

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

**GLADYS F WATKINS**  
Claimant

**TMONE LLC**  
Employer

**APPEAL NO. 14A-UI-08514-B2T**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 07/27/14  
Claimant: Appellant (2)**

Iowa Code § 96.5-1 – Voluntary Quit

**STATEMENT OF THE CASE:**

Claimant filed an appeal from a decision of a representative dated August 13, 2014, reference 01, which held claimant ineligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on September 8, 2014. Claimant participated. Employer participated by Lindsey Sinn.

**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 July 28, 2014. Claimant was informed that employer was moving to a new location. The new location was off of the bus line and would have entailed either paying for a cab ride or getting a ride from other employees. Cab rides were set up at a cheaper amount than normal fare by the company, but were only available at certain times that would have caused claimant to either be an hour early or be an hour late to work every day.

Employer stated employees were given approximately two weeks' notice before the move to a new location that the move was occurring. Claimant attempted to find a person to car pool with, but was unable to find an appropriate car pool. Employer's new place of business was approximately two and a half miles from the old business location. Employer believed that since other employees were able to find new ways to work, that claimant should have been able to also.

**REASONING AND CONCLUSIONS OF LAW:**

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 administrative law judge holds that the evidence has established that claimant voluntarily quit for good cause attributable to employer when claimant terminated the employment relationship because employer moved to a location that was no longer at or near the bus line. When claimant was hired, she believed her employment to be at the location she was hired. Claimant was given two weeks to create new arrangements to get to and from work. In this limited time period claimant was unable to set up a car pool or other way to get to work that would not entail significant cash outflow or walking extended distances. Neither of these experiences was anticipated by claimant at the time of hire.

**DECISION:**

The decision of the representative dated August 13, 2014, reference 01, is reversed. Unemployment insurance benefits are allowed, provided claimant is otherwise eligible.

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Blair A. Bennett  
Administrative Law Judge

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Decision Dated and Mailed

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