

**IOWA DEPARTMENT OF INSPECTIONS AND APPEALS
ADMINISTRATIVE HEARINGS DIVISION, UI APPEALS BUREAU**

RHONDA R CLOVER
Claimant

BCP MEDIAPOLIS LLC
Employer

APPEAL 22A-UI-14401-DS-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

**OC: 05/22/22
Claimant: Appellant (1)**

Iowa Code § 96.5(1) – Voluntary Quitting
Iowa Admin. Code r. 871-24.26(19) – Voluntary Quit

STATEMENT OF THE CASE:

On June 24, 2022, the claimant filed an appeal from the unemployment insurance decision dated June 14, 2022, (Reference 01) that denied unemployment insurance benefits. Notice of hearing was mailed to the parties' last known addresses of record for a telephone hearing to be held at 11:00 a.m. on August 5, 2022, at Des Moines, Iowa. The claimant participated personally. The employer participated through Jane Streit, Vice President of Operations, Krystina Cardin, Administrator, and Laura Gawronski, Personnel Planners Hearing Representative. Claimant's Exhibit 1 was admitted to the record. The administrative law judge took official notice of the administrative record.

ISSUE:

Did the claimant voluntarily quit the employment without good cause attributable to employer?

FINDINGS OF FACT:

The administrative law judge finds that:

The claimant worked for this employer from December 4, 2013, until May 26, 2022, when she quit the employment. The claimant was a full-time Dietary Services Manager. The claimant had worked with several administrators over the course of her employment, and a new administrator, Krystina Cardin, began employment in the Spring of 2022. Stephanie Clifton, Training Administrator, was transferred to the claimant's workplace on a temporary basis to train Ms. Cardin. The claimant and Ms. Clifton did not work well together, and the claimant felt that the situation was untenable. The claimant had planned the facility's National Nursing Home Week participation for several years, and felt it was an important event. Since she did not feel that staff and administration were participating sufficiently, she attended a staff meeting—which also happened to be Ms. Cardin's first "stand-up" staff meeting—on May 9, 2022, and expressed her frustration. Ms. Clifton admonished the claimant for bring this concern to the meeting and starting the new administrator's first staff meeting with such a topic. The claimant was offended by the admonishment, and she submitted a letter of resignation on May 12, 2022. The letter advised the employer that she would be quitting in thirty days.

On May 26, 2022, the administrator determined that some of the claimant's staff would be needed to assist in delivering meals to resident's rooms. The claimant did not agree with this plan and talked to Ms. Cardin and Ms. Clifton about her concern. Ms. Clifton stated that the plan was non-negotiable. The claimant felt that Ms. Clifton's tone and demeanor were disrespectful. The claimant sent an email to the owners of the facility as well as to the administrator advising that May 26, 2022, was her last day and she quit the employment.

Continuing work was available had the claimant not quit, and her job was not in jeopardy.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes claimant's separation from the employment was without good cause attributable to the employer. Benefits are denied.

Iowa Code section 96.5(1) provides:

An individual shall be disqualified for benefits, regardless of the source of the individual's wage credits:

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.

Iowa Admin. Code r. 871-24.25(4) 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:

- (4) The claimant was absent for three days without giving notice to employer in violation of company rule.

The claimant has the burden of proving that the voluntary leaving was for good cause attributable to the employer. Iowa Code § 96.6(2). "Good cause" for leaving employment must be that which is reasonable to the average person, not the overly sensitive individual or the claimant in particular. *Uniweld Products v. Indus. Relations Comm'n*, 277 So.2d 827 (Fla. Dist. Ct. App. 1973). A voluntary leaving of employment requires an intention to terminate the employment relationship accompanied by an overt act of carrying out that intention. *Local Lodge #1426 v. Wilson Trailer*, 289 N.W.2d 608, 612 (Iowa 1980).

The claimant has not met her burden in showing that the quit was for good cause attributable to her employer. She had a personality conflict with an administrator who was assigned to the facility temporarily. Ultimately, she felt the individual's tone and demeanor were disrespectful, and she stated that she would not tolerate that. Such a conflict, while perhaps unpleasant, does not rise to the level of a good cause for quitting the employment attributable to the employer. Benefits must be denied.

DECISION:

The June 14, 2022, (Reference 01) unemployment insurance decision is AFFIRMED. The claimant voluntarily left the employment without good cause attributable to the employer. Benefits are withheld until such time as she has worked in and been paid wages for insured work equal to ten times her weekly benefit amount, provided she is otherwise eligible.



