

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

---

**BETHANY MUNSON**  
Claimant

**DAVIS COUNTY HOSPITAL**  
Employer

**APPEAL NO. 14A-UI-04003-BT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 03/16/14  
Claimant: Appellant (1)**

---

Iowa Code § 96.5-1 - Voluntary Quit

**STATEMENT OF THE CASE:**

Bethany Munson (claimant) appealed an unemployment insurance decision dated April 8, 2014, (reference 01), which held that she was not eligible for unemployment insurance benefits because she voluntarily quit her employment with Davis County Hospital (employer) without good cause attributable to the employer. After hearing notices were mailed to the parties' last-known addresses of record, a telephone hearing was held on May 6, 2014. The claimant participated in the hearing. The employer did not comply with the hearing notice instructions and did not call in to provide a telephone number at which a representative could be contacted, and therefore, did not participate.

**ISSUE:**

The issue is whether the claimant's voluntary separation from employment qualifies her to receive unemployment insurance benefits.

**FINDINGS OF FACT:**

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds that: The claimant was hired as a part-time food service worker on February 12, 2013, with a guarantee of 24 hours per week. She worked 40 hours per week for most of her employment but had recently been cut back to 24 hours per week. The claimant could not afford to pay for daycare if she only worked 24 hours per week so put her two-week notice in on March 4, 2014, and worked through March 18, 2014. She was only given 12 hours during her last week of employment but that was after she had given notice to quit.

**REASONING AND CONCLUSIONS OF LAW:**

The issue to be determined is whether the reasons for the claimant's separation from employment qualify her to receive unemployment insurance benefits. The claimant is not qualified to receive unemployment insurance benefits if she voluntarily quit without good cause attributable to the employer. Iowa Code § 96.5-1.

The claimant voluntarily quit on March 18, 2014, because she was only working 24 hours per week when she had been working 40 hours per week. Although her reasons for quitting are valid, her separation cannot be attributable to the employer since she was only guaranteed 24 hours per week at the time of hire.

It is the claimant's burden to prove that the voluntary quit was for a good cause that would not disqualify her. Iowa Code § 96.6-2. She has not satisfied that burden. Benefits are denied.

**DECISION:**

The unemployment insurance decision dated April 8, 2014, (reference 01), is affirmed. The claimant voluntarily left work without good cause attributable to the employer. Benefits are withheld until she has worked in and has been paid wages for insured work equal to ten times her weekly benefit amount, provided she is otherwise eligible.

---

Susan D. Ackerman  
Administrative Law Judge

---

Decision Dated and Mailed

sda/css