

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

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

**GARY K JUNO**  
Claimant

**APPEAL NO: 13A-UI-09096-ST**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**MI-T-M CORPORATION**  
Employer

**OC: 07/14/13**  
**Claimant: Appellant (1)**

Section 96.5-1 – Voluntary Quit  
871 IAC 24.25(21) – Dissatisfaction of the Work Environment

**STATEMENT OF THE CASE:**

The claimant appealed a department decision dated August 2, 2013, reference 01, that held he voluntarily quit employment without good cause on June 7, 2013, and benefits are denied. A telephone hearing was held on September 11, 2013. The claimant did not participate. Susan Haxmeier, HR Manager, participated for the employer.

**ISSUE:**

The issue is whether the claimant voluntarily quit with good cause attributable to the employer.

**FINDINGS OF FACT:**

The administrative law judge having heard the witness testimony and having considered the evidence in the record finds: The claimant was hired on July 16, 2012 and last worked for the employer as a full-time labor on powder coating line on June 7, 2013. The claimant was off work due to illness. His doctor gave him an unrestricted release to return to work for June 10 that the employer received.

Claimant called the employer HR manager on June 7 stating he was not returning to work due to some personal problems. Although the manager asked him to reconsider, he chose not to do so and his resignation was accepted.

Claimant was not available when called twice for the hearing at the phone number provided.

**REASONING AND CONCLUSIONS OF LAW:**

Iowa Code section 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.

871 IAC 24.25(21) provides:

Voluntary quit without good cause. In general, a voluntary quit means discontinuing the employment because the employee no longer desires to remain in the relationship of an employee with the employer from whom the employee has separated. The employer has the burden of proving that the claimant is disqualified for benefits pursuant to Iowa Code section 96.5. However, the claimant has the initial burden to produce evidence that the claimant is not disqualified for benefits in cases involving Iowa Code section 96.5, subsection (1), paragraphs "a" through "i," and subsection 10. The following reasons for a voluntary quit shall be presumed to be without good cause attributable to the employer:

(21) The claimant left because of dissatisfaction with the work environment.

The administrative law judge concludes that the claimant voluntarily quit employment without good cause attributable to the employer on June 7, 2013 due to job dissatisfaction.

While claimant might have had some good personal reason for quitting, it is not a good cause attributable to the employer.

**DECISION:**

The department decision dated August 2, 2013, reference 01, is affirmed. The claimant voluntarily quit without good cause attributable to the employer on June 7, 2013. Benefits are denied until the claimant has worked in and is paid wages for insured work, equal to ten times his weekly benefit amount, provided the claimant is otherwise eligible.

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Randy L. Stephenson  
Administrative Law Judge

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Decision Dated and Mailed

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