

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

JENNIFER DUTTON
Claimant

TIMBERLINE MANUFACTURING COMPANY
Employer

APPEAL NO. 20A-UI-08357-B2T

**ADMINISTRATIVE LAW JUDGE
DECISION**

OC: 03/29/20
Claimant: Appellant (1)

Iowa Code § 96.5-1 – Voluntary Quit
Iowa Code § 96.3(7) – Recovery of Benefit Overpayment
Federal Law PL 116-136 Sec. 2104 – Eligibility for Federal Pandemic Unemployment Compensation

STATEMENT OF THE CASE:

Claimant filed an appeal from a decision of a representative dated July 13, 2020, reference 01, which held claimant ineligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on August 27, 2020. Claimant participated. Employer participated by Craig Schroeder.

ISSUES:

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 March 10, 2020. Claimant was on a medical leave after that date as she'd fallen on ice at work and been injured. Claimant decided while on leave that she did not wish to return to work as work had been very stressful and her life outside of work had been much less stressful. On March 31, 2020 claimant emailed employer to state that she would not be returning to her job.

Claimant worked as a full time sonic welder working hours that had been adjusted from normal hours to fit her schedule. Claimant explained that workers not only had to complete their jobs in a timely manner, but also had to constantly adjust what they were ongoing to address employer's needs to have other jobs done in an expedited manner. This created great stress on claimant and others.

Employer had no documentation prior to claimant's quit of complaints claimant had made about her job duties or problems with expedited work.

At the time of claimant's quit, there was ongoing work available for her.

REASONING AND CONCLUSIONS OF LAW:

Iowa Code section 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.

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 was too stressed at work about all of the expedited jobs she was asked to complete in addition to her normal work pace.

Ordinarily "good cause" is derived from the facts of each case keeping in mind the public policy stated in Iowa Code Section 96.2. *O'Brien v. EAB* 494 N.W.2d 660, 662 (Iowa 1993) (citing *Wiese v. IA Dept. of Job Serv.*, 389 N.W.2d 676, 680 (Iowa 1986)). "The term encompasses real circumstances, adequate excuses that will bear the test of reason, just grounds for the action, and always the test of good faith." *Wiese v. IA Dept. of Job Serv.*, 389 N.W.2d 676, 680 (Iowa 1986). "Common sense and prudence must be exercised in evaluating all of the circumstances that led to an employee's quit in order to attribute the cause for the termination." *Id.* In this matter, employer asked claimant to do her job. Claimant did not show that the production numbers she was asked to complete were out of line or unreasonable for employees. It is understandable that work is stressful, and understandable that claimant may have been working in a high stress environment. This alone does not constitute good cause for a quit. Benefits denied.

DECISION:

The decision of the representative dated July 13, 2020, 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.



Blair A. Bennett
Administrative Law Judge

August 28, 2020
Decision Dated and Mailed

bab/mh