David J. Steen
Administrative Law Judge
Iowa Department of Inspections & Appeals
Administrative Hearings Division - UI Appeals Bureau

September 26, 2022
Decision Dated and Mailed

djs/kmj

APPEAL RIGHTS. If you disagree with the decision, you or any interested party may:

1. Appeal to the Employment Appeal Board within fifteen (15) days of the date under the judge's signature by submitting a written appeal via mail, fax, or online to:

**Employment Appeal Board
4th Floor – Lucas Building
Des Moines, Iowa 50319
Fax: (515)281-7191
Online: eab.iowa.gov**

The appeal period will be extended to the next business day if the last day to appeal falls on a weekend or a legal holiday. *There is no filing fee to file an appeal with the Employment Appeal Board.*

AN APPEAL TO THE BOARD SHALL STATE CLEARLY:

- 1) The name, address, and social security number of the claimant.
- 2) A reference to the decision from which the appeal is taken.
- 3) That an appeal from such decision is being made and such appeal is signed.
- 4) The grounds upon which such appeal is based.

An Employment Appeal Board decision is final agency action. If a party disagrees with the Employment Appeal Board decision, they may file a petition for judicial review in district court.

2. If you do not file an appeal of the judge's decision with the Employment Appeal Board within fifteen (15) days, the decision becomes final agency action, and you have the option to file a petition for judicial review in District Court within thirty (30) days after the decision becomes final. Additional information on how to file a petition can be found at www.iowacourts.gov/efile. *There may be a filing fee to file the petition in District Court.*

Note to Parties: YOU MAY REPRESENT yourself in the appeal or obtain a lawyer or other interested party to do so provided there is no expense to Workforce Development. If you wish to be represented by a lawyer, you may obtain the services of either a private attorney or one whose services are paid for with public funds.

Note to Claimant: It is important that you file your weekly claim as directed, while this appeal is pending, to protect your continuing right to benefits.

SERVICE INFORMATION:

A true and correct copy of this decision was mailed to each of the parties listed.

DERECHOS DE APELACIÓN. Si no está de acuerdo con la decisión, usted o cualquier parte interesada puede:

1. Apelar a la Junta de Apelaciones de Empleo dentro de los quince (15) días de la fecha bajo la firma del juez presentando una apelación por escrito por correo, fax o en línea a:

**Employment Appeal Board
4th Floor – Lucas Building
Des Moines, Iowa 50319
Fax: (515)281-7191
En línea: eab.iowa.gov**

El período de apelación se extenderá hasta el siguiente día hábil si el último día para apelar cae en fin de semana o día feriado legal. *No hay tarifa de presentación para presentar una apelación ante la Junta de Apelación de Empleo.*

UNA APELACIÓN A LA JUNTA DEBE ESTABLECER CLARAMENTE:

- 1) El nombre, dirección y número de seguro social del reclamante.
- 2) Una referencia a la decisión de la que se toma la apelación.
- 3) Que se interponga recurso de apelación contra tal decisión y se firme dicho recurso.
- 4) Los fundamentos en que se funda dicho recurso.

Una decisión de la Junta de Apelaciones de Empleo es una acción final de la agencia. Si una de las partes no está de acuerdo con la decisión de la Junta de Apelación de Empleo, puede presentar una petición de revisión judicial en el tribunal de distrito.

2. Si no presenta una apelación de la decisión del juez ante la Junta de Apelación de Empleo dentro de los quince (15) días, la decisión se convierte en una acción final de la agencia y tiene la opción de presentar una petición de revisión judicial en el Tribunal de Distrito dentro de los treinta (30) días. Puede encontrar información adicional sobre cómo presentar una petición en www.iowacourts.gov/efile. *Puede haber una tarifa de presentación para presentar la petición en el Tribunal de Distrito.*

Nota para las partes: USTED PUEDE REPRESENTARSE en la apelación u obtener un abogado u otra parte interesada para que lo haga, siempre que no haya gastos para Workforce Development. Si desea ser representado por un abogado, puede obtener los servicios de un abogado privado o uno cuyos servicios se paguen con fondos públicos.

Nota para el reclamante: es importante que presente su reclamo semanal según las instrucciones, mientras esta apelación está pendiente, para proteger su derecho continuo a los beneficios.

SERVICIO DE INFORMACIÓN:

Se envió por correo una copia fiel y correcta de esta decisión a cada una de las partes enumeradas.