

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

DANYELL L PAEPER
Claimant

APPEAL NO. 13A-UI-10895-HT

**ADMINISTRATIVE LAW JUDGE
DECISION**

PILOT TRAVEL CENTERS
Employer

OC: 08/18/13
Claimant: Appellant (1)

Section 96.5(1) – Quit

STATEMENT OF THE CASE:

The claimant, Danyell Paeper, filed an appeal from a decision dated September 20, 2013, reference 03. The decision disqualified her from receiving unemployment benefits. After due notice was issued, a hearing was held by telephone conference call on October 17, 2013. The claimant participated on her own behalf. The employer, Pilot Travel Centers (Pilot), participated by Shift Manager Georgia McCray.

ISSUE:

The issue is whether the claimant quit work with good cause attributable to the employer.

FINDINGS OF FACT:

Danyell Paeper was employed by Pilot from December 17, 2012 until June 21, 2013 as a part-time cashier. She had transferred to a new location effective June 18, 2013. The day before that she had gone to the location expecting to be able to do a “sit down” meeting with the managers and the staff but without any firm commitment from the managers. When she arrived she was told the location was shorthanded and everyone was too busy to do a “sit down” meeting with her. She disliked the “lack of communication.”

She started the next day and was assigned some duties which, while they were routine for staff in that location, were new to her. She was to clean the showers and Shift Manager Georgia McCray showed her where the maintenance closet was. That contained all the supplies, a washer and dryer and “process cards” explaining what needed to be done.

On June 21, 2013, Ms. Paeper was told to “cover” the Cinnabonn franchise which is normal procedure for that location. She was uncertain and hesitant but the manager on duty told her to “do her best.” It was after that shift she notified the Manager, Jay, she was quitting.

REASONING AND CONCLUSIONS OF LAW:

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.

The claimant quit because she was uncomfortable performing the additional duties the new location required. There is no evidence the employer faulted her for not being fully trained after only a few days. Everything she needed for shower cleaning, including instructions, were in the maintenance room she was shown by Ms. McCray and the lack of a "sit down" meeting before she started is not a matter of lack of communication but a lack of time for an unplanned meeting.

The record establishes the claimant did not have good cause attributable to the employer for quitting and she is disqualified.

DECISION:

The representative's decision of September 20, 2013, reference 03, is affirmed. Danyell Paeper is disqualified and benefits are withheld until she has earned ten times her weekly benefit amount in insured work, provided she is otherwise eligible.

Bonny G. Hendricksmeier
Administrative Law Judge

Decision Dated and Mailed

bgh/css