

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**JANET M WAGENKNECHT**  
Claimant

**APPEAL NO. 11A-UI-08177-HT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**INLAND MEDIA COMPANY**  
Employer

**OC: 05/22/11  
Claimant: Appellant (1)**

Section 96.5(1) – Quit

**STATEMENT OF THE CASE:**

The claimant, Janet Wagenknecht, filed an appeal from a decision dated June 14, 2011, reference 01. The decision disqualified her from receiving unemployment benefits. After due notice was issued a hearing was held by telephone conference call on July 14, 2011. The claimant participated on her own behalf. The employer, Inland Media, participated by Publisher Matt Bryant.

**ISSUE:**

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

**FINDINGS OF FACT:**

Janet Wagenknecht was employed by Inland Media from February 14 until May 20, 2011 as a full-time advertising sales representative. She was interviewed prior to being hired by Publisher Matt Bryant who notified her the job could be very stressful.

The claimant gave verbal resignation and two-week notice on May 6, 2011, to Mr. Bryant stating she felt the job was negatively impacting her health and she was under a lot of stress. She did have some personality conflict with her immediate supervisor, Advertising Manager Julie Scott, but never notified Mr. Bryant she wanted him to take any measures to resolve any of her concerns.

On April 19, 2011, Ms. Scott, Mr. Bryant and other company representatives were having a meeting. Ms. Scott came to Ms. Wagenknecht at that time and asked if she could sell an entire page of advertising by the end of the meeting and the claimant said she would try. She was not able to do so by the end of the meeting but Ms. Scott did not criticize her or issue her any disciplinary action as a result, and the claimant was able to sell all the space by the next day.

Two weeks later the claimant felt she was under too much stress and gave her verbal resignation to the publisher.

**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.

The claimant quit because she found the job too stressful, even though she had originally felt confident she would be able to deal with the stress. Although she had a personality conflict with Ms. Scott she did not cite any specific problems which the publisher had refused to address. In order for good cause attributable to the employer to exist, a claimant must make some effort to give the employer an opportunity to work out whatever problem led to the grievance. By not giving notice to the employer of the circumstances causing the decision to quit employment, the claimant failed to give the employer an opportunity to make adjustments which would alleviate the need to quit. *Denby v. Board of Review*, 567 P.2d 626 (Utah 1977).

While the administrative law judge does not dispute the claimant felt herself to be under a great deal of stress, "good cause" for leaving employment must be that which is reasonable to the average person, not to the overly sensitive individual or the claimant in particular. *Uniweld Products v. Industrial Relations Commission*, 277 So.2d 827 (Florida App. 1973).

The record establishes the claimant did not have good cause attributable to the employer for quitting and she is disqualified.

**DECISION:**

The representative's decision of June 14, 2011, reference 01, is affirmed. Janet Wagenknecht 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