

September 7, 2005. Human Resources Manager Barbara Holsinger gave Mr. Zimmerman the option of resigning or being discharged immediately because a team member had taken offense when Mr. Zimmerman said he would report a certain matter to higher management. Continued employment was not an option.

REASONING AND CONCLUSIONS OF LAW:

The question is whether the claimant's separation from employment was a disqualifying event. It was not.

The evidence establishes that Mr. Zimmerman was given the option of immediate discharge or immediate resignation. Although he opted for the latter, the circumstances were such that the resignation cannot be considered voluntary under Iowa law. The employer has not established that the claimant was guilty of misconduct. No disqualification may be imposed.

DECISION:

The unemployment insurance decision dated September 29, 2005, reference 01, is affirmed. The claimant is entitled to receive unemployment insurance benefits, provided he is otherwise eligible.

dj/kjw