

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**CHRISTINA M MCCARTHY**  
Claimant

**APPEAL NO: 14A-UI-01057-ST**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**MEDPLAST ENGINEERED PRODUCTS INC**  
Employer

**OC: 12/08/13**  
**Claimant: Appellant (1)**

Section 96.5-1 – Voluntary Quit  
871 IAC 24.25(21) – Dissatisfaction of the Work Environment

**STATEMENT OF THE CASE:**

The claimant appealed a department decision dated January 17, 2014, reference 01, that held she voluntarily quit employment without good cause on December 12, 2013, and benefits are denied. A telephone hearing was held on February 19, 2014. The claimant participated. Tom Bledsoe, Corporate HR manager, participated for the employer.

**ISSUE:**

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

**FINDINGS OF FACT:**

The administrative law judge having heard the witness testimony and having considered the evidence in the record finds: The claimant began work on July 3, 2012 for United Plastics Group, a wholly owned subsidiary of the employer in Minneapolis, and last worked for the employer as a full-time account manager/customer service administrator at the Monticello, Iowa location on December 12, 2013. Claimant accepted an employer offer letter and began work in the Monticello location on April 1, 2013.

Claimant submitted a lengthy resignation letter to the employer on December 13, 2013 stating she was quitting due to a hostile work environment. The letter was forwarded to Mr. Bledsoe who works in the Tempe, Arizona corporate office. He called claimant on December 18 about it and after a discussion claimant disconnected.

When asked about the hostile work environment, claimant states she and her family felt threatened by employer employees. After two weeks of employment, claimant was corrected about parking in the wrong place by a twenty-year employee. She disapproved of a receptionist making statements about job applicants. She blamed some employee for a dead cat she found in her driveway. She reported to IT she thought some employee was hacking her computer.

She complained to the school where her teenage daughter went that some students said to her that her mother (claimant) was a drunk. She was unhappy the school took no action against the

students whom she believed parents were employees. Claimant offers her landlord received a report claimant was going to trash the rental house. The final incident claimant was upset with the warehouse about a message.

**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(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.

The administrative law judge concludes that the claimant voluntarily quit employment without good cause attributable to the employer on December 13, 2013 due to job dissatisfaction.

While it is evident claimant was unhappy in her job, her contention she quit due to a hostile work environment caused by the employer is not credible. Her examples of hostility offered in this matter are either trivial or unrealistic. There is no concrete evidence claimant or her family was threatened by any employee.

**DECISION:**

The department decision dated January 17, 2014, reference 01, is affirmed. The claimant voluntarily quit without good cause attributable to the employer on December 13, 2013. Benefits are denied until the claimant has worked in and is paid wages for insured work, equal to ten times her weekly benefit amount, provided the claimant is otherwise eligible.

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Randy L. Stephenson  
Administrative Law Judge

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Decision Dated and Mailed

rls/pjs