

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**DENISE J SHANNON**  
Claimant

**APPEAL NO. 12A-UI-14800-SWT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**VAN WYK FREIGHT LINES INC**  
Employer

**OC: 11/04/12  
Claimant: Appellant (1)**

Section 96.5-1 - Voluntary Quit

**STATEMENT OF THE CASE:**

The claimant appealed an unemployment insurance decision dated December 6, 2012, reference 01, that concluded she voluntarily quit employment without good cause attributable to the employer. A telephone hearing was held on January 22, 2012. The parties were properly notified about the hearing. The claimant failed to participate in the hearing. Marcy Van Wyk participated in the hearing on behalf of the employer with witnesses, Sheryl Anderson, and Loretta Van Wyk. Exhibits One through Three were admitted into evidence at the hearing.

**ISSUE:**

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

**FINDINGS OF FACT:**

The claimant worked full time for the employer as a bookkeeper from May 25, 2011, to October 5, 2012. The claimant quit employment with no notice by leaving a written resignation stating she was quitting.

Since she did not participate in the hearing and the resignation letter did not denote reasons for quitting versus things she was dissatisfied with, the claimant's alleged reasons for quitting must be drawn from her appeal letter.

The claimant alleged that her job duties had changed due to staff turnover because she had to spend more time on the payroll process instead of accounting work but the claimant was able to complete her job duties within her scheduled time and the duties fell within her bookkeeper job duties. She alleged the employer had outdated accounting software but the software was written by a CPA and was updated. Neither the claimant's predecessors nor the person who took over for the claimant after she quit had any problems. The claimant alleged the employer used faulty accounting practices but compares the practices of a cash-basis business despite the fact that the employer's business operates on an accrual basis. An outside professional CPA firm reviews the employer's accounting practices and financial information each year. The claimant alleged that the employer did not pay employees for all time worked, but the

employees were paid consistent with the employer's policy that their work time started at their scheduled start time and they were not to punch in more than 15 minutes before their start time.

**REASONING AND CONCLUSIONS OF LAW:**

The unemployment insurance law disqualifies claimants who voluntarily quit employment without good cause attributable to the employer. Iowa Code section 96.5-1.

The claimant may have been dissatisfied with conditions at work, but she had not shown intolerable working conditions, a substantial change in the contract of hire, or other good cause for quitting attributable to the employer.

**DECISION:**

The unemployment insurance decision dated December 6, 2012, reference 01, is affirmed. The claimant is disqualified from receiving unemployment insurance benefits until she has been paid wages for insured work equal to ten times her weekly benefit amount, provided she is otherwise eligible.

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Steven A. Wise  
Administrative Law Judge

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Decision Dated and Mailed

saw/css