

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

**JEAN DENOUDEN**  
Claimant

**PLYMOUTH LIFE INCORPORATED**  
Employer

**APPEAL NO. 17A-UI-12553-B2T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 11/12/17  
Claimant: Appellant (1)**

Iowa Code § 96.5-1 – Voluntary Quit

**STATEMENT OF THE CASE:**

Claimant filed an appeal from a decision of a representative dated November 29, 2017, reference 01, which held claimant ineligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on December 26, 2017. Claimant participated. Employer participated by Shelly Huebner and Sarah Jackson.

**ISSUE:**

The issue in this matter is 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 October 6, 2017. Claimant voluntarily quit on that date after having submitted her letter of resignation on September 12, 2017. Said letter did not list any reasons for the separation.

Claimant was reprimanded on September 12, 2017 for insubordination and inappropriate activities. Claimant responded to the write up stating that it was incorrect and her actions did not warrant a write up. Later that day, she submitted her resignation.

Claimant stated that employer had many changes near the time of her quit. Employer started overruling plans created by teams that included the client, family, caregivers, and others. This hadn't previously been done. Claimant believed this encroached on her ability to do her job.

Claimant did not go to human resources with any of her complaints. Employer stated that claimant just wanted to pursue other job opportunities.

Employer still had ongoing work available for claimant at the time of her quit.

**REASONING AND CONCLUSIONS OF LAW:**

Iowa Code § 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.

Iowa Admin. Code r. 871-24.25(28) 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:

(28) The claimant left after being reprimanded.

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 reprimanded by employer. The administrative law judge believes that claimant's action of submitting her resignation the day that she was reprimanded by employer to be very telling of her real motivation. Claimant never went to human resources or submitted any specific complaints to the court. Her general complaints do not justify the administrative law judge to rule that claimant's quit was with good cause attributable to employer.

**DECISION:**

The decision of the representative dated November 29, 2017, 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

---

Decision Dated and Mailed

bab/scn