

July 7, 2004 until September 19, 2005 as a full-time cook. She walked off the job without notice on September 19 because she did not feel there were adequate supplies on hand with which to prepare food orders. There had been a number of prior occasions on which food items that had been ordered were not delivered. Ms. Grandmont, until two weeks before her separation, would prepare a list of needed supplies and give it to Deborah Pearce, one of the owners, and Ms. Pearce would place the orders with the various vendors. The vendors did not always deliver the requested items or the requested quantity of ordered items. There were also occasions on which the owners would take items from the location where Ms. Grandmont worked to be used in their other restaurant.

There is a convenience store attached to the restaurant where Ms. Grandmont worked. She had the authority to purchase needed items from the convenience store for use in the restaurant. The employer also had an account at the nearby grocery store and had given Ms. Grandmont authority to purchase needed items there. She never notified the employer that she intended to quit over the issue of not having sufficient supplies on hand.

Ms. Grandmont also quit the employment because she was not receiving pay stubs. She had not received pay stubs for the last six weeks of her employment because of problems the employer was experiencing with its computer printer. Ms. Grandmont needed the pay stubs to give to the Department of Human Services (DHS) in connection with the food stamp program. The employer indicated its willingness to complete a DHS form concerning Ms. Grandmont's pay. She never threatened to quit because she had not received pay stubs. Continued work would have been available if Ms. Grandmont had not quit.

#### REASONING AND CONCLUSIONS OF LAW:

At issue in this matter is whether Ms. Grandmont was separated from employment for any disqualifying reason. An individual who voluntarily quits employment is disqualified from receiving job insurance benefits unless the quit was for good cause attributable to the employer. Iowa Code section 96.5(1). Ms. Grandmont quit because there were not always adequate supplies on hand to prepare food and because she had not received her pay stubs for a period of six weeks. The administrative law judge is satisfied that the employer was, in fact, ordering the necessary supplies for the restaurant. The employer was unable to control what items were actually delivered or the quantities delivered. It would not seem to be a hardship for Ms. Grandmont to go next door to the convenience store to purchase items when the restaurant ran out.

The administrative law judge appreciates that Ms. Grandmont desired to have pay stubs from the employer. However, the employer was willing to provide the necessary pay information to DHS utilizing a DHS form. The employer was not deliberately withholding pay stubs. There was a problem with the printer that prevented the employer from preparing stubs.

Ms. Grandmont never put the employer on notice that there were work-related problems that would cause her to quit if not corrected. Such notice is required so as to give the employer a fair and reasonable opportunity to correct the problems and salvage the employment relationship. See Cobb v. Employment Appeal Board, 506 N.W.2d 445 (Iowa 1993). Because Ms. Grandmont did not put the employer on notice of her dissatisfaction and intent to quit, she deprived the employer of the opportunity to try to correct the problems that were causing her to quit. As such, it is concluded that the quit was without good cause attributable to the employer. Accordingly, benefits are denied.

DECISION:

The representative's decision dated October 5, 2005, reference 01, is hereby affirmed. Ms. Grandmont voluntarily quit her employment for no good cause attributable to the employer. Benefits are withheld until such time as she has worked in and been paid wages for insured work equal to ten times her weekly job insurance benefit amount, provided she satisfies all other conditions of eligibility.

cfc/pjs