

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

TYRONE JACKSON
Claimant

REMBRANDT ENTERPRISES INC
Employer

APPEAL NO: 10A-UI-17637-ST

**ADMINISTRATIVE LAW JUDGE
DECISION**

**OC: 11/21/10
Claimant: Appellant (1)**

Section 96.5-1 – Voluntary Quit
871 IAC 24.25(4) – Absent Without Notice

STATEMENT OF THE CASE:

The claimant appealed a department decision dated December 14, 2010, reference 01, that held he voluntarily quit without good cause attributable to his employer on June 5, 2010, and benefits are denied. A telephone hearing was held on January 24, 2011. The claimant did not participate. Darla Thompson, HR Manager, participated for the employer.

ISSUE:

Whether the claimant voluntarily quit without good cause attributable to the employer.

FINDINGS OF FACT:

The administrative law judge having heard the testimony of the witness, and having considered the evidence in the record, finds: The claimant worked for the employer as a full-time breaker/handler on the egg line from November 19, 2008 to June 5, 2010. The claimant knew it was employer policy to call in or come in to check on available work each day. The claimant was considered a voluntary quit when he failed to call in and report for three days (June 7, 8 and 14) in violation of a company policy.

The claimant failed to respond to the hearing notice.

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.

871 IAC 24.25(4) 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:

(4) The claimant was absent for three days without giving notice to employer in violation of company rule.

The administrative law judge concludes the claimant voluntarily quit without good cause attributable to his employer due to job abandonment effective June 14, 2010.

The claimant failed to call in and report for three consecutive days in violation of an employer policy that is considered a voluntary quit.

DECISION:

The department decision dated December 14, 2010, reference 01, is affirmed. The claimant voluntarily quit without good cause due to job abandonment on June 14, 2010. Benefits are denied until the claimant requalifies by working in and being paid wages for insured work equal to ten times his weekly benefit amount, provided the claimant is otherwise eligible.

Randy L. Stephenson
Administrative Law Judge

Decision Dated and Mailed

rls/css