

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**DARRELL R BECKER**  
Claimant

**APPEAL NO: 06A-UI-07987-SWT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**ALUM LINE INC**  
Employer

**OC: 07/02/06 R: 04**  
**Claimant: Appellant (1)**

Section 96.5-1 - Voluntary Quit

**STATEMENT OF THE CASE:**

The claimant appealed an unemployment insurance decision dated July 26, 2006, reference 01, that concluded he voluntarily left employment without good cause attributable to the employer. A telephone hearing was held on August 23, 2006. The parties were properly notified about the hearing. The claimant participated in the hearing. Dee Farrell participated in the hearing on behalf of the employer with a witness, Mark Borreson.

**ISSUE:**

Did the claimant voluntarily quit employment without good cause attributable to the employer?

**FINDINGS OF FACT:**

The claimant worked for the employer as a welder/assembler from September 12, 2005, to June 1, 2006. The claimant had requested a rate of pay of \$10.00 per hour at the time he was hired. The claimant was offered and accepted a starting wage of \$9.50 per hour. He was informed that after 60 days, his performance would be reviewed and he could receive up to a \$.50 per hour raise. The employer never promised the claimant that he would receive any specific raise. The employer does not have a standard raise, and each employee receives raises based on a job evaluation.

After 60 days, the claimant received a \$.15 per hour raise. His performance was evaluated again on May 16, 2006. The owner of the company, Gary Gooden, gave the claimant a \$.20 per hour raise effective May 17, 2006. When the claimant received his check on June 1, 2006, he discovered that his raise was only \$.20 per hour. He attempted to talk to Gooden regarding the raise, which he believed was inadequate, but Gooden was unavailable. The claimant left work in the morning because he was dissatisfied with the raise he received. He called in sick on June 2 and June 5, 2006. He signed a written resignation on June 7, 2006, due to dissatisfaction with his wages.

**REASONING AND CONCLUSIONS OF LAW:**

The issue in this case is whether the claimant voluntarily quit employment without good cause attributable to the employer.

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.

871 IAC 24.25(13) 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 § 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 § 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:

- (13) The claimant left because of dissatisfaction with the wages but knew the rate of pay when hired.

The claimant was never guaranteed a specific raise in pay. He has not established that he was treated any differently than any other employee under similar circumstances.

**DECISION:**

The unemployment insurance decision dated July 26, 2006, reference 01, is affirmed. The claimant is disqualified from receiving unemployment insurance benefits until he has been paid wages for insured work equal to ten times his weekly benefit amount, provided he is otherwise eligible.

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Steven A. Wise  
Administrative Law Judge

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Decision Dated and Mailed

saw/pjs