

**BEFORE THE
EMPLOYMENT APPEAL BOARD
6200 Park Avenue, Suite 100
Des Moines, Iowa 50321
Website: eab.iowa.gov**

MICAH MORRIS

Claimant

: **APPEAL NUMBER:** 24B-UI-01168
: **ALJ HEARING NUMBER:** 24A-UI-01168

and

:
: **EMPLOYMENT APPEAL BOARD
DECISION**

WEBSTER CITY CUSTOM MEATS INC

:
:
:

Employer

NOTICE

THIS DECISION BECOMES FINAL unless (1) a **request for a REHEARING** is filed with the Employment Appeal Board within **20 days** of the date of the Board's decision or, (2) a **PETITION TO DISTRICT COURT IS FILED WITHIN 30 days** of the date of the Board's decision.

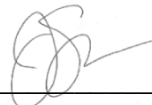
A **REHEARING REQUEST** shall state the specific grounds and relief sought. If the rehearing request is denied, a petition may be filed in **DISTRICT COURT** within **30 days** of the date of the denial.

SECTION: 96.5-1 96.3-7


DECISION

UNEMPLOYMENT BENEFITS ARE ALLOWED IF OTHERWISE ELIGIBLE

The Employer appealed this case to the Employment Appeal Board. The members of the Employment Appeal Board reviewed the entire record. The Appeal Board, one member dissenting, finds the administrative law judge's decision is correct. The administrative law judge's Findings of Fact and Reasoning and Conclusions of Law are adopted by the Board as its own. The administrative law judge's decision is **AFFIRMED**.




James M. Strohman



Ashley R. Koopmans

DISSENTING OPINION OF MYRON R. LINN:

I respectfully dissent from the majority decision of the Employment Appeal Board; I would reverse the administrative law judge's decision. I would find the Claimant did not voluntarily quit with good cause attributable to the Employer. The Claimant voluntarily quit in response to an incident of inappropriate sexual touching by a co-worker while at work. The Employer has a zero-tolerance anti-harassment policy, which is provided to employees, and provides regular training on the policy. The Employer immediately discharged the harasser and gave the Claimant an additional three days off. The Employer had continuing work for the Claimant and did everything they were required to do to make the work environment safe for the Claimant and other employees. Any ongoing issues the Claimant had in the workplace were the result of her own personal mental health issues and the reason for leaving was not attributable to the Employer.



Myron R. Linn

SRC/fnv

DATED AND MAILED: MARCH 18 2024