

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**MARK L CARDER**  
Claimant

**APPEAL NO. 13A-UI-09595-SWT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**WAL-MART STORES INC**  
Employer

**OC: 07/21/13**  
**Claimant: Appellant (1)**

Section 96.5-1 - Voluntary Quit

**STATEMENT OF THE CASE:**

The claimant appealed an unemployment insurance decision dated September 24, 2013, reference 01, that concluded he voluntarily quit employment without good cause attributable to the employer. A telephone hearing was held on September 24, 2013. The parties were properly notified about the hearing. The claimant participated in the hearing. Stacy Mitchell participated in the hearing on behalf of the employer with a witness, Jane Sturgis.

**ISSUE:**

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

**FINDINGS OF FACT:**

The claimant worked as a cashier for the employer in Ottumwa, Iowa, from November 23, 2010, to June 2013. He transferred to the employer's store in Newport, Oregon, and worked one day on June 4, 2013.

After June 4, 2013, the claimant had a flare up of Crohn's disease. He informed the employer that he needed a leave of absence to travel back to Ottumwa to seek treatment. He was given the documentation necessary to obtain a leave of absence and told that to receive a leave of absence, he would need to complete and submit the paperwork with 15 days.

The claimant never submitted the paperwork after traveling back to Ottumwa and never had any further contact the employer. He lost the paperwork and contact information for the employer. He did not follow up because he was upset that the store manager had criticized him for not taking care of his medical problems before transferring to Oregon.

The employer considered the claimant to have abandoned his job as of July 8, 2013, when he did not submit the leave of absence paperwork or contact the employer.

**REASONING AND CONCLUSIONS OF LAW:**

The unemployment insurance law disqualifies claimants who voluntarily quit employment without good cause attributable to the employer or who are discharged for work-connected misconduct. Iowa Code § 96.5-1 and 96.5-2-a. The evidence establishes the claimant voluntarily quit his employment because he was upset that the store manager had criticized him for not taking care of his medical problems before transferring to Oregon. The claimant has not shown any intolerable working conditions or other good cause attributable to the employer for quitting his job.

**DECISION:**

The unemployment insurance decision dated September 24, 2013, reference 01, is affirmed. The claimant is disqualified from receiving unemployment insurance benefits until he has been paid wages for insured work equal to ten times his weekly benefit amount, provided he is otherwise eligible.

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Steven A. Wise  
Administrative Law Judge

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Decision Dated and Mailed

saw/pjs