

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**ELUNDA F SANDERS**  
Claimant

**APPEAL NO. 11A-UI-13014-MT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**GOVERNMENT EMPLOYEES  
INSURANCE COMPANY**  
Employer

**OC: 08/14/11**  
**Claimant: Appellant (1)**

Section 96.5-1 – Voluntary Quit

**STATEMENT OF THE CASE:**

Claimant filed an appeal from a decision of a representative dated September 22, 2011, reference 02, which held claimant ineligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on October 27, 2011. Claimant participated. Employer participated by Todd Richardson, hearing representative Employers Unity, with witnesses Andrew Vaughn, human resource supervisor, and Jeremy Horning, leave administrator. Exhibit One was admitted into evidence.

**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 November 18, 2010. Claimant quit because she was suffering from a non-work-related illness. Claimant felt it would be better to quit than to face discharge later for absenteeism. Claimant recovered from her illness February 1, 2011. Claimant did not return and ask for her job back after recovery. Claimant had moved to be closer to family for personal reasons and did not want to travel for this job.

**REASONING AND CONCLUSIONS OF LAW:**

The administrative law judge holds that the evidence has failed to establish that claimant voluntarily quit for good cause attributable to employer when claimant terminated the employment relationship because of illness and personal reasons. The quit was due to health issues. This is a personal reason for quitting. However, upon recovery claimant should have asked for her job back, which might have resulted in qualification. Claimant decided to not ask for work and, as such, is disqualified. Benefits withheld.

Iowa Code section 96.5-1-d 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. But the individual shall not be disqualified if the department finds that:

d. The individual left employment because of illness, injury or pregnancy upon the advice of a licensed and practicing physician, and upon knowledge of the necessity for absence immediately notified the employer, or the employer consented to the absence, and after recovering from the illness, injury or pregnancy, when recovery was certified by a licensed and practicing physician, the individual returned to the employer and offered to perform services and the individual's regular work or comparable suitable work was not available, if so found by the department, provided the individual is otherwise eligible.

**DECISION:**

The decision of the representative dated September 22, 2011, reference 02, is affirmed. Unemployment insurance benefits shall be withheld until claimant has worked in and been paid wages for insured work equal to ten times claimant's weekly benefit amount, provided claimant is otherwise eligible.

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Marlon Mormann  
Administrative Law Judge

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Decision Dated and Mailed

mdm/kjw