

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

---

**MARK J MITCHELL**  
Claimant

**APPEAL NO. 14A-UI-09231-MT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**MAGELLAN HRSC INC**  
Employer

**OC: 08/10/14**  
**Claimant: Respondent (1)**

---

Iowa Code § 96.5-1 – Voluntary Quit

**STATEMENT OF THE CASE:**

Employer filed an appeal from a decision of a representative dated August 28, 2014, reference 03, which held claimant eligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on September 25, 2014. Claimant participated. Employer participated by Steve Johnson, Supervisor and Clinical Director.

**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 August 11, 2014. Claimant worked as a Nurse Supervisor at a yearly rate of pay of \$76,000.00. Employer involuntarily demoted claimant to the job of Integrated Care Nurse at a yearly rate of pay of \$59,700.00. Claimant's demotion was caused by business necessity. Claimant quit due to the rate of pay and due to the change in job duties.

**REASONING AND CONCLUSIONS OF LAW:**

The administrative law judge holds that the evidence has established that claimant voluntarily quit for good cause attributable to employer when claimant terminated the employment relationship because of a significant change in the rate of pay and job duties. This is a significant change in the contract of hire unilaterally initiated by employer which is good cause attributable to employer for a quit.

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.

**DECISION:**

The decision of the representative dated August 28, 2014, reference 03, is affirmed. Unemployment insurance benefits are allowed, provided claimant is otherwise eligible.

---

Marlon Mormann  
Administrative Law Judge

---

Decision Dated and Mailed

mdm/can