

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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**KIM K REAMS**  
Claimant

**WAL-MART STORES INC**  
Employer

**APPEAL NO. 17A-UI-07130-B2T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 06/25/17**  
**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 July 13, 2017, reference 01, which held claimant ineligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on July 31, 2017. Claimant participated. Employer participated by Sheryl Sands. Employer's Exhibit 1 and Claimant's Exhibits A-B 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 September 2, 2017. Claimant put in a notice voluntarily quitting her position for medical reasons.

Claimant was hired to work in a stocking position for employer. At the time of hire, claimant was told that she would need to be able to lift up to 25 pound boxes. Claimant did state that she thought she could do the job at the time of hire.

Soon after her time of hire, claimant realized she couldn't handle the physical requirements of the job. She asked to switch to another job, but was told that there were no openings. Claimant never gave employer any medical documentation asking that claimant be given an accommodation.

Claimant had physical issues and has been seeing doctors regarding headaches and post-concussion syndrome for a period of time.

**REASONING AND CONCLUSIONS OF LAW:**

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 she could not handle the lifting requirements that were a part of the job she was hired to do.

Iowa Code § 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.

**DECISION:**

The decision of the representative dated July 13, 2017, reference 01, 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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Decision Dated and Mailed

bab/scn