

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

KEISHA RANDALL
Claimant

US POSTAL SERVICE
Employer

APPEAL 22A-UI-07236-JD-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

**OC: 03/28/21
Claimant: Appellant (1)**

Iowa Code § 96.5(1) – Voluntary Quit

STATEMENT OF THE CASE:

On March 25, 2022, Keisha Randall (claimant/appellant) filed an appeal from the March 23, 2022, reference 03, unemployment insurance decision that concluded she was not eligible for unemployment benefits due to voluntarily quitting her employment for personal reasons. A telephone hearing was held at on May 9, 2022, pursuant to due notice. The claimant, Keisha Randall, participated and testified. The employer US Postal Service did not participate. The administrative law judge took official notice of the administrative record.

ISSUE:

Did the claimant quit the employment without good cause attributable to the employer?

FINDINGS OF FACT:

Having reviewed the evidence in the record, the administrative law judge finds: Claimant began working for employer on April 24, 2021. Claimant last worked as a full-time mail clerk. Claimant was separated from employment on February 6, 2022, when she voluntarily quit her employment for personal reasons. The claimant has two children and was pregnant with her third and was looking for work that she could do from home in order to accommodate the needs of her family. The claimant secured employment with Alliant Energy that allowed her to telework but did not start that position until April 25, 2022. The claimant gave birth via cesarean on March 21, 2022, and was not cleared to return to work until April 29, 2022.

REASONING AND CONCLUSIONS OF LAW:

Iowa Code section 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 provides, in pertinent part:

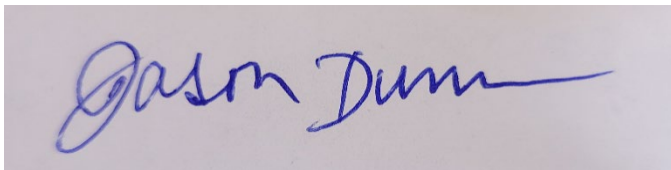
Voluntary quit without good cause. In general, a voluntary quit means discontinuing the employment because the employee no longer desires to remain in the relationship of an employee with the employer from whom the employee has separated. The employer has the burden of proving that the claimant is disqualified 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.

Claimant wanted to work from home and she voluntarily quit her employment prior to securing a telework position. Additionally, the claimant was unable to work due to undergoing a cesarean on March 21, 2022 and was not medically cleared to work until April 29 2022. The claimant voluntarily quit her employment and her quitting was not attributable to her employer. Benefits are denied.

DECISION:

The March 23, 2022, (reference 03) unemployment insurance decision is affirmed. Claimant voluntarily left the employment without good cause attributable to the employer. Benefits are withheld until such time as she has worked in and been paid wages for insured work equal to ten times her weekly benefit amount, provided she is otherwise eligible.



Jason Dunn
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May 31, 2022
Decision Dated and Mailed

jd/scn