

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**JUTTA PETERSON**  
Claimant

**APPEAL NO. 13A-UI-14210-SWT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**PETSMART INC**  
Employer

**OC: 12/08/13**  
**Claimant: Appellant (2)**

Section 96.5-1 - Voluntary Quit

**STATEMENT OF THE CASE:**

The claimant appealed an unemployment insurance decision dated December 24, 2013, reference 01, that concluded she voluntarily quit employment without good cause attributable to the employer. A telephone hearing was held on January 22, 2014. The parties were properly notified about the hearing. The claimant participated in the hearing. No one participated in the hearing on behalf of the employer.

**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 dog groomer from May 27, 2008, to October 11, 2013.

The claimant voluntarily quit employment on October 11, 2013, due to intolerable treatment by the salon manager who made insulting comment to her about her German heritage in front of coworkers, told her repeatedly that she disliked the claimant and would do anything to get rid of her, and unfairly assigned the dogs for grooming so the claimant received lower commission than other groomers. The claimant repeatedly complained to the store manager about the treatment but nothing changed.

The claimant was off work for two weeks in September 2013 due to the stress caused by the salon manager's treatment of her that was detrimentally affecting her mental and physical health. After she returned and working conditions had not changed she quit.

**REASONING AND CONCLUSIONS OF LAW:**

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

871 IAC 24.26(4) provides:

Voluntary quit with good cause attributable to the employer and separations not considered to be voluntary quits. The following are reasons for a claimant leaving employment with good cause attributable to the employer:

- (4) The claimant left due to intolerable or detrimental working conditions.

The evidence establishes the claimant voluntarily quit employment with good cause attributable to the employer due to intolerable or detrimental working conditions created by the claimant's supervisor. She complained to management but no effective action was taken to address the situation and the problems continued.

**DECISION:**

The unemployment insurance decision dated December 24, 2013, reference 01, is reversed. The claimant is qualified to receive unemployment insurance benefits, if she is otherwise eligible.

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Steven A. Wise  
Administrative Law Judge

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Decision Dated and Mailed

saw/css