

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

LISA M WHITE-TURNEY
Claimant

APPEAL NO. 15A-UI-10351-B2T

**ADMINISTRATIVE LAW JUDGE
DECISION**

**GENERAL DYNAMICS INFORMATION
TECH**
Employer

**OC: 08/16/15
Claimant: Appellant (2)**

Iowa Code § 96.5-1 – Voluntary Quit

STATEMENT OF THE CASE:

Claimant filed an appeal from a decision of a representative dated September 2, 2015, reference 01, which held claimant ineligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on September 29, 2015. Claimant participated. Employer failed to respond to the hearing notice and did not participate.

ISSUE:

The issue in this matter is whether claimant quit for good cause attributable to employer.

FINDINGS OF FACT:

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: Claimant last worked for employer on August 14, 2015. Claimant had worked in another division for employer. As employer lowered the number of hours worked in claimant's old division, claimant transferred to another division where she could work full time.

Not only did employer have claimant work full time hours, but mandatory overtime hours. Claimant did this for three weeks and then had a medical incident while at work. Claimant believes she suffered a minor stroke, and claimant believes it was brought about by the mandatory overtime. Claimant's doctor created a note excusing claimant from working the mandatory overtime hours, but employer did not accept the excuse as employer stated it was not specific enough. Claimant continued to work, but was having great problems with stress and physically. Claimant then received another doctor's note explaining more fully her medical problems. Employer then accommodated claimant's needs, but claimant's stress level was not reduced.

Employer constantly threatened claimant with job termination, and threatened termination when claimant wanted restroom breaks outside of her time for using the restroom. Claimant asked employer if she could switch back to her other job, but employer did not allow this. Claimant's ongoing stress led to her quitting her employment.

REASONING AND CONCLUSIONS OF LAW:

The administrative law judge holds that the evidence has established that claimant voluntarily quit for good cause attributable to employer when claimant terminated the employment relationship because employer would not reasonably accommodate claimant's requests causing claimant great anxiety and medical problems.

Iowa Code § 96.5-1 provides:

An individual shall be disqualified for benefits:

1. Voluntary quitting. If the individual has left work voluntarily without good cause attributable to the individual's employer, if so found by the department.

DECISION:

The decision of the representative dated September 2, 2015, reference 01, is reversed. Unemployment insurance benefits are allowed, provided claimant is otherwise eligible.

Blair A. Bennett
Administrative Law Judge

Decision Dated and Mailed

bab/pjs