

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**NICHOLAS L MURPHY**  
Claimant

**APPEAL NO. 13A-UI-13400-HT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**HOMEMAKERS PLAZA INC**  
Employer

**OC: 11/03/13  
Claimant: Appellant (1)**

Section 96.5(1) – Quit

**STATEMENT OF THE CASE:**

The claimant, Nicholas Murphy, filed an appeal from a decision dated November 27, 2013, reference 01. The decision disqualified him from receiving unemployment benefits. After due notice was issued a hearing was held by telephone conference call on December 30, 2013. The claimant participated on his own behalf. The employer, Homemakers, participated by Human Resources Manager Cherie Welch and Visual Designer Jaimie Smith

**ISSUE:**

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

**FINDINGS OF FACT:**

Nicholas Murphy was employed by Homemakers from November 19, 2012 until November 7, 2013 as a full-time warehouse associate. The claimant was convicted of a criminal charge in October 2013, which required him to register as a sex offender. His probation officer informed him he must resign from Homemakers because there was a minor working there. He submitted his resignation to Manager Sue Espinoza effective November 7, 2013.

**REASONING AND CONCLUSIONS OF LAW:**

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.

The claimant resigned per the instructions of his probation officer as he could not work for a company which employed minors. This was due to his criminal conviction which required he register as a sex offender. This requirement may constitute good personal cause but is not good cause attributable to the employer. The claimant is disqualified.

**DECISION:**

The unemployment insurance decision dated November 27, 2013, reference 01, is affirmed. Nicholas Murphy is disqualified and benefits are withheld until he has earned ten times his weekly benefit amount in insured work, provided he is otherwise eligible.

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Bonny G. Hendricksmeier  
Administrative Law Judge

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Decision Dated and Mailed

bgh/pjs