

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**LORRI LIDA**  
Claimant

**APPEAL NO: 10A-UI-08314-BT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**AMES RENTAL PROPERTIES COOP**  
Employer

**OC: 04/18/10**  
**Claimant: Appellant (1)**

Iowa Code § 96.5-1 - Voluntary Quit

**STATEMENT OF THE CASE:**

Lorri Lida (claimant) appealed an unemployment insurance decision dated June 10, 2010, reference 01, which held that she was not eligible for unemployment insurance benefits because she voluntarily quit her employment with Ames Rental Properties Coop (employer) without good cause attributable to the employer. After hearing notices were mailed to the parties' last-known addresses of record, a telephone hearing was held on July 28, 2010. The claimant participated in the hearing. The employer participated through owner Steven Ames. Based on the evidence, the arguments of the parties, and the law, the administrative law judge enters the following findings of fact, reasoning and conclusions of law, and decision.

**ISSUE:**

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

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds that: The claimant was employed as a full-time property manager from November 1, 2009 through April 9, 2010. She voluntarily quit because the employer asked the claimant to lie to his wife about the claimant's availability for lunch. The claimant believed it was unethical. She also stated that she quit because she felt harassed by the employer because he did not like these marketing postcards she prepared. The claimant also said the employer constantly said that was why the previous manager was fired but the employer denied that claim. The claimant told the employer that the job was too much for a female to handle and a male would do a better job with the problems at the complex.

**REASONING AND CONCLUSIONS OF LAW:**

The issue is whether the claimant's voluntary separation from employment qualifies her to receive unemployment insurance benefits.

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.

The claimant provided several reasons as to why she quit her employment but the most significant reason appears to be that the owner asked the claimant to lie to his wife on April 5, 2010. The owner had never asked the claimant to lie for him on any other occasion. The other reasons that the claimant provided for quitting were that she felt harassed by the employer about some marketing postcards and about a former employee. "Good cause" for leaving employment must be that which is reasonable to the average person, not to the overly sensitive individual or the claimant in particular. Uniweld Products v. Industrial Relations Commission, 277 So.2d 827 (Florida App. 1973). The claimant has not presented any reasons which would prompt a reasonable person to quit her employment.

It is the claimant's burden to prove that the voluntary quit was for a good cause that would not disqualify her. Iowa Code § 96.6-2. She has not satisfied that burden and benefits are denied.

**DECISION:**

The unemployment insurance decision dated June 10, 2010, reference 01, is affirmed. The claimant voluntarily left work without good cause attributable to the employer. Benefits are withheld until she has worked in and has been paid wages for insured work equal to ten times her weekly benefit amount, provided she is otherwise eligible.

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Susan D. Ackerman  
Administrative Law Judge

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Decision Dated and Mailed

sda/pjs