

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**MARCIA K LUGRAIN**  
Claimant

**APPEAL NO. 13A-UI-07103-HT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**VOLT MANAGEMENT CORP**  
Employer

**OC: 05/12/13**  
**Claimant: Appellant (1)**

Section 96.5(1) – Quit

**STATEMENT OF THE CASE:**

The claimant, Marcia Lugrain, filed an appeal from a decision dated June 10, 2013, reference 01. The decision disqualified her from receiving unemployment benefits. After due notice was issued a hearing was held by telephone conference call on July 22, 2013. The claimant participated on her own behalf. The employer, Volt Management Corporation (Volt), participated by Branch Administrator Dana Walters and Team Lead Jill Bergfeld.

**ISSUE:**

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

**FINDINGS OF FACT:**

Marcia Lugrain was employed by Volt from April 2, 2012 until March 28, 2013 as a full-time parts catalog publishing coordinator. She submitted a written resignation on March 21, 2013, to her supervisor and manager. The written document did not state a reason but verbally informed them the job was too stressful.

Recently there had been a data migration on the computer system and some of the data was lost in the process. She was asked to recover it, although not one accused her of being at fault for the problem. When this happened several times she became overwrought and gave her notice.

**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 claimant found her job duties to be stressful. Recovering the lost data put pressure on her although no one accused her of being at fault. Although she found it stressful there is no indication the job was intrinsically stressful, only that she personally found it difficult to recover the data that was lost in the migration. "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 record establishes the claimant did not have good cause attributable to the employer for quitting and she is disqualified.

**DECISION:**

The representative's decision of June 10, 2013, reference 01, is affirmed. Marcia Lugin is disqualified and benefits are withheld until she has earned ten times her weekly benefit amount in insured work, provided she is otherwise eligible.

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Bonny G. Hendricksmeier  
Administrative Law Judge

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Decision Dated and Mailed

bgh/pjs