

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

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

CHAD M ROEDER
Claimant

APPEAL NO: 12A-UI-14702-DWT

**ADMINISTRATIVE LAW JUDGE
DECISION**

CRST VAN EXPEDITED INC
Employer

OC: 09/02/12
Claimant: Appellant (1)

Iowa Code § 96.5(1) – Voluntary Quit

PROCEDURAL STATEMENT OF THE CASE:

The claimant appealed a representative's November 30, 2012 determination (reference 01) that disqualified him from receiving benefits and held the employer's account exempt from charge because he voluntarily quit this employment for reasons that do not qualify him to receive benefits. The claimant participated in the hearing. Lance Votronbek, the operations manager, appeared on the employer's behalf. Based on the evidence, the arguments of the parties, and the law, the administrative law judge concludes the claimant is not qualified to receive benefits.

ISSUE:

Did the claimant voluntarily quit his employment for reasons that qualify him to receive benefits?

FINDINGS OF FACT:

The employer hired the claimant to work as a full-time fleet manager. The claimant began this employment on September 17, 2012. When the claimant accepted the job, he understood he was salaried and would usually work 7:00 a.m. to 4:00 p.m. These times fit with the claimant's schedule so he could pick up and take his child to daycare.

After the claimant completed his two to three weeks of training, he started working longer hours as he worked his assigned truckers and loads. To get his work done, the claimant came to work at 6:00 a.m. and worked until 5:00 or 6:00 p.m. There were times he left to pick up his child and then came back to finish work until 8:00 p.m.

Votronbek noticed the claimant working late and offered to help him, but the claimant declined his assistance. The claimant talked to Votronbek about the long hours he worked. Votronbek encouraged the claimant to continue because as he learned more and become more proficient, he would not be working long hours. Neither Votronbek nor the claimant's trainer was worried about the claimant being able to do the job once he learned the job and became proficient.

The claimant had never done this type of work before. There were nights he had trouble sleeping because he was thinking about work. As a result of the hours the claimant worked and the mental stress of this new job, he started experiencing personal issues. On November 7,

2012, the claimant quit effective immediately. He told the employer he had to quit because of all the hours he worked.

REASONING AND CONCLUSIONS OF LAW:

A claimant is not qualified to receive unemployment insurance benefits if he voluntarily quits employment without good cause attributable to the employer. Iowa Code § 96.5(1). When a claimant quits he has the burden to establish he quit for reasons that qualify him to receive benefits. Iowa Code § 96.6(2).

The claimant tried a job he had not done before. As a result, he had to learn the ins and outs of the job. When Votronbek noticed the claimant was consistently working late, he offered to help the claimant. The claimant did not accept any help. The claimant wanted to do the work himself. The mental stress of learning a new job resulted in the claimant's loss of sleep and other personal issues. The stress of a new job, in which he had no prior experience, became too much for the claimant and he quit. The claimant established personal reasons for quitting, but he quit for reasons that do not qualify him to receive benefits. As of November 4, 2012, the claimant is not qualified to receive benefits.

DECISION:

The representative's November 30, 2012 determination (reference 01) is affirmed. The claimant voluntarily quit his employment for personal reasons that do not qualify him to receive benefits. The claimant is disqualified from receiving unemployment insurance benefits as of November 4, 2012. This disqualification continues until he has been paid ten times his weekly benefit amount for insured work, provided he is otherwise eligible. The employer's account will not be charged.

Debra L. Wise
Administrative Law Judge

Decision Dated and Mailed

dlw/css