

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

ALAN HOLTON
Claimant

MID-STEP SERVICES INC
Employer

APPEAL 20A-UI-04279-J1-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

OC: 04/05/20
Claimant: APPELLANT (1)

Iowa Code § 96.5(1) – Voluntary Quit

STATEMENT OF THE CASE:

On May 18, 2020, the claimant filed an appeal from the May 15, 2020, (reference 01) unemployment insurance decision that denied benefits based on voluntary quit without good cause attributable to the employer. The parties were properly notified about the hearing. A telephone hearing was held on June 5, 2020. Claimant participated. Employer did not participate.

ISSUE:

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

FINDINGS OF FACT:

Having reviewed all of the evidence in the record, the administrative law judge finds: Claimant began working for employer in approximately November 2018. Claimant last worked as a part-time residential assistant in a group home in September 2019. Claimant was assigned to work one-day a week at a group home. Claimant decided that given the amount of work, pay and difficulty in working with some residents he would stop working for Mid-Step Services. Claimant did not submit a resignation. Claimant was separated from employment on September 15, 2019, when claimant just stopped coming into work.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes as follows:

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.

Iowa Admin. Code r. 871-24.25(21) 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 section 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 section 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:

(21) The claimant left because of dissatisfaction with the work environment. While claimant had valid personal reasons for quitting. Claimant did not have good cause attributable to his employer.

Note to Claimant: This decision determines you are not eligible for regular unemployment insurance benefits. If you disagree with this decision you may file an appeal to the Employment Appeal Board by following the instructions on the first page of this decision. Individuals who do not qualify for regular unemployment insurance benefits due to disqualifying separations, but who are currently unemployed for reasons related to COVID-19 may qualify for Pandemic Unemployment Assistance (PUA). **You will need to apply for PUA to determine your eligibility under the program.** Additional information on how to apply for PUA can be found at <https://www.iowaworkforcedevelopment.gov/pua-information>.

DECISION:

The May 15, 2020 decision, reference 01, finding the claimant ineligible for unemployment benefits is affirmed. The claimant voluntarily left the employment without good cause attributable to the employer.



James F. Elliott
Administrative Law Judge

June 22, 2020
Decision Dated and Mailed

je/scn