

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**DAVID J GRIESHOP**  
Claimant

**APPEAL NO. 12A-UI-05259-NT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**AVENTURE STAFFING & PROFESSIONAL**  
Employer

**OC: 04/15/12**  
**Claimant: Appellant (1)**

Section 96.5-1 – Voluntary Quit

**STATEMENT OF THE CASE:**

Claimant filed a timely appeal from a representative's decision dated May 8, 2012, reference 01, which denied unemployment insurance benefits. After due notice, a telephone hearing was held on May 30, 2012. Claimant participated. The employer participated by Ms. Kayla Neuhaufen, Human Resource Representative.

**ISSUE:**

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

**FINDINGS OF FACT:**

Having considered all of the evidence in the record, the administrative law judge finds: David Grieshop began employment with Aventure Staffing on July 1, 2008. The claimant left his employment on April 4, 2012 while work continued to be available to him. The claimant had been told that he might be issued a reprimand for failing to report or provide notification at an assignment that he had accepted. Because the claimant felt that the number of working hours were excessive for the assignments that he had chosen to accept and because of the possibility of a reprimand, Mr. Grieshop stated that it was his attention to take time away from Aventure Staffing and to look for other work. The temporary employer reasonably concluded the claimant was quitting employment based upon the statement that the claimant had made.

**REASONING AND CONCLUSIONS OF LAW:**

The question before the administrative law judge is whether the claimant quit employment with good cause attributable to the employer. It does not.

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.

871 IAC 24.25(28) provides:

Voluntary quit without good cause. 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. The employer has the burden of proving that the claimant is disqualified for benefits pursuant to Iowa Code section 96.5. However, the claimant has the initial burden to produce evidence that the claimant is not disqualified for benefits in cases involving Iowa Code section 96.5, subsection (1), paragraphs "a" through "i," and subsection 10. The following reasons for a voluntary quit shall be presumed to be without good cause attributable to the employer:

(28) The claimant left after being reprimanded.

The evidence in this case is disputed. The administrative law judge, after considering the matter at length, concludes that the claimant left employment due to general dissatisfaction with the fact that he might be reprimanded for failing to report or provide notification on a job assignment that he had accepted and because Mr. Grieshop felt that the number of working hours that he had accepted to Adventure Staffing had been excessive. The claimant had chosen to accept multiple assignments and although the claimant had failed to report or provide notification for one assignment, the employer was willing to continue the employment relationship but felt that a warning was appropriate. Mr. Grieshop left employment by stating that he wanted time away from Adventure Staffing and that it was his intention to seek other employment.

While the claimant's reasons for leaving were undoubtedly good from his personal viewpoint, claimant's reasons were not good cause reasons attributable to the employer. The claimant had accepted the work assignment and the possibility of receiving a reprimand was reasonable under the circumstances because the claimant had failed to report or provide notification for an absence on an assignment that he had accepted through Adventure Staffing. Good cause for leaving attributable to the employer has not been shown. Unemployment insurance benefits are withheld.

**DECISION:**

The representative's decision dated May 8, 2012, reference 01, is affirmed. The claimant quit employment without good cause attributable to the employer. Unemployment insurance benefits are withheld until the claimant has worked in and been paid wages for insured work equal to ten times his weekly benefit amount and is otherwise eligible.

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Terence P. Nice  
Administrative Law Judge

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Decision Dated and Mailed

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