

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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**GEORGE R NAZARENUS**  
Claimant

**THE HON COMPANY**  
Employer

**APPEAL NO. 21A-UI-22151-B2-T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 08/22/21  
Claimant: Appellant (1)**

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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 September 28, 2021, reference 02, which held claimant ineligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on December 21, 2021. Claimant participated. Employer participated by hearing representative Dennis Mullens and witness Melanie Hollenback. Claimant's exhibits A-E were admitted into evidence.

**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: Claimant last worked for employer on March 10, 2021. Claimant voluntarily quit after that date as claimant had been a supply-chain scheduler for ALCA and Arconic for over 10 years, and although he was hired as a supply-chain analyst, claimant was asked immediately to do things he did not have the knowledge or experience to do.

Claimant was hired as a level 1 analyst. In this position, claimant needed to be able to use Excel spreadsheets and have SAP experience and experience in creating and giving quotes. Claimant had no real experience with any of these matters. Claimant worked for three days with a person instructing him, and was informed that the instructor would be transferred to a different area in just a couple of days. At this time claimant still hadn't received all of his computer and ancillary equipment. Claimant chose to quit his employment, as he believed he was being asked to do things for which he had no experience.

Employer stated that they understood claimant's experience and lack of experience at the time of his hire. Claimant was hired as a level 1 analyst, and this meant that claimant would be given many months of training. Employer stated that they were very surprised when claimant quit as he was just beginning his training. There was ongoing work available for claimant had he not chosen to quit.

**REASONING AND CONCLUSIONS OF LAW:**

Iowa Code section 96.5(1) provides:

An individual shall be disqualified for benefits, regardless of the source of the individual's wage credits:

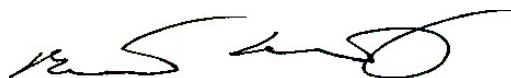
1. Voluntary quitting. If the individual has left work voluntarily without good cause attributable to the individual's employer, if so found by the department.

The administrative law judge holds that the evidence has failed to establish that claimant voluntarily quit for good cause attributable to employer when claimant terminated the employment relationship because he was uncomfortable about his level of experience and how it would translate to his new job.

Ordinarily "good cause" is derived from the facts of each case keeping in mind the public policy stated in Iowa Code Section 96.2. *O'Brien v. EAB* 494 N.W.2d 660, 662 (Iowa 1993) (citing *Wiese v. IA Dept. of Job Serv.*, 389 N.W.2d 676, 680 (Iowa 1986)). "The term encompasses real circumstances, adequate excuses that will bear the test of reason, just grounds for the action, and always the test of good faith." *Wiese v. IA Dept. of Job Serv.*, 389 N.W.2d 676, 680 (Iowa 1986). "Common sense and prudence must be exercised in evaluating all of the circumstances that led to an employee's quit in order to attribute the cause for the termination." *Id.* In this matter, claimant's quit occurred months or at least many weeks prior to a period when one could consider his quit to be attributable to employer. It can often take days of onboarding prior to a new hire being given all of his equipment. Additionally, a new hire will often be given new assignments and asked to work in areas where he/she has little to no experience. This happened in the instant matter. Claimant did not show that employer's lack of having equipment and training preparation amounted to good cause for claimant to quit after just a few days of training. Benefits are denied.

**DECISION:**

The decision of the representative dated September 28, 2021, reference 02, is affirmed. Unemployment insurance benefits shall be withheld until claimant has worked in and been paid wages for insured work equal to ten times claimant's weekly benefit amount, provided claimant is otherwise eligible.



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Blair A. Bennett  
Administrative Law Judge

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January 21, 2022  
Decision Dated and Mailed

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