligations to the employer.

Inefficiency, unsatisfactory conduct, unsatisfactory performance due to inability or incapacity, inadvertence or ordinary negligence in isolated incidents, or good faith errors in judgment or discretion do not amount to work-connected misconduct. 871 IAC 24.32(1)(a).

The claimant knew and understood she was required to contact her supervisor for permission to leave work early. The claimant understood that leaving work without authorization was wrong, but the claimant knowingly violated the employer's procedure. The claimant committed work-connected misconduct. As of June 29, 2014, the claimant is disqualified from receiving unemployment insurance benefits.

**DECISION:**

The representative's July 18, 2014 determination (reference 01) is modified, but the modification has no legal consequence. The claimant did not voluntarily quit. Instead, the employer discharged her for reasons constituting work-connected misconduct. As of June 29, 2014, the claimant is disqualified from receiving unemployment insurance benefits. This disqualification continues until she has been paid ten times her weekly benefit amount for insured work, provided she 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/pjs